

Public School Facilities Authority Staffing Update

Public School Capital Outlay Taskforce

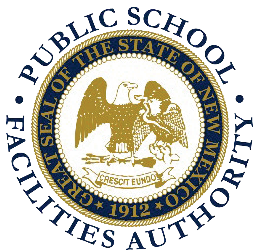
June 1, 2026

STATE OF NEW MEXICO  PUBLIC SCHOOL FACILITIES AUTHORITY

Partnering with New Mexico's communities to provide quality, sustainable school facilities for our students and educators.

Agenda

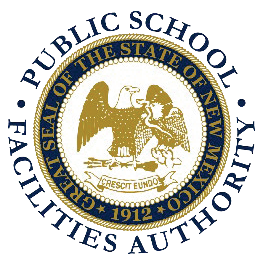
- I. Active Projects
- II. Other Initiatives
- III. FY26 Award Cycle Requests
- IV. Problem Statement
- V. Staffing Levels vs Workload
- VI. Project Oversight
- VII. Four-Step Approach to the Solution
- VIII. Addressing Capacity and Staff Considerations



Active Projects

Total Active Projects: 196

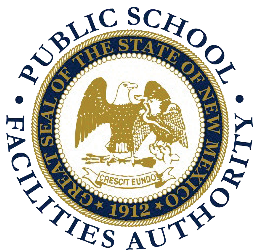
- 66 Standards Based Projects
- 73 Systems Based Projects
- 10 Pre-Kindergarten Projects
- 4 Teacher Housing Projects (Standards)
- 38 Facility Master Plans
- 5 Teacher Housing Pilot Projects (on hold)



Maxwell Combined School (FY24 Award)

Other Initiatives

- Community Benefit Fund (Round 2 to open in June 2026)
- Measurement & Verification (M&V) Pilot Program
- Lease Assistance Program
- Bond Reconciliation
- Adequacy Planning Guide Revision
- State and Local Match Support to LESC and LFC
- Legislative Distributions
- Emergency Awards



FY26 Award Cycle Requests

Limited staffing levels contributed to preliminary outreach efforts and a thorough vetting process with school districts before Letters of Intent were submitted.

PSFA received 83 “Letters of Intent” for the FY26 Award Cycle:

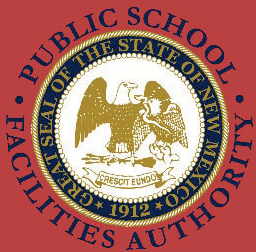
- Standards-based: 26 requests totaling \$952.5 million in state match.
- Systems-based: 41 requests totaling \$41.4 million in state match.
- Pre-K: One request totaling \$296,000 in state match.
- Teacher Housing: Six requests totaling \$8.9 million in state match.
- Demolition: Nine requests totaling \$5.3 million in state match.



Bernalillo High School

Problem Statement:

PSFA Staffing Levels are Inadequate



- **Current Regional Project Manager (RPM) staffing levels are severely inadequate** to manage existing and anticipated project workloads. This is directly impacting timely delivery, effective oversight, stakeholder engagement, and accurate financial closeout.
- **Staffing Review:** A comprehensive evaluation of current FTE levels across all departments is underway.
- **Immediate Operational Need:** short-term relief to address the field staff shortage is necessary to sustain adequate operational capacity.
- **Long-term Capacity:** PSFA will require permanent staffing and resource enhancements to effectively meet the state's growing educational infrastructure needs and carry out the agency's statutory responsibilities.
- **FY26 Demand:** PSFA received an unprecedented 83 applications for FY26 funding cycle, which constitutes \$1.8 billion in award requests from school districts. These are currently under evaluation for readiness, scope, and feasibility. Staff recommendations will be presented to PSCOC on May 11, 2026 .

