

RÉSUMÉ DIGEST

ACT 100 (SB 376)

2026 Regular Session

Mizell

Existing law (R.S. 17:81) provides that each local public school board shall serve in a policymaking capacity that is in the best interests of all students enrolled in school under the board's jurisdiction.

New law retains existing law and further provides that each city, parish, or other local school board has the authority to establish, operate, or enter into agreements for the operation of career practicums pursuant to R.S. 17:4201 et seq.

Existing law (R.S. 17:3996) provides that charter schools are exempt from statutory mandates or requirements applicable to public school except for certain laws listed in existing law.

New law retains existing law and further provides that career practicums are applicable to charter schools.

New law (R.S. 17:4201) must be referred to and may be cited as the "Learn and Earn Act".

New law (R.S. 17:4202) provides that the intent of new law is for career practicums to serve an essential educational purpose by advancing established state objectives related to career and technical education, financial literacy, employability skills, and workforce development.

New law requires a career practicum to operate pursuant to a cooperative endeavor agreement and satisfy the "*Cabela's*" test, which means it must serve a valid public purpose; be an enforceable, nongratuitous obligation; and there must be a reasonable expectation of value equal to or greater than the value of public assets provided.

New law (R.S. 17:4203) provides for the following definitions: "business partner"; "career practicum"; "fair market value"; "instructional scope"; "student participant"; and "hazardous occupation".

New law (R.S. 17:4204) authorizes a city, parish, or other local school board to establish and host one or more career practicums on La. public high school campuses.

New law provides that a career practicum must do the following:

- (1) Operate exclusively within the instructional scope defined in its cooperative endeavor agreement and not engage in general commercial activity unrelated to instructional purposes.
- (2) Align with BESE-approved career pathways and integrate financial literacy and employability skill development.

New law provides that a student participating in a career practicum who performs an internship aligned with a BESE-approved career pathway will have satisfied the requirements for purposes of the state school and district accountability system.

New law provides that a business partner must provide reciprocity under the cooperative endeavor agreement that meets or exceeds the fair market value of public assets utilized and must fulfill all educational obligations established in the agreement.

New law provides that a career practicum may provide customer-facing services only to the extent the services fall within the instructional scope established in the cooperative endeavor agreement; and if there is limited customer-facing services, the city, parish, or other local school board must retain authority to regulate campus access consistent with safety and visitor policies.

New law provides that a career practicum that is operating within the instructional scope of a compliant cooperative endeavor agreement must be deemed instructional functions of the city, parish, or other local school board and not be classified as commercial tenants.

New law provides that any employee, agent, or representative of a business partner who has interaction with students in the career practicum is subject to a criminal background check.

New law (R.S. 17:4205) provides that a career practicum must operate pursuant to a written cooperative endeavor agreement between the city, parish, or other local school board and the business partner; and include the following:

- (1) A declaration of the essential education and public purpose served.
- (2) Enforceable, nongratuitous obligations of the business partner.
- (3) An inventory and valuation of public assets utilized, including a fair market value schedule.
- (4) A reciprocity schedule demonstrating a reasonable expectation that benefits provided by the business partner meet or exceed fair market value.
- (5) Annual fair market value recertification.
- (6) A clear statement of instructional scope and operating parameters.
- (7) Liability insurance naming the city, parish, or other local school board and the state as additional insureds.
- (8) Indemnification of the city, parish, or other local school board and the state.
- (9) Safety, supervision, and training requirements.
- (10) Compliance with applicable federal and state laws governing student data privacy, child labor, workplace safety, and accessibility.

New law provides that a cooperative endeavor agreement must be public record and posted on the website of the city, parish, or other local school board.

New law (R.S. 17:4206) provides that a student participant must do the following:

- (1) Earn academic credit pursuant to BESE rules.
- (2) Receive wages at or above the applicable minimum wage.
- (3) Be employees of the business partner for wage and workers' compensation purposes.
- (4) Receive required safety training prior to participation.
- (5) Be prohibited from engaging in hazardous occupations barred for minors.

New law provides that a career practicum must be structured so that student participants are the primary beneficiaries of the education experience and must comply with all applicable school safety, supervision, and visitor access requirements.

New law (R.S. 17:4207) requires business partners to provide reciprocity as established in the cooperative endeavor agreement that meets or exceeds fair market value requirements. Any funds provided to a city, parish, or other local school board as reciprocity or compensation must be deposited into a Career Practicum Fund and used solely for work-based learning, instructional equipment, or related education purposes.

New law (R.S. 17:4208) requires BESE to promulgate rules and regulations necessary to implement new law in accordance with the provisions of the APA. The rules and regulations must implement but not waive, narrow, or redefine the statutory requirements of instructional scope, fair market value valuation, reciprocity, or student protections established.

New law (R.S. 17:4209) provides that a career practicum operating within the instructional scope of the cooperative endeavor agreement must not be deemed to be engaged in trade or

commerce for purposes of unfair trade practices and consumer protection law, pursuant to R.S. 51:1401 et seq.

New law (R.S. 17:4210) provides that a career practicum must be deemed an extension of public education programming and will not be classified as a proprietary school.

New law (R.S. 17:4211) provides that a charter school governing authority is authorized to establish a career practicum on its campus in accordance with charter law and the school's charter contract. Any cooperative endeavor agreement required by new law must be executed in a manner consistent with applicable law governing such property.

New law (R.S. 17:4212) provides that on-campus business operations or work-based learning programs operating on Louisiana public high school campuses prior to the enactment of new law may continue, provided they serve an educational purpose and comply with La. Const. Art VII 14. These programs will need to be in full compliance with all other provisions of new law beginning with the 2029-2030 school year.

Effective May 11, 2026.

(Adds R.S. 17:81(A)(8), 3996(92), and 4201-4212)