

LESC bill analyses are available on the New Mexico Legislature website (www.nmlegis.gov). Bill analyses are prepared by LESC staff for standing education committees of the New Mexico Legislature. LESC does not assume any responsibility for the accuracy of these reports if they are used for other purposes.

LEGISLATIVE EDUCATION STUDY COMMITTEE
BILL ANALYSIS
53rd Legislature, 1st Session, 2017

Bill Number SB458 **Sponsor** Morales

Tracking Number .207288.1 **Committee Referrals** SPAC/SFC

Short Title Salary Increases

Analyst Bedeaux **Original Date** 2/27/17
Last Updated 3/3/17

BILL SUMMARY

Synopsis of Bill

Senate Bill 458 (SB458) appropriates a total of \$96.2 million from the general fund to the Department of Finance and Administration (DFA), the Higher Education Department (HED), public school state equalization guarantee (SEG), and public school transportation distribution for an average salary increase of 3 percent.

FISCAL IMPACT

SB458 appropriates a total of \$96.2 million from the general fund for expenditure in FY18. While SB458 appropriates funds for salary increases to be distributed by several state entities, this analysis focuses on the impact to New Mexico school districts and charter schools.

Summary of Fiscal Impact - SB458

Fund Affected	FY18	Recurring or Non-Recurring	Recipient
General Fund	(\$24,177.9)	Recurring	DFA
General Fund	(\$17,534.4)	Recurring	HED
General Fund	(\$53,151.9)	Recurring	Public School SEG
General Fund	(\$1,328.4)	Recurring	Transportation Dist.
Total GF Impact	(\$96,192.6)	Recurring	

The bill appropriates \$53.2 million from the general fund to public school fund SEG for expenditure in FY18. The bill appropriates an additional \$1.3 million to the transportation distribution for expenditure in FY18. No provision is given as to the reversion of an unexpended or unencumbered balance remaining at the end of FY18, but all funding appropriated to the SEG automatically reverts if it is not allocated to schools. The \$53 million would be included in the SEG, and all of it would be allocated to school districts and charter schools, presumably in equal proportion to the amount of SEG they currently receive.

Scenarios Satisfying “Average 3 Percent Salary Increase” in SB458

	Scenario 1: Flat 3 Percent Increase				Scenario 2: Increase Lowest Paid More				
	FY16 Salary	MEM	% Inc.	Salary Increase	FY16 Salary	MEM	% Inc.	Salary Increase	
Certified Personnel	Teachers	\$968,856,799	21,198.69	3%	\$29,065,704	\$968,856,799	21,198.69	2.5%	\$24,221,420
	Instructional/Library/ Media Assistants	\$85,646,042	5,208.25	3%	\$2,569,381	\$85,646,042	5,208.25	10.0%	\$8,564,604
	Principals	\$89,148,120	1,216.13	3%	\$2,674,444	\$89,148,120	1,216.13	0.5%	\$445,741
	Coordinator/ Subject Matter Specialists	\$20,449,397	304.92	3%	\$613,482	\$20,449,397	304.92	1.0%	\$204,494
	Library/Media Specialists	\$12,396,482	240.32	3%	\$371,894	\$12,396,482	240.32	1.0%	\$123,965
	Guidance Counselors/ Social Workers	\$56,148,823	1,072.72	3%	\$1,684,465	\$56,148,823	1,072.72	1.0%	\$561,488
	Special Ed. Support	\$60,843,190	1,067.82	3%	\$1,825,296	\$60,843,190	1,067.82	1.0%	\$608,432
	Registered Nurses	\$14,300,144	308.46	3%	\$429,004	\$14,300,144	308.46	2.5%	\$357,504
	Superintendents	\$9,860,738	84.49	3%	\$295,822	\$9,860,738	84.49	0.5%	\$49,304
	Administrative Associates	\$14,579,662	177.31	3%	\$437,390	\$14,579,662	177.31	0.5%	\$72,898
	Administrative Assistants	\$11,524,972	179.09	3%	\$345,749	\$11,524,972	179.09	1.0%	\$115,250
	Assoc. Superintendents Finance/Business Managers	\$9,983,986	147.89	3%	\$299,520	\$9,983,986	147.89	1.0%	\$99,840
	Non-Certified Personnel	Health Assistants	\$5,033,304	276.92	3%	\$150,999	\$5,033,304	276.92	10.0%
Secretarial/Clerical/ Technical Assistants		\$62,398,960	2,566.77	3%	\$1,871,969	\$62,398,960	2,566.77	7.0%	\$4,367,927
School/Student Support & Duty Personnel		\$9,745,411	379.31	3%	\$292,362	\$9,745,411	379.31	5.0%	\$487,271
Special Ed Assistant (Non-Instructional)		\$638,438	17.30	3%	\$19,153	\$638,438	17.30	5.0%	\$31,922
Bus Drivers & Crosswalk Guards		\$3,993,415	218.09	3%	\$119,802	\$3,993,415	218.09	10.0%	\$399,341
Data Processing		\$16,054,683	346.69	3%	\$481,640	\$16,054,683	346.69	2.5%	\$401,367
Business Office Support /Warehouse/Delivery		\$18,160,825	482.83	3%	\$544,825	\$18,160,825	482.83	5.0%	\$908,041
Maintainance & Custodial		\$84,297,176	3,369.33	3%	\$2,528,915	\$84,297,176	3,369.33	5.0%	\$4,214,859
Food Service		\$907,332	47.99	3%	\$27,220	\$907,332	47.99	10.0%	\$90,733
Instructional/Library/ Media Assistants		\$4,403,719	205.43	3%	\$132,112	\$4,403,719	205.43	10.0%	\$440,372
Weighted Average of Percent Increase and Total Cost of Salary Increase				3%	\$46,781,149			3.03%	\$47,270,103

Source: LESC Files

Based on FY16 salary data from the Public Education Department (PED) Stat Book for certified and non-certified employees, the cost of increasing the actual salary of all FY16 employees by 3 percent would be \$46.8 million.

