



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: 01/21 /2025
Bill No: HB110

Sponsor: Sariñana

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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
Total	None	None	None	None	N/A	NFA

Duplicates/Relates to Appropriation in the General Appropriation Act: [HB141](#), the current version of the General Appropriation Act of 2025 includes \$117,800 to Western New Mexico University for a research and public service project for web-based teacher licensure.

SECTION III: NARRATIVE

BILL SUMMARY

Synopsis: House Bill 110 (HB110) would create the Interstate Teacher Mobility Compact and enter New Mexico into the [Interstate Teacher Mobility Compact](#) (ITMC) to allow teachers to use an eligible license held in a compact member state to be granted an equivalent license in another compact member state.

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

The bill does not contain an appropriation.

SIGNIFICANT ISSUES

The [ITMC](#) was created in 2020 through a partnership between the Council of State Governments (CSG), Department of Defense (DoD), and the [National Association of State Directors of Teacher Education and Certification \(NASDTEC\)](#) to support the mobility of licensed teachers, create reciprocity among participant states, and reduce barriers to license portability and employment. There are 13 states that are members of the ITCM, including New Mexico's neighboring states of Colorado, Utah, and Oklahoma.

The ITMC provides member states with a structured yet flexible framework for teacher licensure reciprocity. While the compact ensures consistent licensure standards, it allows states some discretion in key areas.

- Each state can decide which types of teaching licenses will be included in the compact. For example, New Mexico may choose to allow full reciprocity for secondary math and science teachers but not for elementary teachers responsible largely for teaching reading, a subject with more stringent requirements for educator preparation in New Mexico.
- While states must honor the compact's reciprocity agreements, they retain control over their own licensure processes for non-compact applicants. States can still require additional licensure steps for teachers moving from non-compact states.
- Member states are not required to alter their existing teacher preparation standards.
- States must recognize eligible military spouses as defined by the compact, but they have discretion over how these provisions are implemented.
- A state may withdraw from the compact by repealing the enabling legislation, provided they follow the proper exit procedures.

HB110 defines "eligible license" of a person from a member state to mean a license that meets two criteria:

- at least a bachelor's degree; and
- the completion of a state-approved program for teacher licensure.

HB110 includes special provisions for active military members and their eligible spouses and career technical education licensees.

- Active military members and their eligible spouses, as defined in the compact, could

obtain equivalent teaching licenses in member states, even if they hold temporary or provisional licenses from another member state.

- Those with career-technical education licenses, further, would not be required to hold a bachelor's degree to be eligible for the equivalent license in New Mexico.

Facilitating teacher mobility across state boundaries may enhance teacher recruitment efforts; however, without competitive compensation, New Mexico may find that more teachers leave the state than come to it from other states. The [National Education Association](#) (NEA) noted, in its most recent report on teacher salary that New Mexico's average teacher salary of \$63,580 is \$6,000 below the national average teacher salary. NEA reported the average teacher salaries for comparing New Mexico to nearby ITMC states, to the right.

State	Average Teacher Salary 2022-2023 School Year	State Ranking by Average Teacher Salary
New Mexico	\$63,580	22
Utah	\$63,481	23
Colorado	\$63,224	24
Nevada	\$61,719	28
Oklahoma	\$55,505	43

[Education Week](#) reported that interstate licensure compacts like the ITMC are common in health-related fields such as nursing and are becoming increasingly prevalent in education. Under the ITMC, teachers who hold a bachelor's degree, have completed a state-approved licensure program, and possess a full teaching license can obtain an equivalent license in participating states.

PERFORMANCE IMPLICATIONS

Teachers are the most influential factor in student learning. According to the New Mexico State University's 2024 [Southwest Outreach Academic Research Evaluation and Policy Center Report](#), the state has 737 teacher vacancies for the 2024-2025 school year. Reducing the number of teacher vacancies would increase student learning.

ADMINISTRATIVE IMPLICATIONS

The secretary of education or the secretary's designee would serve on the commission that governs the ITMC. It is undetermined what administrative implications there would be related to their service on the commission.

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 entirety of the compact, comprising 13 articles and nearly 30 pages, is inserted into only one proposed section of law. For considerations such as ease of research, readability, and indexing, the sponsor may wish to consider amending the bill so that the various articles of the compact are contained within several discrete sections of statute.

OTHER SUBSTANTIVE ISSUES

The ITMC is still in its early stages of implementation, with several states having recently enacted legislation to join, and only 13 current member states. Consequently, there is currently no empirical evidence demonstrating a direct reduction in teacher vacancies because of the compact's adoption.

ALTERNATIVES

None.

WHAT WILL BE THE CONSEQUENCES OF NOT ENACTING THIS BILL

None.

AMENDMENTS

None.