AGENCY BILL ANALYSIS
2019 REGULAR SESSION

WITHIN 24 HOURS OF BILL POSTING, EMAIL ANALYSIS TO:

LFC@NMLEGIS.GOV

and

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:

<table>
<thead>
<tr>
<th>Original</th>
<th>X Amendment</th>
<th>Correction</th>
<th>Substitute</th>
</tr>
</thead>
</table>

Date 2/18/19
Bill No: HB438


Agency Code: 924

Person Writing Analysis: Daniel Manzano

Phone: 505-670-3820 Email: Daniel.Manzano@state.nm.us

SECTION II: FISCAL IMPACT

APPROPRIATION (dollars in thousands)

<table>
<thead>
<tr>
<th>Appropriation</th>
<th>Recurring or Nonrecurring</th>
<th>Fund Affected</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY19</td>
<td></td>
<td></td>
</tr>
<tr>
<td>FY20</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

(Parenthesis () Indicate Expenditure Decreases)

REVENUE (dollars in thousands)

<table>
<thead>
<tr>
<th>Estimated Revenue</th>
<th>Recurring or Nonrecurring</th>
<th>Fund Affected</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY19</td>
<td></td>
<td></td>
</tr>
<tr>
<td>FY20</td>
<td></td>
<td></td>
</tr>
<tr>
<td>FY21</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

(Parenthesis () Indicate Expenditure Decreases)
**ESTIMATED ADDITIONAL OPERATING BUDGET IMPACT (dollars in thousands)**

<table>
<thead>
<tr>
<th></th>
<th>FY19</th>
<th>FY20</th>
<th>FY21</th>
<th>3 Year Total Cost</th>
<th>Recurring or Nonrecurring</th>
<th>Fund Affected</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

(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: House Bill 438 (HB438) will amend the School Personnel Act to allow school districts to give preference to licensed school employees who have been employed for 12 months to receive preference over other applicants who are not licensed school employees for athletic coaching positions.

**FISCAL IMPLICATIONS**

There are no fiscal implications to PED.

Note: major assumptions underlying fiscal impact should be documented.

Note: if additional operating budget impact is estimated, assumptions and calculations should be reported in this section.

**SIGNIFICANT ISSUES**

HB438 does not provide any language in regards to the licensed school employee’s evaluation or standing as an employee. If a licensed school employee has worked for 12 months and has received low performance evaluations, does the school district still have to give this employee preferential hiring over a non-licensed employee?

Teachers who coach will be able to increase their pay. However, coaching requires additional time to a demanding teacher work schedule.

**PERFORMANCE IMPLICATIONS**

**ADMINISTRATIVE IMPLICATIONS**

For this bill, none

**CONFLICT, DUPLICATION, COMPANIONSHIP, RELATIONSHIP**

None
TECHNICAL ISSUES

OTHER SUBSTANTIVE ISSUES
(I would suggest legal look at this regarding hiring preference)

ALTERNATIVES

WHAT WILL BE THE CONSEQUENCES OF NOT ENACTING THIS BILL

None, licensed school employees will not receive preferential hiring for coaching positions in New Mexico school districts.

AMENDMENTS