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FISCAL IMPACT REPORT

ORIGINAL DATE 2/17/2007

SPONSOR King LAST UPDATED _____ HB 1043

SHORT TITLE Improve Teacher Recruitment and Retention SB _____

ANALYST Schuss

APPROPRIATION (dollars in thousands)

Appropriation		Recurring or Non-Rec	Fund Affected
FY07	FY08		
	\$500.0	Recurring	General Fund

(Parenthesis () Indicate Expenditure Decreases)

Relates to HB 879 and HB 68

ESTIMATED ADDITIONAL OPERATING BUDGET IMPACT (dollars in thousands)

	FY07	FY08	FY09	3 Year Total Cost	Recurring or Non-Rec	Fund Affected
Total		\$6.6		\$6.6	Recurring	General Fund

(Parenthesis () Indicate Expenditure Decreases)

SOURCES OF INFORMATION

LFC Files

Responses Received From

Public Education Department (PED)

Higher Education Department (HED)

SUMMARY

Synopsis of Bill

House Bill 1043 appropriates \$500,000 from the general fund to the Public Education Department for the purpose of improving teacher recruitment, preparation and retention by providing classroom experience for future New Mexico teachers under the guidance of master teachers.

FISCAL IMPLICATIONS

The appropriation of \$500,000 contained in this bill is a recurring expense to the general fund any unexpended or unencumbered balance remaining at the end of FY08 shall revert to the general fund.

PED reports that it is anticipated that administrative support for this work will be absorbed within the existing resources. It is estimated that it would take approximately 200 hours of a Staff Manager's time to oversee and monitor this work at the following rate: (\$25.50/hr. X 200 hrs (\$5,100) + 30% benefits (\$1,530) = total \$6,630 amount).

SIGNIFICANT ISSUES

HED states that this is not a priority of PED.

PED notes the following:

- The development of model mentorship services that incorporate structured supervision and feedback to teacher graduates holding teaching positions within public school districts provides for a more successful transition from the university to the classroom environment.
- These model programs should include an annual report that describes all specified details of mentorship services undertaken for each Level I teacher in his/her first year of teaching.
- Mentorship under master teachers creates a one-on-one relationship that individualizes instruction for the new teacher.
- Retention rates for new teachers improve when they are well prepared to make the transition from the university into the classroom.

PERFORMANCE IMPLICATIONS

This bill relates to and supports PED's performance measure to increase the percent of classes taught by highly-qualified teachers in all schools across the state. This legislation supports the New Mexico Accountability Plan for the federal *No Child Left Behind Act of 2001*, which requires that 100% of core academic subject classrooms are taught by highly-qualified teachers.

ADMINISTRATIVE IMPLICATIONS

PED would be responsible for expending these funds.

The following administrative issues require further clarification:

- how this bill would address teacher recruitment;
- if future New Mexico teachers refers to students in college to become teachers or to professionals who are interested in making a career change.

CONFLICT, DUPLICATION, COMPANIONSHIP, RELATIONSHIP

HB879 appropriates \$5,000,000 from the General Fund to the Teacher Professional Development Fund.

HB68 appropriates \$11,780,000 for targeted, site-based professional development (among other expenditures) and \$500,000 for a Student Teacher Scholarship. HB68 refines the requirements for teacher licensure.

BS/nt