SB458 requires that the *average salary* of employees be increased by 3 percent. The table above shows two separate scenarios that satisfy this requirement. In Scenario 1, every school district and charter school employee would receive a flat 3 percent increase in salary. Scenario 2 shows one example of a tiered increase based on employees’ current salaries. Tiers for this scenario, shown in the table to the right, were based on the average statewide salary for each personnel category. In this scenario, employees with a statewide average salary below \$20 thousand were given a 10 percent raise, while employees with a statewide average salary above \$70 thousand were given a 0.5 percent raise. The weighted average increase in salary statewide would still be 3 percent, but this scenario would serve to close the wage gap between employees.

Other options for school districts exist, including merit-based or performance-based pay increases, provided that the average increase equals 3 percent.

Example of Tiered Salary Increase based on Salary

	Average Statewide Salary	Certification
Tier 1 (<\$20,000): 10% Increase		
Instructional Assistants	\$16,444	Certified
Health Assistants	\$18,176	Non-Certified
Bus Drivers	\$18,311	Non-Certified
Food Service	\$18,907	Non-Certified
Tier 2 (\$20,000 - \$25,000): 7% Increase		
Athletics & Activities	\$21,437	Non-Certified
Secretarial Assistants	\$24,310	Non-Certified
Tier 3 (\$25,000 - \$40,000): 5% Increase		
Maintainance & Custodial	\$25,019	Non-Certified
Duty Personnel	\$25,692	Non-Certified
Special Ed Assistant	\$36,904	Non-Certified
Business Office Support	\$37,613	Non-Certified
Tier 4 (\$40,000 - \$50,000): 2.5% Increase		
Teachers	\$45,704	Certified
Data Processing	\$46,308	Non-Certified
Registered Nurses	\$46,360	Certified
Tier 5 (\$50,000 - \$70,000): 1% Increase		
Library/Media Specialists	\$51,583	Certified
Guidance Counselors	\$52,342	Certified
Special Ed. Support	\$56,979	Certified
Administrative Assistants	\$64,353	Certified
Coordinator	\$67,065	Certified
Business Managers	\$67,510	Certified
Tier 6 (>\$70,000): 0.5% Increase		
Principals	\$73,305	Certified
Administrative Associates	\$82,227	Certified
Superintendents	\$116,709	Certified

Source: LESC Files

SUBSTANTIVE ISSUES

Due to declining oil and gas revenues, New Mexico is currently experiencing a budget shortfall. The shortfall has prompted lawmakers to make ongoing cuts to public education, which represents the largest portion of the state's budget. SB458 would take previously cut funding and restore it to public education, returning the state to potential insolvency in FY18.

SB458 differs from other wage-related bills in that it makes an appropriation to state entities to cover the costs of raising wages. If SB458 were to pass along with another bill that increases the minimum wage, the allocation in SB458 could fund the costs of increasing the minimum wage in school districts. However, wage increases would need to average 3 percent in each school district and charter school, meaning school districts may have to increase the salaries of non-minimum wage employees as well.

It is assumed the appropriations in SB458 would be recurring appropriations. School districts and charter schools would not be able to afford ongoing salary increases without recurring appropriations.

ADMINISTRATIVE IMPLICATIONS

Salary increases would occur at the school district level. SB458 offers no guidance on how to accomplish an average 3 percent increase, allowing several options for school districts and state-chartered charter schools, including a flat increase, a tiered increase, or a merit- or performance-based increase.

The secretary of public education would need to verify that each school district and charter school provided an average 3 percent increase in salary for all teachers and licensed and unlicensed employees. This would mean PED would be responsible for gathering salary data from each district and verifying the average increase in salary equals 3 percent.

TECHNICAL ISSUES

Because the public school funding formula does not include a funding mechanism for staff compensation, there is no guarantee that SB458 would fully fund school districts based on their need. The funding formula is calculated with student membership (MEM); funding allocated through this formula goes toward personnel compensation at the district level. However, because the formula does not specifically include personnel, the additional funding appropriated by SB458 through the SEG to individual school districts may not be sufficient to cover the costs of increasing employees' salaries by 3 percent.

The result is a potential to both overfund and underfund certain districts. Assuming that the \$53 million allocation is distributed in equal proportion to the SEG of each school district and charter school, about \$5 million would go to districts where it is not needed. Additionally, the schools listed on the table on the following page would lack the necessary funds to implement a 3 percent raise, with a statewide total of about \$1 million. The amount of excess or insufficient funds to each school district and charter school is predicted on the attachment.

School Districts and Charters Underfunded by SB458 SEG Allocation

DISTRICT/CHARTER	FY17 State Equalization Guarantee	Proportion of SEG	Proportional Allocation of \$53,151,900	FY16 Salary	Cost of 3% Increase	Amount of Underfunding to Districts/Charters
MONTESSORI OF THE RIO GRANDE (APS)	\$1,381,249.98	0.06%	\$30,029.66	\$1,141,130.09	\$34,233.90	(\$4,204.24)
MOUNTAIN MAHOGANY (APS)	\$1,478,261.42	0.06%	\$32,138.78	\$1,089,664.49	\$32,689.93	(\$551.15)
BERNALILLO	\$20,215,372.89	0.83%	\$439,501.05	\$16,471,604.31	\$494,148.13	(\$54,647.08)
CENTRAL CONS.	\$27,654,206.32	1.13%	\$601,228.22	\$30,064,013.26	\$901,920.40	(\$300,692.18)
DULCE	\$3,782,712.16	0.15%	\$82,239.69	\$3,960,233.86	\$118,807.02	(\$36,567.33)
GALLUP	\$65,859,788.65	2.69%	\$1,431,853.18	\$49,582,222.30	\$1,487,466.67	(\$55,613.49)
HOUSE	\$1,349,700.31	0.06%	\$29,343.74	\$1,024,366.60	\$30,731.00	(\$1,387.26)
JEMEZ VALLEY	\$2,390,422.55	0.10%	\$51,970.01	\$2,237,890.90	\$67,136.73	(\$15,166.71)
LOS ALAMOS	\$26,820,569.33	1.10%	\$583,104.17	\$23,335,687.02	\$700,070.61	(\$116,966.44)
POJOAQUE	\$12,868,738.42	0.53%	\$279,778.37	\$9,373,113.91	\$281,193.42	(\$1,415.05)
SANTA FE	\$95,715,525.29	3.92%	\$2,080,944.72	\$79,373,933.13	\$2,381,217.99	(\$300,273.27)
ACAD FOR TECH & CLASSICS (SANTA FE)	\$2,632,409.84	0.11%	\$57,231.04	\$3,031,102.00	\$90,933.06	(\$33,702.02)
WAGON MOUND	\$1,361,382.54	0.06%	\$29,597.73	\$996,879.47	\$29,906.38	(\$308.66)
ZUNI	\$6,890,899.49	0.28%	\$149,814.58	\$7,059,927.52	\$211,797.83	(\$61,983.25)
STATE-CHARTERED CHARTER SCHOOLS						
RED RIVER VALLEY (STATE)	\$695,340.85	0.03%	\$15,117.36	\$1,602,344.70	\$48,070.34	(\$32,952.98)
ROOTS & WINGS (STATE)	\$489,363.16	0.02%	\$10,639.21	\$416,563.60	\$12,496.91	(\$1,857.70)
STATEWIDE	\$2,444,784,802.57	100%	\$53,151,900.00	\$1,633,790,034.82	\$49,013,701.04	(\$1,018,288.81)

