



LFC Requester: Liu

**PUBLIC EDUCATION DEPARTMENT  
BILL ANALYSIS  
2026 REGULAR SESSION**

**SECTION I: GENERAL INFORMATION**

Check all that apply:

Original  Amendment \_\_\_\_\_  
Correction  Substitute \_\_\_\_\_

Date Prepared: January 16 2026

Bill No: [SB54](#)

Committee Referrals: SEC/SJC

Sponsor: Ramos

Agency Name and Code: PED - 924

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Short SCHOOL PERSONNEL  
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**SECTION II: FISCAL IMPACT**

(Parenthesis ( ) Indicate Expenditure Decreases)

**APPROPRIATION (dollars in thousands)**

Appropriation		Recurring or Nonrecurring	Fund Affected
FY27	FY28		
None	None	N/A	NFA

**REVENUE (dollars in thousands)**

Estimated Revenue			Recurring or Nonrecurring	Fund Affected
FY27	FY28	FY29		
None	None	None	N/A	NFA

**ESTIMATED ADDITIONAL OPERATING BUDGET IMPACT (dollars in thousands)**

	FY27	FY28	FY29	3 Year Total Cost	Recurring or Nonrecurring	Fund Affected
<b>Total</b>	None	None	None	None	N/A	NFA

Duplicates/Relates to Appropriation in the General Appropriation Act: None as of 1/22/26.

## **SECTION III: NARRATIVE**

### **BILL SUMMARY**

Synopsis: The bill would reduce the frequency of certain required trainings or professional development for public school personnel. Specifically, it amends requirements for annual trainings on anti-racism and racial sensitivity, child abuse, ethical misconduct and related topics, diabetes care, and bullying prevention.

<b>Training (PD)</b>	<b>Current Frequency</b>	<b>Frequency Proposed by Bill</b>
Anti-racism and racial sensitivity training	• Annually	• Only within first year of employment
Child abuse, ethical misconduct, and related trainings	• Within first year of employment	• Within first year of employment (no change*)
Diabetes care training	• Annually for relevant personnel	• Only within first year of employment and as needed when circumstances change at the school (e.g., presence of students with diabetes)
Bullying prevention	• Annually for all staff (including volunteers) with significant student contact	• Only within first year of employment or reasonably soon after starting for school volunteers

*\*It should be noted that, while the bill does not change the frequency of training relative to child abuse and ethical misconduct, it does alter PED's collaboration requirements for that training, from one requiring coordination with the Human Services Department, to one requiring coordination with the Health Care Authority.*

This 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 May 20, 2026.

### **FISCAL IMPLICATIONS**

This bill does not contain an appropriation.

### **SIGNIFICANT ISSUES**

The bill would amend the following sections of statute:

- [Section 22-10A-19.3 NMSA 1978](#), which requires that all school personnel complete an annual anti-racism, racial awareness, and sensitivity training or professional development;
- [Section 22-10A-32 NMSA 1978](#), which mandates that all school district personnel, employees, volunteers, contractors, and their employees complete training in detecting and reporting child abuse and neglect, ethical misconduct, professional responsibilities, sexual abuse and assault, and substance abuse;
- [Section 22-34-3 NMSA 1978](#), which directs the PED to adopt rules for annual diabetes care training for school employees so that at least two staff at each school with students with diabetes are trained in diabetes care tasks; and

- [Section 22-35-4 NMSA 1978](#), which requires each public school, after adopting an anti-bullying policy, to establish an annual bullying prevention program for students and provide annual bullying prevention training for employees and volunteers who have significant student contact.

## **PERFORMANCE IMPLICATIONS**

None.

## **ADMINISTRATIVE IMPLICATIONS**

To reflect the reduced frequency of covered training requirements, the department would be required to amend [6.12.11 NMAC, Student Diabetes Management](#), and [6.12.7 NMAC, Safe Schools for All Students](#), to conform to the bill.

## **CONFLICT, DUPLICATION, COMPANIONSHIP, RELATIONSHIP**

None.

## **TECHNICAL ISSUES**

None.

## **OTHER SUBSTANTIVE ISSUES**

Several other states have already reduced the frequency of similar trainings. For example, both [Pennsylvania](#) and [Ohio](#) have longer-term requirements for child abuse recognition and reporting, with Pennsylvania requiring training for staff every three years, while Ohio mandates that training must be completed within two years of employment and every five years thereafter. [Colorado](#) instead requires public school employees to complete harassment/discrimination training upon hire and at least every three years thereafter.

## **ALTERNATIVES**

None.

## **WHAT WILL BE THE CONSEQUENCES OF NOT ENACTING THIS BILL**

None.

## **AMENDMENTS**

None.