

<b>LFC Requester:</b>	<b>Sunny Liu</b>
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**AGENCY BILL ANALYSIS - 2025 REGULAR SESSION**

**WITHIN 24 HOURS OF BILL POSTING, UPLOAD ANALYSIS TO**

**[AgencyAnalysis.nmlegis.gov](http://AgencyAnalysis.nmlegis.gov) and email to [billanalysis@dfa.nm.gov](mailto: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:** 01/29/2025 *Check all that apply:*  
**Bill Number:** HB156 Original  Correction   
 Amendment  Substitute

**Sponsor:** Joy Garratt & Mimi Stewart **Agency Name and Code Number:** 770-NMCD  
**Short Title:** Increase Teacher & Counselor Minimum Salaries **Person Writing:** Anisa Griego-Quintana  
**Phone:** 505-479-2296 **Email:** anisa.griego-quinta@cd.nm.gov

**SECTION II: FISCAL IMPACT**

**APPROPRIATION (dollars in thousands)**

Appropriation		Recurring or Nonrecurring	Fund Affected
FY25	FY26		
0	0	N/A	N/A

(Parenthesis ( ) indicate expenditure decreases)

**REVENUE (dollars in thousands)**

Estimated Revenue			Recurring or Nonrecurring	Fund Affected
FY25	FY26	FY27		
0	0	0	N/A	N/A

(Parenthesis ( ) indicate revenue decreases)

**ESTIMATED ADDITIONAL OPERATING BUDGET IMPACT (dollars in thousands)**

	FY25	FY26	FY27	3 Year Total Cost	Recurring or Nonrecurring	Fund Affected
<b>Total</b>	0	0	0	N/A	N/A	N/A

(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**

Synopsis: House Bill 156 would amend the School Personnel Act to increase minimum salaries for Level 1 teachers to \$55,000; for Level 2 teachers to \$65,000; and for Level 3A teachers and counselors to \$75,000. Does not affect Level 3B administrators.

The Level 1 teacher salary increases from \$50,000 to \$55,000 for a standard 9.5 month contract.

The Level 2 *teacher* or counselor salary, except for those with vocational education licenses increases from \$60,000 to \$65,000 for a standard contract.

The Level 3A master teacher or counselor salary, except for vocational educators, increases from \$70,000 to \$75,000 for a standard contract.

Teachers in an extended learning time program or K-5 Plus program shall receive additional salary at the same rate as their base salary for that teaching time.

Effective date is July 1, 2025.

#### **FISCAL IMPLICATIONS**

Teachers employed by the Corrections Department are contract educators and are not subject to the School Personnel Act as we are not funded by the New Mexico Public Education Department. The Corrections Department's average teacher salaries range from \$48,000 to \$65,000 annually, depending on experience, and our educators receive any salary increases provided to state employees by the legislature.

While this bill would not have an immediate impact, it could create long-term pressure to raise salaries to remain competitive with local educator pay. Within the next one to two years, the department may need to adjust salaries to ensure we can attract and retain educators. Although the Corrections Department has worked to keep salaries somewhat competitive with community schools, we recognize that we cannot match their pay due to the lack of licensure requirements, as teaching licenses, are not required for adult education in New Mexico.

#### **SIGNIFICANT ISSUES**

None for the Corrections Department.

#### **PERFORMANCE IMPLICATIONS**

None for the Corrections Department.

#### **ADMINISTRATIVE IMPLICATIONS**

None for the Corrections Department.

**CONFLICT, DUPLICATION, COMPANIONSHIP, RELATIONSHIP**

None for the Corrections Department.

**TECHNICAL ISSUES**

None for the Corrections Department.

**OTHER SUBSTANTIVE ISSUES**

None for the Corrections Department.

**ALTERNATIVES**

None for the Corrections Department.

**WHAT WILL BE THE CONSEQUENCES OF NOT ENACTING THIS BILL**

Status quo.

**AMENDMENTS**

None proposed by the Corrections Department.