

LFC Requester:	Liu
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**AGENCY BILL ANALYSIS
2022 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:

Original **Amendment**
Correction **Substitute**

Date January 27, 2022

Bill No: SB132

Sponsor: Sens. Stewart and
Correa Hemphill

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

Educational Assistant

Person Writing John Sena

Short Title: Minimum Salary

Phone 505-570-7816 **Email:** John.sena@state.nm.us

SECTION II: FISCAL IMPACT

APPROPRIATION (dollars in thousands)

Appropriation		Recurring or Nonrecurring	Fund Affected
FY22	FY23		

(Parenthesis () Indicate Expenditure Decreases)

REVENUE (dollars in thousands)

Estimated Revenue			Recurring or Nonrecurring	Fund Affected
FY22	FY23	FY24		

(Parenthesis () Indicate Expenditure Decreases)

ESTIMATED ADDITIONAL OPERATING BUDGET IMPACT (dollars in thousands)

	FY22	FY23	FY24	3 Year Total Cost	Recurring or Nonrecurring	Fund Affected
Total		(\$8,814.4) – (\$14,361.9)	(\$8,814.4) – (\$14,361.9)	(\$17,628.8) – (\$28,723.8)	Recurring	General Fund (SEG)

(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: Senate Bill 132 (SB132) increases the minimum annual salary for licensed educational assistants (EAs) from \$12 thousand to \$20 thousand.

FISCAL IMPLICATIONS

SB132 does not contain an appropriation.

Based on salary data in STARS, PED staff estimate the cost of increasing the minimum annual salary of licensed EAs to \$20 thousand and providing benefits is \$14.4 million annually. This impact would be reduced to \$8.8 million if the Legislature adopts the PED request and LFC recommendation to increase salaries for all educational employees by 7 percent.

This fiscal impact may also be lessened if the Legislature enacts and funds a similar proposal, SB125, State Employee Minimum Wage, which would increase the minimum wage for all state employees, including public educational employees, to \$15 per hour.

Neither the PED request for public school support nor the LFC and LESC recommendations for public school support include funding to enact the provisions of SB132.

If the Legislature does not provide additional funding for the proposal, school districts and charter schools would presumably use operational funds to pay for increased salaries.

SIGNIFICANT ISSUES

Of more than 6,000 EAs listed in STARS, more than half make less than \$20 thousand. Educational assistants are among the lowest paid public school employees in the state, with a median take-home pay of \$18,069 per year. However, EAs also tend to work on abbreviated schedules and are not bound to a typical 40-hour work week.

Increasing pay for EAs could help the state address New Mexico’s educator workforce crisis. New Mexico State University’s Southwest Outreach Academic Research (SOAR) Evaluation and Policy Center in the fall of 2021 reported more than 456 educational and instructional assistant vacancies statewide. EA vacancies are highest at the elementary level, and the special education EAs make up a majority of these vacancies.

PERFORMANCE IMPLICATIONS

N/A

ADMINISTRATIVE IMPLICATIONS

N/A

CONFLICT, DUPLICATION, COMPANIONSHIP, RELATIONSHIP

Related to SB1, Teacher Minimum Salaries, which would increase minimum salaries for level 1, 2, and 3-A teachers to \$50 thousand, \$60 thousand, and \$70 thousand respectively.

Related to SB125, State Employee Minimum Wage, which would increase the minimum wage for all state employees, including public educational employees, to \$15 per hour.

TECHNICAL ISSUES

N/A

OTHER SUBSTANTIVE ISSUES

N/A

ALTERNATIVES

N/A

WHAT WILL BE THE CONSEQUENCES OF NOT ENACTING THIS BILL

N/A

AMENDMENTS

N/A