Source: LESC Files

The sponsor may wish to consider amending the bill to allocate the funding to PED, and specifying that PED shall calculate an amount of funding for each district equal to the cost of increasing the district’s salaries by 3 percent. This would ensure that districts receive enough funding to cover the costs of increased salaries, and would remove the requirement that the secretary “verify” the salary increases. This change would also preserve the ability of districts to selectively increase salaries based on their own criteria.

Although the bill specifies an increase for “transportation employees,” the meaning of this is unclear. Transportation employees may include school bus contractors and their employees. Rental fees for school bus contractors cover the wages of their employees, and are paid by PED as a portion of the department’s support for public schools. Because the allocation in SB458 goes to school districts and state-chartered charter schools, the rental fees and salaries of school bus contractors would not be funded for a 3 percent increase. Similar to the overfunding/underfunding issue, this could be solved if the allocation were made to PED. The sponsor may also want to consider adding language specifying transportation employees include school bus contractors and their employees.

RELATED BILLS

Related to several minimum wage bills introduced this session:

- SB36/aSPAC, Raise Minimum Wage, increases the minimum wage to \$8.45 per hour, adjusted by the cost of living in subsequent years;
- SB321, Raise Minimum Wage, increases the minimum wage to \$8.75 per hour;
- SB386, Raise Minimum Wage & Allow Trainee Wage, increases the minimum wage to \$9.00 per hour, or \$8.00 per hour for trainee employees;
- HB27, Increase Minimum Wage, increases the minimum wage to \$15 per hour;
- HB67/aHLEDC, Increase Minimum Wage, increases the minimum wage to \$8.40 per hour, plus about a dollar per year for the following two years, and then a cost-of-living increase in subsequent years; and

- HB442, Minimum Wage and Wage-Related Conduct, increases the minimum wage to \$9.25 per hour, and prevents local governments from regulating the schedules of private-sector employees.

Related to HB134, School Personnel Minimum Salaries, which increases the minimum hourly wage of non-certified school personnel to \$15 per hour.

SOURCES OF INFORMATION

- LESC Files

TCB/rab

SB458 - Proportional SEG Distribution of \$53 Million vs. Cost of 3 Percent Salary Increase ATTACHMENT
 Potential Overfunding and Underfunding to School Districts and Charter Schools

