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HOUSE MEMORIAL 47

**57TH LEGISLATURE - STATE OF NEW MEXICO - FIRST SESSION, 2025**

INTRODUCED BY

Tanya Mirabal Moya and Brian G. Baca

A MEMORIAL

REQUESTING THE LEGISLATIVE EDUCATION STUDY COMMITTEE TO STUDY  
PUBLIC SCHOOL EMPLOYEE COMPENSATION.

WHEREAS, fewer than one in four students in New Mexico are  
proficient in reading and mathematics, according to the 2024  
national assessment of educational progress, which ranked New  
Mexico as the lowest in the nation; and

WHEREAS, *Martinez/Yazzie v. State of New Mexico*  
successfully challenged the constitutional sufficiency of New  
Mexico's public school system, with the court finding that:

A. a large proportion of New Mexico's students in  
kindergarten through twelfth grade are "at-risk", meaning they  
live in poverty, have disabilities, are English language  
learners or are part of historically marginalized Native  
American communities;

1           B. New Mexico has an achievement gap between  
2 students who are at-risk and students who are not at-risk,  
3 meaning that students who are at-risk perform lower on reading  
4 and mathematics assessments, are less likely to graduate from  
5 high school on time or attend and complete college and have  
6 lower future earning capacities; and

7           C. New Mexico has a critical need for highly  
8 effective teachers to serve students who are at-risk to close  
9 the achievement gap; and

10           WHEREAS, New Mexico continues to have a high number of  
11 teacher vacancies and an increasing turnover rate for teachers;  
12 and

13           WHEREAS, more teacher candidates are pursuing alternative  
14 pathways to licensing and have little to no classroom  
15 experience prior to becoming teachers; and

16           WHEREAS, research shows that teachers are the most  
17 important school-related factor that influences student  
18 outcomes; and

19           WHEREAS, New Mexico also has an increasing turnover rate  
20 for school administrators; and

21           WHEREAS, research shows that school administrators are the  
22 second most important school-related factor that influences  
23 student outcomes; and

24           WHEREAS, the success of public schools depends on the hard  
25 work and dedication of all school employees, including

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1 educational assistants, instructional support providers, bus  
2 drivers, food service providers, custodians, security personnel  
3 and many others; and

4 WHEREAS, school districts and charter schools report  
5 difficulty staffing all positions necessary for a school to  
6 function and concerns about salary compaction for school  
7 employees, particularly among teachers and school  
8 administrators; and

9 WHEREAS, health insurance premiums for New Mexico school  
10 employees continue to increase and reduce the impact of recent  
11 salary increases approved by the legislature; and

12 WHEREAS, despite recent salary increases, a study by the  
13 Massachusetts institute of technology found that many school  
14 employees in New Mexico earn salaries below a living wage; and

15 WHEREAS, fair and competitive compensation is key to  
16 improving school employee recruitment and retention,  
17 particularly for highly effective teachers and school  
18 administrators;

19 NOW, THEREFORE, BE IT RESOLVED BY THE HOUSE OF  
20 REPRESENTATIVES OF THE STATE OF NEW MEXICO that the legislative  
21 education study committee be requested to study compensation  
22 for public school employees, including how salary  
23 competitiveness, compaction and sustainability affect  
24 recruitment and retention; and

25 BE IT FURTHER RESOLVED that the legislative education

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1 study committee be requested to collaborate with the public  
2 education department, educator preparation programs, the  
3 legislative finance committee, school districts and charter  
4 schools, teachers' unions and teachers; and

5 BE IT FURTHER RESOLVED that the legislative education  
6 study committee be requested to make public a report on the  
7 findings, conclusions and recommendations from the study and  
8 submit the report to the governor and the legislature by  
9 December 31, 2025; and

10 BE IT FURTHER RESOLVED that copies of this memorial be  
11 transmitted to the legislative education study committee, the  
12 legislative finance committee and the public education  
13 department.