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FISCAL IMPACT REPORT

Stapleton/Padilla/
 Sariñana/Thomson/ **ORIGINAL DATE** 2/8/2020
SPONSOR Romero, GA **LAST UPDATED** 2/16/2020 **HJM** 3/aHF1#1

SHORT TITLE School Personnel Career Pathway **SB** _____

ANALYST Gelay

ESTIMATED ADDITIONAL OPERATING BUDGET IMPACT

		Recurring or Nonrecurring	Fund Affected
FY20	FY21		
	See Fiscal Implications		

(Parenthesis () Indicate Expenditure Decreases)

Relates to HM46, HM24

SOURCES OF INFORMATION

LFC Files

SUMMARY

Synopsis of HF1#1 Amendment

The House Floor #1 amendment to House Joint Memorial 3 adds a provision requesting that the working group adopt a resolution to conduct meetings pursuant to the Open Meetings Act, *NMSA 1978, Section 10-15-1*.

Synopsis of Original Bill

House Joint Memorial 3 calls for the Higher Education Department (HED), the Public Education Department (PED), and the Workforce Solutions Department (WSD) to convene a working group for the purpose of studying the feasibility of developing a career pathway for school-related personnel to increase retention and provide upward financial mobility for school employees. The working group is directed to study and make recommendations for the creation of a tiered career pathway system for all school support classifications. HJM3 requests the working group to include the following members:

1. Two working members of each: educational assistants, nutritional service professionals, education clerks, bookkeepers, secretaries, custodial and maintenance staff, health assistants, transportation professionals, security officers, and crossing guards;
2. Two members of the American Federation of Teachers New Mexico;
3. Two members of National Education Association New Mexico;

4. Two members of Communication Workers of America;
5. Two members of the New Mexico School Boards Association;
6. Two members of the Superintendents Association; and
7. Two members of the New Mexico Parent Teacher Association.

Where possible, the working group is directed to seek representation from both rural and urban districts, and representatives who are beginning and experienced school employees. The working group is requested to report findings and recommendations to the Legislative Education Study Committee by November 20, 2020.

There is no effective date of this bill. It is assumed the effective date is 90 days following adjournment of the Legislature.

FISCAL IMPLICATIONS

House Joint Memorial 3 does not contain an appropriation. Additional costs for convening the work group and attending meetings would be absorbed by HED, PED, and WSD within current departmental operating budgets.

SIGNIFICANT ISSUES

New Mexico school districts throughout the state struggle to fill vacancies in the classroom and throughout their schools. To address this issue the state is working to revise compensation systems for educator salaries in order attract teaching professionals, provide career ladders that will help to retain educators, and develop pipelines that provide support and incentivize teachers to obtain additional education and credentialing.

HJM3 takes a broader look at this issue that encompasses the whole educational institution from the office, to the cafeteria, to the school bus. The memorial points out that it is not only educators who directly impact students' lives and seeks to expand the work related to compensation to include developing career routes for professionals who serve all aspects of the school. Creating paths for all educational employees that includes upward financial mobility supports retaining these professionals, which in turn supports the stability of the educational institution for the students.

ADMINISTRATIVE IMPLICATIONS

Multiple agencies are named in HJM3. Agency staff from PED, HED and WSD would need to devote time to the working group. Resources from all agencies would be needed to convene the group, staff meetings, conduct research, prepare the report and present to LESC.

RELATIONSHIP

Relates to HM24, "Study Needs of NM Students," which requests PED convene a task force and make recommendations concerning staffing levels of support and related services in schools; relates to HM46, "Educator Compensation Task Force," which requests PED assess and make recommendations to address educator compensation to develop a career lattice for teachers.