DISTRICT/CHARTER	FY17 State Equalization Guarantee	Proportion of SEG	Proportional Allocation of \$53,151,900	FY16 Salary	Cost of 3% Increase	Amount of Overfunding to Districts	Amount of Underfunding to Districts
1 ALAMOGORDO	\$38,871,703.93	1.59%	\$845,107.07	\$26,653,506.03	\$799,605.18	\$45,501.89	
2 ALBUQUERQUE	\$620,137,327.81	25.37%	\$13,482,363.44	\$428,525,650.25	\$12,855,769.51	\$625,593.93	
3 ALBUQUERQUE CHARTER ACADEMY	\$2,781,677.80	0.11%	\$60,476.27	\$1,515,202.55	\$45,456.08	\$15,020.19	
4 ALB TALENT DEV SECONDARY	\$1,737,792.99	0.07%	\$37,781.24	\$1,099,113.39	\$32,973.40	\$4,807.84	
5 ALICE KING COMMUNITY SCHOOL	\$3,147,067.53	0.13%	\$68,420.18	\$1,300,039.16	\$39,001.17	\$29,419.01	
6 CHRISTINE DUNCAN COMMUNITY	\$2,328,254.67	0.10%	\$50,618.43	\$1,047,010.91	\$31,410.33	\$19,208.10	
7 CORRALES INTERNATIONAL	\$2,339,588.66	0.10%	\$50,864.84	\$1,240,486.72	\$37,214.60	\$13,650.24	
8 DIGITAL ARTS & TECH ACADEMY	\$2,497,663.54	0.10%	\$54,301.53	\$1,407,809.93	\$42,234.30	\$12,067.24	
9 EAST MOUNTAIN	\$2,731,669.77	0.11%	\$59,389.05	\$1,622,005.43	\$48,660.16	\$10,728.88	
10 EL CAMINO REAL	\$2,531,677.44	0.10%	\$55,041.03	\$1,719,841.38	\$51,595.24	\$3,445.79	
11 GORDON BERNELL	\$2,961,433.71	0.12%	\$64,384.33	\$1,667,498.62	\$50,024.96	\$14,359.37	
12 LA ACADEMIA DE ESPERANZA	\$4,014,157.27	0.16%	\$87,271.52	\$2,130,956.51	\$63,928.70	\$23,342.82	
13 LOS PUENTES	\$2,295,597.83	0.09%	\$49,908.44	\$969,302.87	\$29,079.09	\$20,829.35	
14 MONTESSORI OF THE RIO GRANDE	\$1,381,249.98	0.06%	\$30,029.66	\$1,141,130.09	\$34,233.90		(\$4,204.24)
15 MOUNTAIN MAHOGANY	\$1,478,261.42	0.06%	\$32,138.78	\$1,089,664.49	\$32,689.93		(\$551.15)
16 NATIVE AMERICAN COMM ACAD.	\$2,875,939.31	0.12%	\$62,525.60	\$1,571,094.32	\$47,132.83	\$15,392.77	
17 NEW MEXICO INTERNATIONAL	\$1,564,730.82	0.06%	\$34,018.71	\$822,828.33	\$24,684.85	\$9,333.86	
18 NUESTROS VALORES	\$1,527,119.34	0.06%	\$33,201.00	\$717,642.35	\$21,529.27	\$11,671.73	
19 PAPA	\$2,815,572.31	0.12%	\$61,213.17	\$1,808,782.77	\$54,263.48	\$6,949.68	
20 ROBERT F. KENNEDY	\$3,233,652.34	0.13%	\$70,302.62	\$1,666,313.52	\$49,989.41	\$20,313.21	
21 SIEMBRA LEADERSHIP HIGH SCHOOL	\$369,950.38	0.02%	\$8,043.07			\$8,043.07	
22 SOUTH VALLEY	\$4,764,588.14	0.19%	\$103,586.59	\$2,667,944.63	\$80,038.34	\$23,548.25	
23 TWENTY FIRST CENT.	\$1,719,136.49	0.07%	\$37,375.63	\$976,321.09	\$29,289.63	\$8,086.00	
24 ANIMAS	\$2,284,123.57	0.09%	\$49,658.98	\$1,156,362.30	\$34,690.87	\$14,968.11	
25 ARTESIA	\$26,455,508.61	1.08%	\$575,167.41	\$18,169,436.24	\$545,083.09	\$30,084.32	
26 AZTEC	\$20,737,728.17	0.85%	\$450,857.54	\$14,208,409.81	\$426,252.29	\$24,605.24	
27 MOSAIC ACADEMY CHARTER	\$1,452,445.56	0.06%	\$31,577.52	\$847,545.75	\$25,426.37	\$6,151.15	
28 BELEN	\$28,950,520.09	1.18%	\$629,411.29	\$18,122,577.70	\$543,677.33	\$85,733.96	
29 BERNALILLO	\$20,215,372.89	0.83%	\$439,501.05	\$16,471,604.31	\$494,148.13		(\$54,647.08)
30 BLOOMFIELD	\$20,750,290.38	0.85%	\$451,130.65	\$12,859,297.94	\$385,778.94	\$65,351.71	
31 CAPITAN	\$4,385,441.08	0.18%	\$95,343.58	\$2,526,892.13	\$75,806.76	\$19,536.81	
32 CARLSBAD	\$50,107,458.89	2.05%	\$1,089,382.85	\$35,816,909.98	\$1,074,507.30	\$14,875.55	
33 JEFFERSON MONT. ACAD.	\$1,772,582.92	0.07%	\$38,537.60	\$1,150,631.75	\$34,518.95	\$4,018.65	
34 PECOS CONNECTIONS	\$2,004,814.23	0.08%	\$43,586.53			\$43,586.53	
35 CARRIZOZO	\$1,843,394.77	0.08%	\$40,077.12	\$1,091,639.65	\$32,749.19	\$7,327.93	
