



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: 01/30 /25

Bill No: HB201

Sponsor: Herrera/Baca/Romero/Gurrola/Mira  
bal Moya

**Agency Name and Code:** PED - 924

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**Short Title:** RAISE SCHOOL EMPLOYEE  
MINIMUM WAGE

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**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
<b>Total</b>	\$25,200.0	Undetermined	Undetermined	Undetermined	Nonrecurring	GF

Duplicates/Relates to Appropriation in the General Appropriation Act: The FY26 PED budget recommendations include \$101.4 million to districts and charter schools for a three-percent increase in salaries for all school personnel.

### **SECTION III: NARRATIVE**

#### **BILL SUMMARY**

**Synopsis:** House Bill 201 (HB201) would amend the [School Personnel Act](#) to raise the minimum salary for all school employes to \$30 thousand and raise the minimum wage for all school employees with hourly pay to \$15 per hour in FY26.

The bill does not provide an effective date. Laws go into effect 90 days after the adjournment of the Legislature enacting them unless a later date is specified. If enacted, this bill would become effective June 20, 2025. The bill does, however, include an applicability date; the provisions of the bill would apply to the 2025-2026 and subsequent school years.

#### **FISCAL IMPLICATIONS**

The bill does not contain an appropriation.

The minimum salary for educational assistants (EAs) of \$25 thousand is provided in the [School Personnel Act](#) as amended in 2023, up from the \$12 thousand minimum established in FY05, when the legislature first set salary levels EAs. HB201 would raise this minimum to \$30 thousand. The statutory minimum wage for non-certified employees has been \$6 per hour since 2003. Provisions of HB201 would raise it to \$15 per hour or an annual salary of \$30 thousand.

The minimum salary of \$30 thousand corresponds to the minimum hourly wage of \$15 for 50 weeks at 40 hours per week, allowing school districts the option of paying less than \$30 thousand for fewer than two thousand hours annually worked, based on the hourly pay rate.

Administrative data provided to the Public Education Department (PED) in October 2024 by school districts and charter schools included 1,356 employees with an annual reported salary ranging between \$15 and \$25 thousand, who may be presumed to be non-certified, salaried personnel. If they received a three-percent raise in FY26 as recommended by PED, and if the new minimum were \$30 thousand, the cost to districts and charter schools would be \$10.9 million. The same data set includes 5,585 personnel, the most likely to be educational assistants, with annual salaries between \$25 and \$30 thousand. The cost to raise all of these salaries to the new minimum after a three-percent raise, as proposed by PED, would be \$14.3 million. Information about personnel not paid a salary but are paid an hourly wage is not currently available to improve the precision of an estimate of fiscal impact, but the missing data is likely to result in a low estimate. The cost of the bill's provisions is estimated to be at least \$25.2 million.

Type of Personnel	Count	Annual Salary Total FY25	Without 3% Raise FY26		With 3% Raise FY26	
			Annual Salaries Total	Difference (HB201)	Annual Salaries Total	Difference (HB201)
Non-certified	1,356	\$28,900,785	\$40,680,000	\$11,779,215	\$29,767,808	\$10,912,191
Licensed Educational Assistants	5,585	\$148,874,252	\$167,550,000	\$18,675,748	\$144,061,679	\$14,338,321

## **SIGNIFICANT ISSUES**

A large portion of local education agency operations are funded by other revenue streams, such as federal funds, below-the-line appropriations, and special education. The statutory provisions contained in this bill would apply to staff funded through these other programs; sufficient funds from these revenue streams may not be available for proper implementation causing school districts and charter schools to use general fund appropriations to cover these added costs.

## **PERFORMANCE IMPLICATIONS**

School staff who would be impacted by this bill are important to student learning and classroom safety. HB201 may help schools attract and retain staff and thereby improve educational outcomes for students.

## **ADMINISTRATIVE IMPLICATIONS**

None.

## **CONFLICT, DUPLICATION, COMPANIONSHIP, RELATIONSHIP**

Relates to House Bill 156, Increase Educational Salaries, which proposes to raise minimum teacher annual salaries by \$5 thousand for each teacher licensure level, from \$50 to \$55 thousand for level one teachers, from \$60 to \$65 thousand for level two, and from \$70 to \$75 thousand for level three teachers.

Relates to House Bill 195, School Nurse Salary Tiers and Minimums, which proposes to create a tiered salary system for school nurses with minimum salary levels tied to the same minimum salaries for teachers of the same licensure tiers. The bill would also create a new program unit for the public school funding formula for national board certification of school nurses.

## **TECHNICAL ISSUES**

None.

## **OTHER SUBSTANTIVE ISSUES**

None.

## **ALTERNATIVES**

None.

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

None.

## **AMENDMENTS**

None.