



**LEGISLATIVE FISCAL OFFICE**  
**Fiscal Note**

Fiscal Note On: **SB 215** SLS 25RS 378  
 Bill Text Version: **ORIGINAL**  
 Opp. Chamb. Action:  
 Proposed Amd.:  
 Sub. Bill For.:

<b>Date:</b> April 23, 2025	7:11 PM	<b>Author:</b> SELDERS
<b>Dept./Agy.:</b> Education/ Higher Education		
<b>Subject:</b> Provides for mental health absences for faculty, staff, and students		<b>Analyst:</b> Julie Silva

COLLEGES/UNIVERSITIES OR INCREASE GF EX See Note Page 1 of 1  
 Provides for mental health days for faculty, staff, and students in public education institutions. (8/1/25)

Proposed legislation permits all employees of a city, parish, or local school board, all unclassified and academic personnel of colleges and universities, and the parents or legal guardians of elementary and high school students to request a maximum of two mental health days per semester. Notice is to be given at least 24 hours in advance of an absence, except in the case of emergencies when day-of notice is permissible. Mental health days are to address mental health concerns, such as stress, anxiety, or emotional exhaustion, without requiring a traditional medical illness.

EXPENDITURES	2025-26	2026-27	2027-28	2028-29	2029-30	5 -YEAR TOTAL
State Gen. Fd.	<b>INCREASE</b>	<b>INCREASE</b>	<b>INCREASE</b>	<b>INCREASE</b>	<b>INCREASE</b>	
Agy. Self-Gen.	\$0	\$0	\$0	\$0	\$0	<b>\$0</b>
Ded./Other	\$0	\$0	\$0	\$0	\$0	<b>\$0</b>
Federal Funds	\$0	\$0	\$0	\$0	\$0	<b>\$0</b>
Local Funds	<b>INCREASE</b>	<b>INCREASE</b>	<b>INCREASE</b>	<b>INCREASE</b>	<b>INCREASE</b>	
<b>Annual Total</b>						
REVENUES	2025-26	2026-27	2027-28	2028-29	2029-30	5 -YEAR TOTAL
State Gen. Fd.	\$0	\$0	\$0	\$0	\$0	<b>\$0</b>
Agy. Self-Gen.	<b>DECREASE</b>	<b>DECREASE</b>	<b>DECREASE</b>	<b>DECREASE</b>	<b>DECREASE</b>	
Ded./Other	\$0	\$0	\$0	\$0	\$0	<b>\$0</b>
Federal Funds	\$0	\$0	\$0	\$0	\$0	<b>\$0</b>
Local Funds	\$0	\$0	\$0	\$0	\$0	<b>\$0</b>
<b>Annual Total</b>						

**EXPENDITURE EXPLANATION**

Local education agencies (LEA) may realize an increase in expenditures for the cost of any substitute teachers or temporary employees needed to allow teachers and other employees an allocation of up to two two mental health days per semester. Actual impacts are indeterminable and will vary by LEA. While most LEAs have procedures in place to ensure the availability of substitute instructors, the potential impacts for the absence of administrative staff, as well as impacts related to other non-certificated employees like bus drivers, maintenance employees, cafeteria works, etc is unknown and may result in an increase in local fund expenditures to ensure continuance of all services for students.

The LFO requested input from the state’s university systems concerning potential impacts and, at the time of publication of this fiscal note, the following information was provided. If additional responses are recieved from the reamaining university systems (University of Louisiana and Southern University A&M) reflecting a fiscal impact are received, this note will be updated.

The Louisiana Community and Technical College System (LCTCS) provides the cost of a substitute instructor would total \$120 per day (2.4 hours of instruction x \$50 per hour based on adjunct contract).

The Louisiana State University (LSU) System provides while there may be impacts to productivity due to the absence of employees who request one or both mental health days each semester, they do not anticipate an increase in expenditures associated with proposed legislation. The LFO assumes this would be the same for other university systems in the state, though impacts are anticipated to vary from system to system and from year to year, dependent on employee utilization of allotted mental health days. (See revenue section below for potential impacts to the LSU Health Sciences Center (HSC))

**REVENUE EXPLANATION**

The LSU HSC provided there may be a decrease in professional billing revenues as a result of clinical faculty being absent from their duties for up to two days per semester for approved mental health absences. The actual impact on revenues is indeterminable but the LFO does not anticipate it will be significant.

Senate Dual Referral Rules  
 13.5.1 >= \$100,000 Annual Fiscal Cost {S & H}  
 13.5.2 >= \$500,000 Annual Tax or Fee Change {S & H}

House  
 6.8(F)(1) >= \$100,000 SGF Fiscal Cost {H & S}  
 6.8(G) >= \$500,000 Tax or Fee Increase or a Net Fee Decrease {S}

  
**Patrice Thomas**  
**Deputy Fiscal Officer**