

LFC Requestor: LIU, Sunny

2025 LEGISLATIVE SESSION
AGENCY BILL ANALYSIS

Section I: General

Chamber: House

Category: Bill

Number: 195

Type: Introduced

Date (of THIS analysis): 01-30-25

Sponsor(s): Joy Garratt

Short Title: School Nurse Salary Tiers and Minimums

Reviewing Agency: Agency 665 - Department of Health

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Section II: Fiscal Impact

APPROPRIATION (dollars in thousands)

Appropriation Contained		Recurring or Nonrecurring	Fund Affected
FY 25	FY 26		
\$0	\$0	N/A	N/A

REVENUE (dollars in thousands)

Estimated Revenue			Recurring or Nonrecurring	Fund Affected
FY 25	FY 26	FY 27		
\$0	\$0	\$0	N/A	N/A

ESTIMATED ADDITIONAL OPERATING BUDGET IMPACT (dollars in thousands)

	FY 25	FY 26	FY 27	3 Year Total Cost	Recurring or Non-recurring	Fund Affected
Total	\$0	\$0	\$0	\$0	N/A	N/A

Section III: Relationship to other legislation

Duplicates: None

Conflicts with: None

Companion to: None

Relates to: None

Duplicates/Relates to an Appropriation in the General Appropriation Act: None

Section IV: Narrative

1. BILL SUMMARY

a) Synopsis

House Bill 195 (HB195) proposes modifying the Public School Finance Act to provide a tiered salary system for school nurses; provide minimum salaries at the same rate as teachers; and create a program unit for national board certification of certain registered nurses. There is no appropriation to carry out the provisions of this bill.

HB195 proposes to add four (4) new sections in the Public School Finance Act to include:

1. School Nurses – Certification by National Board for Certification of School Nurses – Program Units
2. School Nurses – Level One Licensure
3. School Nurses – Level Two Licensure
4. School Nurses – Level Three Licensure

Is this an amendment or substitution? Yes No

Is there an emergency clause? Yes No

b) Significant Issues

HB195 would add national board certification for school nurses into program cost considerations in the Public School Finance Act. It would also add a new section to the Public School Finance Act to include descriptions of new school nurse licensure and salary levels to reflect the nurse's education and experience in the field of school nursing. HB195 requires mentorship by an experienced school nurse for nurses new to the field. Districts are responsible for rule promulgation related to mentorship and evaluation of levels for new school nurses.

Level 2 licensure is a nine year license and granted to a registered nurse who holds a level one license or has at least three years of registered nurse experience satisfactory to the

department and who meets the qualifications for level 2 and demonstrates annual competencies. Reciprocity may be granted to a school nurse applicant who has served successfully as a level one school nurse or who has at least three years of experience. A level 2 applicant must demonstrate competencies required by the department and verified by the local superintendent through objective, uniform, statewide objectives. The minimum salary for a level two school nurse is the same as for a level two teacher for a standard nine-month contract.

Level 3 licensure is a nine-year license granted to school nurses who meet qualifications specific to that level and able to annually demonstrate nursing leadership competencies. If the nurse does not demonstrate essential nursing leadership competencies, the school district shall provide the nurse additional training and mentorship, or if the nurse does not demonstrate essential nursing leadership competencies, the district may choose not to contract with the school nurse.

The Public Education Department (PED) would grant level three license to an applicant who: 1) has been a level two nurse for at least 3 years; 2) holds a post-baccalaureate degree or is certified by the national board for certification of school nurses; 3) demonstrates nursing leadership competence as required by the department and verified by the local superintendent through a highly objective uniform statewide standard of evaluation; 4) meets other qualifications for licensure.

The minimum salary for a level three school nurse is the same as that for a level 3 teacher for a standard 9.5-month contract.

It is difficult to determine impact on operations for PED or how this would impact the agency's budget and future requests for additional funding related to the new system for nurse compensation.

2. PERFORMANCE IMPLICATIONS

- Does this bill impact the current delivery of NMDOH services or operations?
 Yes No
- Is this proposal related to the NMDOH Strategic Plan? Yes No
 - Goal 1:** We expand equitable access to services for all New Mexicans
 - Goal 2:** We ensure safety in New Mexico healthcare environments
 - Goal 3:** We improve health status for all New Mexicans
 - Goal 4:** We support each other by promoting an environment of mutual respect, trust, open communication, and needed resources for staff to serve New Mexicans and to grow and reach their professional goals

3. FISCAL IMPLICATIONS

- If there is an appropriation, is it included in the Executive Budget Request?
 Yes No N/A
- If there is an appropriation, is it included in the LFC Budget Request?

Yes No N/A

- Does this bill have a fiscal impact on NMDOH? Yes No

4. ADMINISTRATIVE IMPLICATIONS

Will this bill have an administrative impact on NMDOH? Yes No

5. DUPLICATION, CONFLICT, COMPANIONSHIP OR RELATIONSHIP

None

6. TECHNICAL ISSUES

Are there technical issues with the bill? Yes No

7. LEGAL/REGULATORY ISSUES (OTHER SUBSTANTIVE ISSUES)

- Will administrative rules need to be updated or new rules written? Yes No
- Have there been changes in federal/state/local laws and regulations that make this legislation necessary (or unnecessary)? Yes No
- Does this bill conflict with federal grant requirements or associated regulations?
 Yes No
- Are there any legal problems or conflicts with existing laws, regulations, policies, or programs? Yes No

8. DISPARITIES ISSUES

The population served by this bill are school nurses and school-aged children. Well trained school nurses following a specific model of care, education, and expectations ensure better health care access to children.

9. HEALTH IMPACT(S)

School aged children may have better access to care if salaries of certified school-nurses are more competitive.

10. ALTERNATIVES

None

11. WHAT WILL BE THE CONSEQUENCES OF NOT ENACTING THIS BILL?

If HB195 is not enacted, then Section 22-8-18 NMSA 1978 would not be modified to include tiered salary system for school nurses; providing minimum salaries at the same rate as teachers; creating a program unit for national board certification of certain registered nurses.

12. AMENDMENTS

None