

N/A	N/A	N/A	N/A	N/A

(Parenthesis () Indicate Expenditure Decreases)

ESTIMATED ADDITIONAL OPERATING BUDGET IMPACT (dollars in thousands)

	FY24	FY25	FY26	3 Year Total Cost	Recurring or Nonrecurring	Fund Affected
Total	N/A	N/A	N/A	N/A	N/A	N/A

(Parenthesis () Indicate Expenditure Decreases)

Duplicates/Conflicts with/Companion to/Relates to:

N/A

Duplicates/Relates to Appropriation in the General Appropriation Act:

N/A

SECTION III: NARRATIVE

BILL SUMMARY

HM29 requests that the Legislative Education Study Committee (LESC) study compensation and career advancement opportunities to improve recruitment and retention of New Mexico public school teachers. LESC will submit a copy of its research findings and recommendations to the Governor and the Legislature and will publish its report by December 31, 2024. Copies of this memorial will be transmitted to the Director of LESC and the Secretary of the New Mexico Public Education Department (NMPED) for appropriate distribution.

FISCAL IMPLICATIONS

HM29 contains no appropriation but does assign new functions and duties to the Legislative Education Study Committee (LESC). These additional functions and duties will likely increase LESC's administrative costs, but further review is still needed to ascertain the full financial impact of the memorial.

SIGNIFICANT ISSUES

HM29 requests that the Legislative Education Study Committee (LESC) study compensation and career advancement opportunities to improve recruitment and retention of New Mexico public school teachers, including salary differential pay based on teacher credentials or staffing needs, costs of living and housing availability statewide, and career advancement opportunities that do

not require teachers to leave the classroom and that better support the needs of teachers and students.

HM29 requests that LESC work with representatives from the New Mexico Public Education Department (NMPED), the Legislative Finance Committee (LFC), the New Mexico Higher Education Department (NMHED), teacher unions, teacher preparation programs, and the leadership of school districts and charter schools.

PERFORMANCE IMPLICATIONS

HM29 requests that the Legislative Education Study Committee (LESC) submit a copy of its research findings and recommendations to the Governor and the Legislature and publish its report by December 31, 2024. Copies of this memorial will be transmitted to the Director of LESC and the Secretary of the New Mexico Public Education Department (NMPED) for appropriate distribution.

ADMINISTRATIVE IMPLICATIONS

The Legislative Education Study Committee (LESC) would be charged with coordinating and conducting the study.

Additional staffing may be required to support this effort.

CONFLICT, DUPLICATION, COMPANIONSHIP, RELATIONSHIP

N/A

TECHNICAL ISSUES

N/A

OTHER SUBSTANTIVE ISSUES

N/A

ALTERNATIVES

N/A

WHAT WILL BE THE CONSEQUENCES OF NOT ENACTING THIS BILL

If HM29 were not passed, then the Legislative Education Study Committee (LESC) would not conduct a study of compensation and career advancement opportunities to improve recruitment and retention of New Mexico public school teachers.

AMENDMENTS

N/A