

LFC Requester:	Sunny Liu
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AGENCY BILL ANALYSIS - 2025 REGULAR SESSION

WITHIN 24 HOURS OF BILL POSTING, UPLOAD ANALYSIS TO

AgencyAnalysis.nmlegis.gov and email to billanalysis@dfa.nm.gov

(Analysis must be uploaded as a PDF)

SECTION I: GENERAL INFORMATION

{Indicate if analysis is on an original bill, amendment, substitute or a correction of a previous bill}

Date Prepared: 1/30/25 *Check all that apply:*
Bill Number: HB201 Original Correction
 Amendment Substitute

Sponsor: Susan K. Herrera
 Brian G. Baca
 G. Andres Romero
 Yanira Gurrola
Tanya Mirabal Moya
Short Title: Raise School Employee Minimum WAGE

Agency Name and Code Number: New Mexico Public Schools Insurance Authority 34200
Person Writing: Kaylynn Roybal
Phone: 505-476-1672 **Email:** kaylynn.roybal@psia.

SECTION II: FISCAL IMPACT

APPROPRIATION (dollars in thousands)

Appropriation		Recurring or Nonrecurring	Fund Affected
FY25	FY26		

(Parenthesis () indicate expenditure decreases)

REVENUE (dollars in thousands)

Estimated Revenue			Recurring or Nonrecurring	Fund Affected
FY25	FY26	FY27		

(Parenthesis () indicate revenue decreases)

ESTIMATED ADDITIONAL OPERATING BUDGET IMPACT (dollars in thousands)

	FY25	FY26	FY27	3 Year Total Cost	Recurring or Nonrecurring	Fund Affected
Total				No impact		

(Parenthesis () Indicate Expenditure Decreases)

Duplicates/Conflicts with/Companion to/Relates to:
Duplicates/Relates to Appropriation in the General Appropriation Act

SECTION III: NARRATIVE

BILL SUMMARY

Prior to proposed House Bill 201, the minimum salary for licensed educational assistants in New Mexico was set at \$25,000. Additionally, school districts were required to ensure a minimum wage rate of \$6.00 per hour or an annual salary of \$30,000 for noncertified school personnel.

New Provisions Under HB201:

HB201 amends the salary requirements for educational assistants and noncertified school personnel. Specifically:

- The minimum annual salary for licensed educational assistants is raised to \$30,000, effective for the 2025-2026 school year.
- Noncertified school personnel, whether licensed or unlicensed, must now receive a minimum wage of \$15.00 per hour or an annual salary of \$30,000.

Effective beginning in the 2025-2026 school year and for subsequent school years.

FISCAL IMPLICATIONS

Upon thorough review, we have determined that the identified impacts are minimal in nature. Specifically, a potential impact may include earning over the Medicaid eligibility guidelines for certain individuals as a consequence of these changes. However, they would be eligible to receive benefits under NMSPIA.

SIGNIFICANT ISSUES

PERFORMANCE IMPLICATIONS

ADMINISTRATIVE IMPLICATIONS

CONFLICT, DUPLICATION, COMPANIONSHIP, RELATIONSHIP

TECHNICAL ISSUES

OTHER SUBSTANTIVE ISSUES

ALTERNATIVES

WHAT WILL BE THE CONSEQUENCES OF NOT ENACTING THIS BILL

AMENDMENTS