

LFC Requester:	Sunny Liu
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**AGENCY BILL ANALYSIS  
2018 REGULAR SESSION**

**WITHIN 24 HOURS OF BILL POSTING, EMAIL ANALYSIS TO:**

**[LFC@NMLEGIS.GOV](mailto:LFC@NMLEGIS.GOV)**

*and*

**[DFA@STATE.NM.US](mailto:DFA@STATE.NM.US)**

*{Include the bill no. in the email subject line, e.g., HB2, and only attach one bill analysis and related documentation per email message}*

**SECTION I: GENERAL INFORMATION**

*{Indicate if analysis is on an original bill, amendment, substitute or a correction of a previous bill}*

Check all that apply: Date 02/07/18  
Original     Amendment    \_\_\_\_\_ Bill No: HB310  
Correction    \_\_\_\_\_ Substitute    \_\_\_\_\_

Sponsor:    Rep. Alonzo Baldonado  
Rep. James E. Smith    Agency Code:    924  
Rep. Sharon Clahchischilliaqe  
Short    INCREASE CERTAIN    Person Writing    Matthew Montano  
Title:    TEACHER SALARIES    Phone:    \_\_\_\_\_ Email    Matthew.montano1@state.nm.us

**SECTION II: FISCAL IMPACT**

**APPROPRIATION (dollars in thousands)**

Appropriation		Recurring or Nonrecurring	Fund Affected
FY18	FY19		
	71,593,659	Nonrecurring	General Fund

(Parenthesis ( ) Indicate Expenditure Decreases)

**REVENUE (dollars in thousands)**

Estimated Revenue			Recurring or Nonrecurring	Fund Affected
FY18	FY19	FY20		

(Parenthesis ( ) Indicate Expenditure Decreases)

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

	<b>FY18</b>	<b>FY19</b>	<b>FY20</b>	<b>3 Year Total Cost</b>	<b>Recurring or Nonrecurring</b>	<b>Fund Affected</b>
<b>Total</b>						

(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:

HB 310 seeks to amend Section 22-10A-7 NMSA to increase the statutory minimum salaries for Level 1, 2, and 3 teachers; provide pay increases for teachers and other instructional and non-instructional staff; and provide funds for teacher recruitment initiatives.

**FISCAL IMPLICATIONS**

HB 310 would not have a fiscal impact on LEAs as the monies to cover all salary increases would be allocated from the general fund through the SEG.

**SIGNIFICANT ISSUES**

HB 310 would increase the minimum starting salaries for teachers at each level of licensure.

- Level 1 \$38,000
- Level 2 \$44,000
- Level 3A teachers and counselors \$54,000

While some LEAs are already meeting or exceeding these salary requirements, HB 310 would allow those who are not to come in line with others in the state as well as provide more competitive salaries to novice teachers in New Mexico.

In addition to increasing the minimum salaries for teachers at each licensure level, HB 310 would provide an appropriation from the general fund through the SEG to LEAs allowing for an average two and one-half percent (2.5%) salary increase for all licensed teachers whose primary duty is classroom instruction.

HB 310 also includes a pay increase for all instructional staff, other licensed staff and unlicensed staff at an LEA. The allocation sought in HB 310 would provide an average two percent (2%) increase for these employees in FY 2019.

An appropriation is also created through HB 310 that would provide \$5 million to the department to distribute to LEAs for the implementation of teacher recruitment initiatives.

**PERFORMANCE IMPLICATIONS**

**ADMINISTRATIVE IMPLICATIONS**

**CONFLICT, DUPLICATION, COMPANIONSHIP, RELATIONSHIP**

**TECHNICAL ISSUES**

**OTHER SUBSTANTIVE ISSUES**

**ALTERNATIVES**

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

**AMENDMENTS**