

LFC Requester: Jorgensen



**PUBLIC EDUCATION DEPARTMENT
BILL ANALYSIS
2025 REGULAR SESSION**

SECTION I: GENERAL INFORMATION

Check all that apply:

Original Amendment
Correction Substitute

Date Prepared: 01/15 /25
Bill No: HB67

Agency Name and Code: PED - 924

Sponsor: Garratt

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Short Title: REASONABLE ASSURANCE
FOR HIGHER ED EMPLOYEES

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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	NFA	NFA

ESTIMATED ADDITIONAL OPERATING BUDGET IMPACT (dollars in thousands)

	FY26	FY27	FY28	3 Year Total Cost	Recurring or Nonrecurring	Fund Affected
Total	None	None	None	N/A	NFA	NFA

Duplicates/Relates to Appropriation in the [General Appropriation Act](#):
House Bill 2 includes approximately \$14 million to the Workforce Solutions Department for unemployment insurance.

SECTION III: NARRATIVE

BILL SUMMARY

Synopsis: House Bill 67 (HB67) would amend the [Unemployment Compensation Law](#) by changing statutory requirements for employees of state educational institutions to receive unemployment benefits between academic terms. Under current law, employees who are between academic terms are not eligible for unemployment insurance benefits if they have a “reasonable assurance of rehire” during the next academic term. Reasonable assurance of rehire currently means the individual has a historical pattern of reemployment in the same capacity as the preceding term, a reasonable anticipation that employment will be available in the future, and a reasonable notice or understanding the employee will be eligible for and offered employment in a similar capacity.

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.

FISCAL IMPLICATIONS

This bill does not contain an appropriation.

SIGNIFICANT ISSUES

HB67 proposes to replace the current, determinative factors of what constitutes, "reasonable assurance" — “a reasonable expectation of employment in a similar or higher capacity in the second of such academic years or terms, etc.,” with the following, more specific five criteria:

1. Offer of employment. The educational institution has made an offer of employment for the following academic year or term that is written, oral, or implied.
2. Authority of offer. The offer was made by an individual with actual authority to offer employment.
3. Position similarity. The employment offered is substantially the same position as, or a higher position than, the previous employment.
4. Compensation level. The consideration for the employment offered is not less than ninety percent of the amount earned in the current academic year or term.
5. Non-contingency. The offer is not contingent upon factors within the educational institution's control, such as course programming, funding decisions, final course offerings, program changes, and facility availability.

PERFORMANCE IMPLICATIONS

None for the Public Education Department (PED).

ADMINISTRATIVE IMPLICATIONS

None for PED.

CONFLICT, DUPLICATION, COMPANIONSHIP, RELATIONSHIP

None.

TECHNICAL ISSUES

None.

OTHER SUBSTANTIVE ISSUES

None.

ALTERNATIVES

None.

WHAT WILL BE THE CONSEQUENCES OF NOT ENACTING THIS BILL

None.

AMENDMENTS

None.