

GREEN SHEET REDIGEST

HB 466

2025 Regular Session

Carlson

TEACHERS/SALARY: Requires school systems to provide a salary increase for teachers and other school employees using savings attributable to the state's payment of certain unfunded accrued liability of the Teachers' Retirement System of Louisiana

DIGEST

Proposed law requires each public school system and charter school that participates in the Teachers' Retirement System of Louisiana to provide a salary increase, plus any related benefits, of at least \$2,250 for certificated personnel and at least \$1,125 for noncertificated personnel. Requires each school system to fund the increase and related benefits using the net savings realized by the system from the reduction in its employer contribution rate attributable to the state's payment of certain unfunded accrued liability of the Teachers' Retirement System of La. (TRSL). Applies beginning with the school year following the effective date of proposed law.

Proposed law requires each public school system to incorporate the permanent salary increase into its salary schedule and also provide such increase, plus any related benefits, to personnel who are on approved leave when such increase is provided, including but not limited to the following types of leave:

- (1) Leave due to assault, battery, or physical contact with a student as provided in present law.
- (2) Sabbatical leave.
- (3) Military leave.
- (4) Maternity leave or adoptive leave.

Proposed law provides that for proposed law purposes:

- (1) "Personnel" means both certificated personnel and noncertificated personnel, as defined in the La. Administrative Code, who are employed based on the staffing data submitted to the official personnel data reporting system of the state Dept. of Education as of Oct. 1 of the school year when the salary increase, plus any related benefits, is provided.
- (2) "Public school system" means any city, parish, or other local public school board, any charter school, or any other elementary or secondary school governing authority that participates in TRSL.

Proposed law provides that if the amount of the net savings realized by a school system is insufficient to fully fund the salary increases in the amounts specified in proposed law, plus related benefits, the remaining amount necessary to fully fund such salary increases and benefits shall be provided for in the minimum foundation program (MFP) formula.

Proposed law provides that if the amount of net savings realized by a school system is in excess of the amount needed to fully fund the salary increases in the amounts specified in proposed law, plus any related benefits, the school system shall only expend such excess savings on the employing personnel that qualify for differentiated compensation allocations in certain critical shortage areas; employing personnel for summer enrichment programs; childhood education programs; and school security enhancements.

Proposed law requires that not later than Dec. 31st of the year that the salary increase is provided, each public school system to submit a report to the state Dept. of Education in a manner determined by the department that documents such implementation and the expending of any excess savings.

Proposed law further requires the department to submit a report to the House Committee on Education and the Senate Committee on Education not later than March 1 of the next year containing the information reported by each system.

Effective if and when the proposed amendment of Article VII of the Constitution of La. contained in the Act which originated as House Bill No. 473 of this 2025 RS of the Legislature is adopted at a statewide election and becomes effective.

If proposed law becomes effective, the salary increase shall be applied beginning with the school year following the effective date of the Act and shall not supplant or offset any salaries or salary supplements to which personnel were entitled prior to the effective date of this Act.

(Adds R.S. 17:418.1 and 3996(B)(4))

Summary of Amendments Adopted by House

The Committee Amendments Proposed by House Committee on Education to the original bill:

1. Make technical change.

Summary of Amendments Adopted by Senate

Committee Amendments Proposed by Senate Committee on Finance to the reengrossed bill

1. Increase the salary increase from \$2,000 to \$2,250 for certificated personnel and from \$1,000 to \$1,125 for noncertificated personnel.
2. Require charter schools that participate in the Teachers' Retirement System of Louisiana to provide the salary increase.
3. Require each public school system to incorporate the permanent salary increase into its salary schedule and also provide such increase, plus any related benefits, to personnel who are on certain types of approved leave.
4. Provide for reporting requirements.
5. Provide that the salary increase shall not supplant or offset any salaries or salary supplements to which personnel were entitled prior to the effective date of proposed law.
6. Make technical changes.