



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: 02/12 /25  
Bill No: SB343

Agency Name and Code: PED - 924

Sponsor: Soules

PED Lead Analyst: -

Phone: - Email: -

Short Title: TEACHER SALARY RATES  
CHANGES

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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>	Indeterminate	Indeterminate	Indeterminate	Indeterminate	N/A	N/A

Duplicates/Relates to Appropriation in the General Appropriation Act: [HB141](#), the current version of the General Appropriation Act of 2025, includes an appropriation of approximately \$135.1 million for a four percent salary increase for all school personnel.

## **SECTION III: NARRATIVE**

### **BILL SUMMARY**

Synopsis: Senate Bill 343 (SB343) would amend Sections [22-10A-7](#), [22-10A-10](#), and [22-10A-11](#) NMSA 1978 to remove the exception for vocational education teachers from the minimum salary requirements, would remove references to the defunct K-5 plus program, and would create a new salary requirement for the K-12 plus program.

SB343 has an effective date of July 1, 2025.

### **FISCAL IMPLICATIONS**

SB343 does not contain an appropriation.

According to the 2023-2024 expenditure report that averages salary amounts per job class code in the operational fund, the majority of the roughly 500 vocational and technical teachers have salaries above the \$50,000 minimum salary of a level 1 teacher. The cost to move vocational and technical teachers below the minimum salary per their license level up to the required minimums would be absorbed by their employer. The PED does not collect salary expenditure data by license level, making a cost estimate for school districts and charter schools on this provision of SB343 difficult.

SB343 replaces references to increased salary requirements for teachers in the now defunct K-5 plus program with the requirement for K-12 plus teachers to receive additional compensation for participation in K-12 plus programs. The bill would require that teachers in K-12 plus programs “receive additional salary at the same rate as their base salary for that teaching time.” The K-12 plus program is significantly different from the K-5 plus program. The K-5 plus program required additional days be added to a school calendar, while the K-12 plus program did not. It is unclear what the base salary for a teacher participating in K-12 plus would be based upon, as the program did not require additional days be added. Additionally, the K-12 plus program provides payment for professional development days, and thereby SB343 would provide for additional compensation for teachers for professional development days. In the 2023-2024 school year 719 schools participated in the K-12 plus program and the fiscal consequences for school districts and charter schools, while undetermined, could be substantial.

### **SIGNIFICANT ISSUES**

Minimum teacher salaries in New Mexico are:

- Level 1: \$50,000;
- Level 2: \$60,000; and
- Level 3: \$70,000.

The bill would reduce inconsistencies in vocational teacher pay across school districts and charter schools.

Currently, vocational licensure candidates must hold one of the following:

- Bachelor's degree including 32 credit hours of vocational-technical training related to the

occupational area;

- associate degree plus two years of work experience related to the occupational area;
- certificate plus three years of work experience related to the occupational area; or
- a high school diploma (or its equivalent) plus five years of work experience related to the occupational area.

## **PERFORMANCE IMPLICATIONS**

None.

## **ADMINISTRATIVE IMPLICATIONS**

None.

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

Relates to:

- House Bill 79, Audiology & Speech-Language Pathology Compact
- House Bill 81, Occupational Therapy Compact
- House Bill 82, Physical Therapy Licensure Compact
- House Bill 118, Professional Recruitment and Retention Act
- House Bill 156, Increase Educational Salaries
- House Bill 157, New School Licenses
- House Bill 195, School Nurse Salary Tiers & Minimums
- House Bill 201, Raise School Employee Minimum Wage
- House Bill 217, Counselling Compact
- House Bill 422, Teaching Resident Stipends
- Senate Bill 104, Audiology & Speech Licensure Compact
- Senate Bill 242, Advancing the Science of Reading Act
- Senate Bill 345, Teacher & Instructional Support Licensure

## **TECHNICAL ISSUES**

The bill would require that teachers in K-12 plus programs “receive additional salary at the same rate as their base salary for that teaching time.” It is unclear what the base salary for a teacher participating in K-12 plus would be based upon.

## **OTHER SUBSTANTIVE ISSUES**

None.

## **ALTERNATIVES**

None.

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

None.

## **AMENDMENTS**

The sponsor may wish to consider removing references to both the defunct K-5 plus program and the K-12 plus program, or define how the “base salary” would be calculated for a teacher in the K-12 plus program.