



LFC Requester: Liu

**PUBLIC EDUCATION DEPARTMENT
BILL ANALYSIS
2025 REGULAR SESSION**

SECTION I: GENERAL INFORMATION

Check all that apply:

Original Amendment
Correction Substitute

Date Prepared: 01/29 /25
Bill No: HB157

Agency Name and Code: PED - 924

Sponsor: Garratt/Baca/Lara

PED Lead Analyst: David Vincent
Phone: (505) 695-6574 **Email:** David.vincent@ped.nm.gov

Short Title: NEW SCHOOL LICENSES

PED Policy Director: Denise Terrazas
Phone: (505) 470-5303 **Email:** denise.terrazas@ped.nm.gov

SECTION II: FISCAL IMPACT

(Parenthesis () Indicate Expenditure Decreases)

APPROPRIATION (dollars in thousands)

Appropriation		Recurring or Nonrecurring	Fund Affected
FY26	FY27		
None	None	N/A	NFA

REVENUE (dollars in thousands)

Estimated Revenue			Recurring or Nonrecurring	Fund Affected
FY26	FY27	FY28		
None	None	None	N/A	NFA

ESTIMATED ADDITIONAL OPERATING BUDGET IMPACT (dollars in thousands)

	FY26	FY27	FY28	3 Year Total Cost	Recurring or Nonrecurring	Fund Affected
Total	\$2,350.0	\$11,550.0	\$12,750.0	\$26,650.0	Nonrecurring	GF

Duplicates/Relates to Appropriation in the General Appropriation Act: Both LFC and LESC Public School Support Recommendations include \$2.3 million for educator and administrator preparation, induction, and evaluation.

SECTION III: NARRATIVE

BILL SUMMARY

Synopsis: House Bill 157 (HB157) would enact the School Administrator Development Act to create new licensure requirements for assistant principals, principals, superintendents, or charter school head administrators. The bill would amend the School Personnel Act to establish provisional, initial, and professional site administrator and superintendent licenses.

The bill proposes delayed repeal of sections of the School Personnel Act for Level Three-B administrator licensure in favor of the proposed licensing structure. Existing Three-B administrator license holders would be granted a professional principal license on July 1, 2028, after the three-B administrator license repeal would take effect. Similarly, superintendents hired before July 1, 2028, would be granted a professional superintendent license.

HB157 is endorsed by the Legislative Education Study Committee.

The effective date of HB157 would be July 1, 2025.

FISCAL IMPLICATIONS

HB157 does not contain an appropriation.

Below are the projected costs for implementing provisions of the bill for the first three years.

Three-Year Projected Costs for Educator Quality Division of PED		
FY26	<ul style="list-style-type: none">• 1 FTE• Capacity building at educator preparation programs• Data collection to support evaluation and planning of pilot program• Establish superintendent program standards and performance tasks.• Planning grants and technical assistance for aspiring superintendent academies• Planning grants and technical assistance for induction programs• Study compensation systems	\$2.2 million
FY27	<ul style="list-style-type: none">• Additional FTE coordinator• Site administrator programs• Aspiring superintendent academies• Induction programs with mentoring for new superintendents• Induction programs for new principals• Continuous learning programs• Task force to study compensation structure	\$11.4 million
FY28	<ul style="list-style-type: none">• Site administrator programs• Aspiring superintendent academies• Induction programs with mentoring for new superintendents• Induction programs for new principals• Continuous learning programs	\$12.6 million

Additionally, an initial evaluation of existing rule indicates that more than 25 Parts in Chapters 60 through 65 of Title 6 of the New Mexico Administrative Code (NMAC) may need to be

repealed and replaced or amended, and new rule may need to be promulgated in response to the licensure restructuring and new requirements for educator preparation programs of HB157. The projected cost of these rulemakings is \$25 thousand per year for three years, necessitating one additional FTE for the Policy and Legislative Affairs Division, at a cost of approximately \$125 thousand per year. These are significant additional duties and costs to the department, without supporting appropriation included in the bill.

SIGNIFICANT ISSUES

Components of HB157 for school administrator preparation and continuous professional learning may reduce principal departure and transition rates and improve student achievement and graduation rates, as a recent presentation by LESC indicated has occurred in the [Chicago Public Schools project in partnership with the University of Illinois](#).