36 CENTRAL CONS.	\$27,654,206.32	1.13%	\$601,228.22	\$30,064,013.26	\$901,920.40		(\$300,692.18)
37 CHAMA VALLEY	\$4,216,613.43	0.17%	\$91,673.11	\$2,657,462.16	\$79,723.86	\$11,949.24	
38 CIMARRON	\$3,819,703.18	0.16%	\$83,043.91	\$2,691,905.20	\$80,757.16	\$2,286.75	
39 MORENO VALLEY HIGH	\$778,371.85	0.03%	\$16,922.53	\$505,529.67	\$15,165.89	\$1,756.64	
40 CLAYTON	\$4,457,255.81	0.18%	\$96,904.90	\$2,766,085.00	\$82,982.55	\$13,922.35	
41 CLOUDCROFT	\$3,456,746.01	0.14%	\$75,152.88	\$2,134,337.06	\$64,030.11	\$11,122.77	
42 CLOVIS	\$57,744,308.71	2.36%	\$1,255,415.09	\$36,792,728.55	\$1,103,781.86	\$151,633.23	
43 COBRE CONS.	\$11,176,334.42	0.46%	\$242,983.93	\$6,844,067.04	\$205,322.01	\$37,661.91	
44 CORONA	\$1,453,277.60	0.06%	\$31,595.61	\$1,000,725.78	\$30,021.77	\$1,573.84	
45 CUBA	\$5,006,271.93	0.20%	\$108,841.02	\$3,321,477.29	\$99,644.32	\$9,196.70	
46 DEMING	\$37,117,487.55	1.52%	\$806,968.77	\$23,580,390.82	\$707,411.72	\$99,557.05	
47 DEMING CESAR CHAVEZ	\$1,409,863.52	0.06%	\$30,651.75	\$927,212.06	\$27,816.36	\$2,835.39	
48 DES MOINES	\$1,504,871.50	0.06%	\$32,717.31	\$900,121.91	\$27,003.66	\$5,713.65	
49 DEXTER	\$8,024,837.05	0.33%	\$174,467.44	\$4,697,436.20	\$140,923.09	\$33,544.35	
50 DORA	\$2,671,188.33	0.11%	\$58,074.12	\$1,525,523.13	\$45,765.69	\$12,308.43	
51 DULCE	\$3,782,712.16	0.15%	\$82,239.69	\$3,960,233.86	\$118,807.02		(\$36,567.33)
52 ELIDA	\$1,602,922.59	0.07%	\$34,849.03	\$1,021,867.56	\$30,656.03	\$4,193.00	
53 ESPAÑOLA	\$29,375,417.93	1.20%	\$638,648.96	\$16,166,889.28	\$485,006.68	\$153,642.28	
54 ESTANCIA	\$6,333,898.32	0.26%	\$137,704.85	\$3,581,702.86	\$107,451.09	\$30,253.77	
55 EUNICE	\$5,760,733.15	0.24%	\$125,243.71	\$3,799,051.67	\$113,971.55	\$11,272.16	
56 FARMINGTON	\$73,336,080.77	3.00%	\$1,594,394.74	\$49,097,349.30	\$1,472,920.48	\$121,474.26	
57 NEW MEXICO VIRTUAL ACADEMY	\$2,857,804.14	0.12%	\$62,131.33	\$641,733.93	\$19,252.02	\$42,879.31	
58 FLOYD	\$2,252,408.53	0.09%	\$48,969.46	\$1,462,180.32	\$43,865.41	\$5,104.05	
59 FT. SUMNER	\$3,187,707.69	0.13%	\$69,303.74	\$1,859,938.95	\$55,798.17	\$13,505.57	
60 GADSDEN	\$99,329,482.37	4.06%	\$2,159,515.52	\$69,533,699.51	\$2,086,010.99	\$73,504.53	
61 GALLUP	\$65,859,788.65	2.69%	\$1,431,853.18	\$49,582,222.30	\$1,487,466.67		(\$55,613.49)
62 MIDDLE COLLEGE HIGH	\$1,271,272.91	0.05%	\$27,638.66	\$581,350.00	\$17,440.50	\$10,198.16	
63 GRADY	\$1,764,581.99	0.07%	\$38,363.66	\$1,071,200.68	\$32,136.02	\$6,227.64	
64 GRANTS	\$27,129,318.30	1.11%	\$589,816.66	\$16,115,912.47	\$483,477.37	\$106,339.29	
65 HAGERMAN	\$4,221,876.42	0.17%	\$91,787.53	\$2,489,369.07	\$74,681.07	\$17,106.46	
66 HATCH	\$9,187,762.88	0.38%	\$199,750.53	\$5,568,164.39	\$167,044.93	\$32,705.60	
67 HOBBS	\$65,645,949.08	2.69%	\$1,427,204.11	\$41,519,616.65	\$1,245,588.50	\$181,615.61	
68 HONDO	\$1,872,174.29	0.08%	\$40,702.81	\$1,103,178.00	\$33,095.34	\$7,607.47	
69 HOUSE	\$1,349,700.31	0.06%	\$29,343.74	\$1,024,366.60	\$30,731.00		(\$1,387.26)
70 JAL	\$3,614,630.45	0.15%	\$78,585.43	\$2,413,976.51	\$72,419.30	\$6,166.14	
71 JEMEZ MOUNTAIN	\$2,497,328.72	0.10%	\$54,294.25	\$1,741,080.87	\$52,232.43	\$2,061.83	
72 LINDRITH AREA HERITAGE	\$256,765.73	0.01%	\$5,582.33	\$171,658.58	\$5,149.76	\$432.57	
73 JEMEZ VALLEY	\$2,390,422.55	0.10%	\$51,970.01	\$2,237,890.90	\$67,136.73		(\$15,166.71)
74 SAN DIEGO RIVERSIDE CHARTER	\$826,183.13	0.03%	\$17,961.99	\$500,182.63	\$15,005.48	\$2,956.51	