PSFA Staffing Levels vs Workload

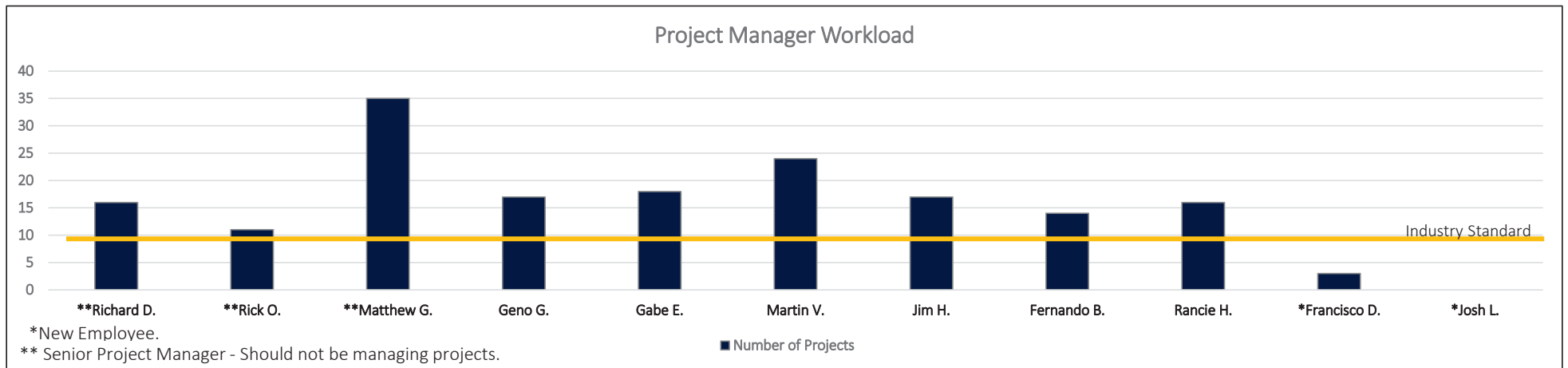
PSFA was created in 2004 and originally had 56 full time employees (FTEs) -- the same number as today. Over time, project volume and financial responsibility have increased, significantly outpacing the capacity of the work force to oversee and manage the project load.



- FY15: PSCOC approved 10 awards totaling \$187.4 million, with 96 active projects opened between 2010 and 2015.
- FY26: PSFA manages 153 active projects while facing 83 potential new awards, increasing staff oversight to 200+ projects with the same or fewer staff than in 2015.
- Key departments across PSFA are operating beyond capacity, with both agency leadership and statewide stakeholders recognizing the need to strengthen operations and increase project oversight and support.
- There is an immediate need to enhance project management, cost control, contract review, financial analysis, IT infrastructure, and research capacity, as well as expand expertise in construction, legal, renewable energy, housing, and other specialized areas.
- The current volume of projects and programs exceeds PSFA's existing staffing and resources, making the current workload unsustainable without additional support.

Project Oversight

- RPMs at PSFA oversee standards (construction and renovation), systems, Pre-K, and teacher housing projects within assigned regions, coordinating with school districts, contractors, architects, and engineers to ensure projects are planned, built, and completed in accordance with state requirements.
- They conduct site visits, review documents, and monitor schedules and budgets while helping resolve construction issues that arise through the course of a project.
- This oversight is critical to ensure efficient use of state funds, prevent delays and cost overruns, maintain quality and safety standards, and deliver compliant school facilities that support effective learning environments and meet adequacy standards.
- PSFA has nine field staff overseeing more than \$1.5 billion in active projects, with the potential for an additional \$1.8 billion in FY26 awards. Two supervisor and manager level staff are temporarily overseeing projects to address ongoing staffing and capacity constraints.
- Industry Standard: *National standards recommend that a capital project manager oversee no more than 5 or 6 active projects at a time to ensure effective oversight and successful project delivery.*



PSFA Approach to Address Issue

Sustaining effective project support will require a multi-step approach to rebuilding field infrastructure and expanding staffing capacity to manage additional awards.

Step 1

- Work with Council and Legislative partners to identify additional budget resources for contract support as an interim solution to sustain field operations and maintain current workloads at acceptable levels.

Step 2

- Propose an adjusted timeline to Council: Given the number and complexity of potential awards and requests for local match reductions.

Step 3

- Issue an RFP to hire contract support to assist project managers with active workloads, evaluate field processes, and provide training and outreach support.

Step 4

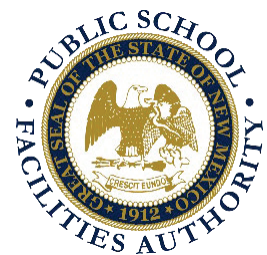
- Continue to work with Council and Legislative partners to consider additional FTEs to replace contract support, ultimately phasing this out once staffing levels are sufficient to sustain operations.

Addressing Capacity and Considerations

Strategy for addressing capacity concerns due to inadequate staffing levels.

As noted, staff levels have not kept up with the unanticipated increase in volume of projects and capital revenue over the last several years.

- PSFA Executive Team has been working on a formalized plan to address capacity issues in the short term while filling vacant positions and adding additional. This includes working with PSCOC, DFA, and the LFC to increase re-occurring operating budget for additional FTE and contractual needs.
 - During the 2026 Legislative session, PSFA received a \$2.5 million supplemental budget increase for FY26 and FY27 to support temporary staffing needs and to recruit, hire, and train permanent FTEs.
 - PSFA leadership continues to assess organizational needs on a department-by-department basis to address current and future programs, projects, and operational demands.
 - The goal is to adequately staff the organization to effectively facilitate school infrastructure projects, strengthen oversight and cost controls, provide responsive support to school districts, and meet New Mexico's evolving educational infrastructure needs.



Q&A

Marcos B. Trujillo
Executive Director
Public School Facilities Authority
mtrujillo@nmpsfa.org