The provisions of the bill align with the four goals of the [PED Educator Quality Division](#):

- **Recruitment:** To recruit more teachers statewide that represent the diversity of our student populations.
- **Preparation:** The PED promotes and supports innovative teacher education programs at New Mexico public post-secondary educational institutions and tribal colleges that ensure the diversity of the teaching profession in New Mexico while filling high-need teaching positions in the state.
- **Retention:** To retain teachers by acknowledging them as professionals and providing career-spanning professional development and growth opportunities.
- **Sustainability:** To improve long-term sustainability of the teacher workforce, and lead to greater overall teacher retention and higher job satisfaction.

PERFORMANCE IMPLICATIONS

None.

ADMINISTRATIVE IMPLICATIONS

PED would need two FTE to implement the provisions of the bill.

More than 25 Parts in Chapters 60 through 65 of New of Title 6 of the Mexico Administrative Code would need to be repealed and replaced or amended, and several new rules would need to be promulgated.

The PED would need to amend [6.2.8 NMAC](#), such that the Professional Practices Standards Council (PPSC) advise the Secretary of Education and the PED on matters related to the approval of educator preparatory programs, licensure, professional development, and ethics of licensed school personnel.

CONFLICT, DUPLICATION, COMPANIONSHIP, RELATIONSHIP

Substantially similar to [House Bill 22](#) of the regular 2024 legislative session, HB157 represents a second attempt to address administrator licenses, with greater input from stakeholders.

TECHNICAL ISSUES

The bill strikes language requiring criminal history record checks of “practice teachers or teaching interns as defined by the department,” in Section 22-10A-3 NMSA 1978, which is appropriate, as there are no other references to either of those classes of persons in Title 6 of the New Mexico Administrative Code, or the Public School Code, except for in Subsection E of Section 22-10A-3 NMSA 1978, where those references remain. The sponsor may wish to consider amending the bill to strike that sole remaining reference to those persons, as they appear nowhere else in New Mexico’s body of public school law and regulation.

OTHER SUBSTANTIVE ISSUES

Including existing statutory provisions and HB157’s proposals, the Public School Code would provide for the following educator licensure categories:

- Provisional Site Administrator License (new). A one-year license for level two or three-A teachers enrolled in an approved site administrator preparation program, renewable up to three times.
- Initial Site Administrator License (new). A three-year license for individuals who have completed a department-approved site administrator preparation program, with at least three years of experience as a teacher or instructional support provider.
- Professional Site Administrator License (new). A five-year license for individuals who have completed a department-approved site administrator preparation program, have at least one year of experience as a site administrator, and have completed an induction program.
- Provisional Superintendent License (new). A one-year license for individuals with at least one year of experience as a school administrator, enrolled in a superintendent induction program, and renewable up to three times.
- Superintendent License (new). A five-year license for individuals with at least one year of experience as a site administrator, who have completed an approved aspiring superintendent academy and an induction program.
- Licensure for School Administrators Who Are Not Principals or Superintendents. (new). The department is authorized to establish licensure requirements for other school administrators, though no specific provisions would be enacted with the bill.
- Teaching Licenses:
 - Level One: A provisional license for beginning teachers.
 - Level Two: A professional teaching license.
 - Level Three-A: The highest level of teaching licensure for instructional leaders.
- Licensure for Student Teachers. Although no license for student teachers currently exists in statute or is proposed by HB157, the bill does add a new requirement for applicants for a license for student teachers in a preparation program or teacher residency undergo federally required background checks.
- Instructional Support Provider License. Includes roles such as school counselors, social workers, therapists, and nurses.
- Educational Assistant Licensure. Required for individuals working as educational assistants.
- Alternative Licensure Pathways. Alternative pathways to level one, two, three, and administrative licensure.
- Limited Reciprocity (modified). Provides options for out-of-state teachers and administrators to obtain licensure in New Mexico.

- Certificates of Waiver (modified). Includes emergency waivers for teachers, site administrators, and superintendents under certain conditions.

ALTERNATIVES

None.

WHAT WILL BE THE CONSEQUENCES OF NOT ENACTING THIS BILL

None.

AMENDMENTS

None.