SB458 - Proportional SEG Distribution of \$53 Million vs. Cost of 3 Percent Salary Increase
Potential Overfunding and Underfunding to School Districts and Charter Schools

DISTRICT/CHARTER	FY17 State Equalization Guarantee	Proportion of SEG	Proportional Allocation of \$53,151,900	FY16 Salary	Cost of 3% Increase	Amount of Overfunding to Districts	Amount of Underfunding to Districts
75 LAKE ARTHUR	\$1,654,703.31	0.07%	\$35,974.79	\$1,028,320.66	\$30,849.62	\$5,125.17	
76 LAS CRUCES	\$174,741,566.33	7.15%	\$3,799,044.50	\$112,702,088.41	\$3,381,062.65	\$417,981.85	
77 LAS VEGAS CITY	\$13,756,824.29	0.56%	\$299,086.18	\$7,321,488.17	\$219,644.65	\$79,441.54	
78 LOGAN	\$3,127,660.61	0.13%	\$67,998.26	\$1,758,549.21	\$52,756.48	\$15,241.78	
79 LORDSBURG	\$4,318,305.14	0.18%	\$93,883.98	\$3,107,196.42	\$93,215.89	\$668.09	
80 LOS ALAMOS	\$26,820,569.33	1.10%	\$583,104.17	\$23,335,687.02	\$700,070.61		(\$116,966.44)
81 LOS LUNAS	\$55,301,765.93	2.26%	\$1,202,311.93	\$34,513,575.28	\$1,035,407.26	\$166,904.67	
82 LOVING	\$5,140,698.64	0.21%	\$111,763.58	\$3,141,535.41	\$94,246.06	\$17,517.52	
83 LOVINGTON	\$29,093,105.62	1.19%	\$632,511.23	\$18,564,323.84	\$556,929.72	\$75,581.51	
84 MAGDALENA	\$3,516,722.19	0.14%	\$76,456.82	\$2,245,655.67	\$67,369.67	\$9,087.15	
85 MAXWELL	\$1,619,313.24	0.07%	\$35,205.38	\$1,126,045.20	\$33,781.36	\$1,424.02	
86 MELROSE	\$2,061,070.32	0.08%	\$44,809.59	\$1,474,851.61	\$44,245.55	\$564.04	
87 MESA VISTA	\$3,518,420.50	0.14%	\$76,493.74	\$2,151,560.20	\$64,546.81	\$11,946.93	
88 MORA	\$4,212,160.31	0.17%	\$91,576.29	\$2,448,399.32	\$73,451.98	\$18,124.31	
89 MORIARTY	\$17,749,952.15	0.73%	\$385,900.50	\$11,804,146.58	\$354,124.40	\$31,776.10	
90 MOSQUERO	\$1,186,488.86	0.05%	\$25,795.37	\$654,759.76	\$19,642.79	\$6,152.58	
91 MOUNTAINAIR	\$2,801,467.65	0.11%	\$60,906.52	\$1,710,814.80	\$51,324.44	\$9,582.07	
92 PECOS	\$5,367,169.31	0.22%	\$116,687.26	\$3,201,738.34	\$96,052.15	\$20,635.11	
93 PEÑASCO	\$3,610,758.46	0.15%	\$78,501.25	\$2,397,484.82	\$71,924.54	\$6,576.71	
94 POJOAQUE	\$12,868,738.42	0.53%	\$279,778.37	\$9,373,113.91	\$281,193.42		(\$1,415.05)
95 PORTALES	\$20,626,929.29	0.84%	\$448,448.67	\$14,487,167.43	\$434,615.02	\$13,833.64	
96 QUEMADO	\$1,962,493.18	0.08%	\$42,666.43	\$1,275,247.52	\$38,257.43	\$4,409.01	
97 QUESTA	\$4,377,159.90	0.18%	\$95,163.54	\$2,472,753.04	\$74,182.59	\$20,980.94	
98 RATON	\$7,446,052.18	0.30%	\$161,884.11	\$4,964,260.83	\$148,927.82	\$12,956.29	
99 RESERVE	\$1,924,889.03	0.08%	\$41,848.88	\$1,082,175.61	\$32,465.27	\$9,383.61	
100 RIO RANCHO	\$119,291,795.51	4.88%	\$2,593,514.81	\$80,260,780.06	\$2,407,823.40	\$185,691.41	
101 ROSWELL	\$68,961,942.99	2.82%	\$1,499,296.91	\$42,666,420.12	\$1,279,992.60	\$219,304.31	
102 SIDNEY GUTIERREZ	\$636,506.00	0.03%	\$13,838.23	\$308,181.00	\$9,245.43	\$4,592.80	
103 ROY	\$1,205,794.12	0.05%	\$26,215.09	\$718,913.80	\$21,567.41	\$4,647.67	
104 RUIDOSO	\$13,359,164.00	0.55%	\$290,440.68	\$8,672,692.27	\$260,180.77	\$30,259.91	
105 SAN JON	\$1,892,584.06	0.08%	\$41,146.54	\$1,028,336.59	\$30,850.10	\$10,296.44	
106 SANTA FE	\$95,715,525.29	3.92%	\$2,080,944.72	\$79,373,933.13	\$2,381,217.99		(\$300,273.27)
107 ACAD FOR TECH & CLASSICS	\$2,632,409.84	0.11%	\$57,231.04	\$3,031,102.00	\$90,933.06		(\$33,702.02)
108 SANTA ROSA	\$5,923,983.58	0.24%	\$128,792.92	\$3,420,964.92	\$102,628.95	\$26,163.98	
109 SILVER CITY CONS.	\$22,624,651.07	0.93%	\$491,881.00	\$15,270,765.39	\$458,122.96	\$33,758.04	
110 SOCORRO	\$12,108,979.41	0.50%	\$263,260.50	\$7,579,291.39	\$227,378.74	\$35,881.76	
111 COTTONWOOD CHARTER	\$1,286,069.17	0.05%	\$27,960.34	\$849,024.75	\$25,470.74	\$2,489.60	
112 SPRINGER	\$2,047,503.87	0.08%	\$44,514.64	\$1,308,319.53	\$39,249.59	\$5,265.06	
113 TAOS	\$17,738,598.65	0.73%	\$385,653.67	\$11,117,093.97	\$333,512.82	\$52,140.85	
114 ANANSI CHARTER	\$1,598,712.88	0.07%	\$34,757.51	\$829,274.25	\$24,878.23	\$9,879.28	
115 TAOS CHARTER	\$1,458,275.72	0.06%	\$31,704.27	\$855,068.08	\$25,652.04	\$6,052.23	
116 VISTA GRANDE	\$1,085,105.81	0.04%	\$23,591.21	\$440,649.67	\$13,219.49	\$10,371.72	
117 TATUM	\$3,599,418.14	0.15%	\$78,254.70	\$2,515,580.44	\$75,467.41	\$2,787.29	
118 TEXICO	\$5,022,058.25	0.21%	\$109,184.23	\$3,429,344.07	\$102,880.32	\$6,303.90	
119 TRUTH OR CONSEJ.	\$10,610,807.18	0.43%	\$230,688.84	\$6,854,699.07	\$205,640.97	\$25,047.86	
120 TUCUMCARI	\$8,143,320.74	0.33%	\$177,043.38	\$5,108,103.69	\$153,243.11	\$23,800.27	
121 TULAROSA	\$7,342,800.60	0.30%	\$159,639.33	\$4,791,478.47	\$143,744.35	\$15,894.97	
122 VAUGHN	\$1,570,631.58	0.06%	\$34,146.99	\$764,370.25	\$22,931.11	\$11,215.89	
123 WAGON MOUND	\$1,361,382.54	0.06%	\$29,597.73	\$996,879.47	\$29,906.38		(\$308.66)
124 WEST LAS VEGAS	\$12,504,530.94	0.51%	\$271,860.16	\$7,163,488.69	\$214,904.66	\$56,955.50	
125 RIO GALLINAS CHARTER SCHOOL	\$763,802.43	0.03%	\$16,605.78	\$458,679.25	\$13,760.38	\$2,845.40	
126 ZUNI	\$6,890,899.49	0.28%	\$149,814.58	\$7,059,927.52	\$211,797.83		(\$61,983.25)
127 STATE-CHARTERED CHARTER SCHOOLS							
128 ACADEMY OF TRADES & TECH ST. CHARTER (APS)	\$1,479,968.68	0.06%	\$32,175.90	\$732,802.31	\$21,984.07	\$10,191.83	
129 ACE (APS)	\$2,862,110.10	0.12%	\$62,224.94	\$1,574,317.81	\$47,229.53	\$14,995.41	
130 ALBUQUERQUE INSTI. MATH & SCI. (AIMS) ST. (APS)	\$2,857,235.05	0.12%	\$62,118.95	\$1,723,229.91	\$51,696.90	\$10,422.06	
131 ALBUQUERQUE SCHOOL OF EXCELLENCE ST. CHAR (APS)	\$3,087,030.83	0.13%	\$67,114.93	\$1,059,439.54	\$31,783.19	\$35,331.74	
132 ALBUQUERQUE SIGN LANGUAGE ST. CHARTER (APS)	\$1,994,538.82	0.08%	\$43,363.13	\$1,192,880.00	\$35,786.40	\$7,576.73	
133 ALDO LEOPOLD ST. CHARTER (SILVER CITY)	\$1,786,205.19	0.07%	\$38,833.77	\$983,354.51	\$29,500.64	\$9,333.13	
134 ALMA D' ARTE STATE CHARTER (LAS CRUCES)	\$1,869,594.36	0.08%	\$40,646.72	\$1,089,526.17	\$32,685.79	\$7,960.94	
135 AMY BIEHL ST. CHARTER (APS)	\$3,325,406.69	0.14%	\$72,297.44	\$1,989,592.75	\$59,687.78	\$12,609.66	
136 ANTHONY CHARTER (GADSDEN)	\$1,046,049.73	0.04%	\$22,742.10	\$437,879.60	\$13,136.39	\$9,605.71	
137 ASK ACADEMY ST. CHARTER (RIO RANCHO)	\$3,314,104.54	0.14%	\$72,051.72	\$1,511,755.91	\$45,352.68	\$26,699.04	
138 CARINOS DE LOS NIÑOS (ESPAÑOLA) ²	\$1,119,935.54	0.05%	\$24,348.44	\$633,726.00	\$19,011.78	\$5,336.66	
139 CESAR CHAVEZ COMM. ST. CHARTER (APS)	\$2,033,773.99	0.08%	\$44,216.14	\$840,792.41	\$25,223.77	\$18,992.37	
140 CIEN AGUAS INTERNATIONAL ST. CHARTER (APS)	\$2,862,945.82	0.12%	\$62,243.11	\$1,424,387.99	\$42,731.64	\$19,511.47	
141 CORAL COMMUNITY (APS)	\$1,430,378.51	0.06%	\$31,097.76	\$739,285.87	\$22,178.58	\$8,919.19	
142 COTTONWOOD CLASSICAL ST. CHARTER (APS)	\$4,442,150.56	0.18%	\$96,576.49	\$2,519,872.90	\$75,596.19	\$20,980.31	
143 DREAM DINE ¹ (CENTRAL)	\$329,636.73	0.01%	\$7,166.61	\$140,370.37	\$4,211.11	\$2,955.50	
144 DZIT DIT LOOL DEAP (GALLUP)	\$281,530.97	0.01%	\$6,120.75	\$140,997.87	\$4,229.94	\$1,890.81	
145 ESTANCIA VALLEY (MORIARTY)	\$2,535,513.80	0.10%	\$55,124.43	\$1,421,456.85	\$42,643.71	\$12,480.73	
146 EXPLORE ACADEMY (ALBUQUERQUE)	\$2,112,355.77	0.09%	\$45,924.58	\$1,227,035.93	\$36,811.08	\$9,113.51	
147 GILBERT L. SENA STATE CHARTER (APS)	\$1,827,836.10	0.07%	\$39,738.86	\$920,434.77	\$27,613.04	\$12,125.82	
148 HEALTH LEADERSHIP CHARTER (APS)	\$2,274,824.16	0.09%	\$49,456.80	\$1,208,147.80	\$36,244.43	\$13,212.36	
149 HORIZON ACADEMY WEST ST. CHARTER (APS)	\$2,829,652.24	0.12%	\$61,519.28	\$1,536,953.92	\$46,108.62	\$15,410.66	

SB458 - Proportional SEG Distribution of \$53 Million vs. Cost of 3 Percent Salary Increase
Potential Overfunding and Underfunding to School Districts and Charter Schools

	DISTRICT/CHARTER	FY17 State Equalization Guarantee	Proportion of SEG	Proportional Allocation of \$53,151,900	FY16 Salary	Cost of 3% Increase	Amount of Overfunding to Districts	Amount of Underfunding to Districts
150	INT'L SCHOOL MESA DEL SOL ST. CHARTER (APS)	\$2,283,193.32	0.09%	\$49,638.75	\$1,285,877.08	\$38,576.31	\$11,062.44	
151	J. PAUL TAYLOR ACADEMY (LAS CRUCES)	\$1,283,510.27	0.05%	\$27,904.71	\$767,281.82	\$23,018.45	\$4,886.25	
152	LA ACADEMIA DOLORES HUERTA (LAS CRUCES)	\$1,383,012.96	0.06%	\$30,067.99	\$917,408.65	\$27,522.26	\$2,545.73	
153	LA PROMESA ST. CHARTER (APS)	\$2,790,214.10	0.11%	\$60,661.85	\$1,409,097.09	\$42,272.91	\$18,388.94	
154	LA RESOLANA LEADERSHIP (APS)	\$749,734.43	0.03%	\$16,299.93	\$396,052.58	\$11,881.58	\$4,418.35	
155	LAS MONTANAS (LAS CRUCES)	\$1,641,458.09	0.07%	\$35,686.83	\$1,060,993.72	\$31,829.81	\$3,857.02	
156	LA TIERRA MONTESSORI (ESPAÑOLA)	\$1,101,478.01	0.05%	\$23,947.16	\$535,712.08	\$16,071.36	\$7,875.80	
157	MASTERS PROGRAM ST. CHARTER (SANTA FE)	\$1,933,268.44	0.08%	\$42,031.06	\$981,983.10	\$29,459.49	\$12,571.56	
158	MCCURDY CHARTER SCHOOL (ESPAÑOLA)	\$3,249,156.97	0.13%	\$70,639.70	\$1,876,099.21	\$56,282.98	\$14,356.72	
159	MEDIA ARTS COLLAB. ST. CHARTER (APS)	\$2,188,593.54	0.09%	\$47,582.06	\$1,229,889.12	\$36,896.67	\$10,685.39	
160	MISSION ACHIEVEMENT & SUCCESS-MAS (APS)	\$6,090,409.83	0.25%	\$132,411.19	\$2,528,103.95	\$75,843.12	\$56,568.07	
161	MONTE DEL SOL (SANTA FE)	\$2,868,859.55	0.12%	\$62,371.68	\$2,027,463.48	\$60,823.90	\$1,547.78	
162	MONTESSORI ELEMENTARY ST. CHARTER (APS)	\$2,338,347.02	0.10%	\$50,837.84	\$1,546,099.66	\$46,382.99	\$4,454.85	
163	NEW AMERICA CHARTER SCHOOL ST. CH. (APS)	\$2,293,098.62	0.09%	\$49,854.10	\$1,047,553.06	\$31,426.59	\$18,427.51	
164	NEW AMERICA SCHOOL (LAS CRUCES)	\$2,345,705.35	0.10%	\$50,997.82	\$1,027,325.87	\$30,819.78	\$20,178.04	
165	NEW MEXICO CONNECTIONS VIRTUAL (SANTA FE)	\$8,984,719.12	0.37%	\$195,336.17	\$1,656,365.82	\$49,690.97	\$145,645.19	
166	NEW MEXICO SCHOOL FOR THE ARTS ST. CH (SANTA FE) ²	\$2,045,967.58	0.08%	\$44,481.24	\$822,828.33	\$24,684.85	\$19,796.39	
167	NORTH VALLEY ACADEMY ST. CHARTER (APS)	\$2,869,062.51	0.12%	\$62,376.09	\$1,137,725.44	\$34,131.76	\$28,244.33	
168	RED RIVER VALLEY (QUESTA)	\$695,340.85	0.03%	\$15,117.36	\$1,602,344.70	\$48,070.34		(\$32,952.98)
169	ROOTS & WINGS (QUESTA)	\$489,363.16	0.02%	\$10,639.21	\$416,563.60	\$12,496.91		(\$1,857.70)
170	SAGE MONTESSORI CHARTER (APS)	\$1,192,539.91	0.05%	\$25,926.93	\$546,295.21	\$16,388.86	\$9,538.07	
171	SANDOVAL ACADEMY OF BIL ED SABA (RIO RANCHO)	\$902,922.33	0.04%	\$19,630.37	\$316,883.73	\$9,506.51	\$10,123.86	
172	SCHOOL OF DREAMS ST. CHARTER (LOS LUNAS)	\$4,122,232.08	0.17%	\$89,621.17	\$1,533,624.77	\$46,008.74	\$43,612.42	
173	SIX DIRECTIONS (GALLUP)	\$450,824.43	0.02%	\$9,801.34			\$9,801.34	
174	SOUTH VALLEY PREP ST. CHARTER (APS)	\$1,255,306.63	0.05%	\$27,291.54	\$624,353.23	\$18,730.60	\$8,560.94	
175	SOUTHWEST AER.,MATH & SCIENCE-SAMS (APS)	\$2,183,105.63	0.09%	\$47,462.75	\$828,681.45	\$24,860.44	\$22,602.31	
176	SOUTHWEST INTERMEDIATE LEARNING CENTER (APS)	\$917,145.53	0.04%	\$19,939.60	\$414,145.82	\$12,424.37	\$7,515.22	
177	SOUTHWEST PRIMARY LEARNING CENTER (APS)	\$831,392.46	0.03%	\$18,075.25	\$477,088.70	\$14,312.66	\$3,762.59	
178	SOUTHWEST SECONDARY LEARNING CENTER (APS)	\$2,466,017.53	0.10%	\$53,613.52	\$816,832.25	\$24,504.97	\$29,108.55	
179	TAOS ACADEMY ST. CHARTER (TAOS)	\$2,182,261.95	0.09%	\$47,444.41	\$1,156,088.92	\$34,682.67	\$12,761.74	
180	TAOS INTEGRATED SCHOOL OF ARTS ST. (TAOS)	\$1,167,500.07	0.05%	\$25,382.54	\$688,610.17	\$20,658.31	\$4,724.23	
181	TAOS INTERNATIONAL (TAOS)	\$1,682,826.34	0.07%	\$36,586.21	\$560,196.03	\$16,805.88	\$19,780.33	
182	THE GREAT ACADEMY (APS)	\$1,911,663.03	0.08%	\$41,561.34	\$1,042,897.23	\$31,286.92	\$10,274.42	
183	TECHNOLOGY LEADERSHIP (APS)	\$1,866,928.01	0.08%	\$40,588.75	\$447,175.34	\$13,415.26	\$27,173.49	
184	TIERRA ADENTRO ST. CHARTER (APS)	\$2,634,328.02	0.11%	\$57,272.75	\$1,420,543.08	\$42,616.29	\$14,656.45	
185	TIERRA ENCANTADA CHARTER (SANTA FE)	\$2,569,901.79	0.11%	\$55,872.06	\$1,565,297.84	\$46,958.94	\$8,913.12	
186	TURQUOISE TRAIL (SANTA FE)	\$3,160,801.23	0.13%	\$68,718.76	\$2,045,708.08	\$61,371.24	\$7,347.52	
187	UPLIFT COMMUNITY SCHOOL (GALLUP)	\$1,324,416.88	0.05%	\$28,794.06	\$719,957.43	\$21,598.72	\$7,195.33	
188	WALATOWA CHARTER HIGH (JEMEZ VALLEY)	\$725,267.67	0.03%	\$15,768.00	\$387,148.58	\$11,614.46	\$4,153.54	
189	WILLIAM W & JOSEPHINE DORN CHARTER (APS)	\$464,156.19	0.02%	\$10,091.19	\$225,911.59	\$6,777.35	\$3,313.84	
190	STATEWIDE	\$2,444,784,802.57	100%	\$53,151,900.00	#####	\$49,013,701.04	\$5,156,487.76	(\$1,018,288.81)