

2024 Third Extraordinary Session

HOUSE BILL NO. 5

BY REPRESENTATIVE BACALA

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 (Item #2)

1 AN ACT

2 To enact R.S. 17:418.1, relative to the compensation of teachers and other school  
3 employees; to require public school systems to provide a salary increase to certain  
4 personnel; to provide relative to the amount of the increase; to provide relative to  
5 related benefits; to provide for a funding mechanism; to provide for definitions; to  
6 provide for effectiveness; and to provide for related matters.

7 Be it enacted by the Legislature of Louisiana:

8 Section 1. R.S. 17:418.1 is hereby enacted to read as follows:

9 §418.1. Salary increase; teachers and other school employees

10 A. Each public school system shall provide a permanent salary increase, plus  
11 any related benefits, of at least two thousand dollars for certificated personnel and  
12 at least one thousand dollars for noncertificated personnel that shall be applied  
13 beginning with the 2025-2026 school year. Each public school system shall fund the  
14 increase and related benefits using the net savings realized by the system from the  
15 reduction in its employer contribution rate for the 2025-2026 Fiscal Year attributable  
16 to the state's payment of certain unfunded accrued liability of the Teachers'  
17 Retirement System of Louisiana as provided in the Act that originated as House Bill  
18 No. of the 2024 Third Extraordinary Session of the Legislature. If the amount  
19 of the net savings realized by a school system is insufficient to fully fund the salary

1 increases in the amounts specified in this Subsection, plus any related benefits, the  
2 school system shall not be required to provide such increases and benefits in excess  
3 of the net savings amount unless the legislature appropriates monies for this purpose.

4 B. For purposes of this Section:

5 (1) "Personnel" means persons employed in the positions for which a stipend  
6 was provided for Fiscal Year 2024-2025 in Act No. 4 of the 2024 Regular Session  
7 of the Legislature.

8 (2) "Public school system" means any city, parish, or other local public  
9 school board, any charter school, or any other elementary or secondary school  
10 governing authority that participates in the Teachers' Retirement System of  
11 Louisiana.

12 Section 2. This Act shall take effect and become operative if and when the proposed  
13 amendment of Article VII of the Constitution of Louisiana contained in the Act which  
14 originated as House Bill No. \_\_\_\_ of this 2024 Third Extraordinary Session of the  
15 Legislature is adopted at a statewide election and becomes effective.

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DIGEST

The digest printed below was prepared by House Legislative Services. It constitutes no part of the legislative instrument. The keyword, one-liner, abstract, and digest do not constitute part of the law or proof or indicia of legislative intent. [R.S. 1:13(B) and 24:177(E)]

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HB 5 Original                                      2024 Third Extraordinary Session                                      Bacala

**Abstract:** Requires school systems to provide a salary increase using savings attributable to the state's payment of certain unfunded accrued liability of the Teachers' Retirement System of La.

Proposed law requires each public school system to provide a salary increase, plus any related benefits, of at least \$2,000 for certificated personnel and at least \$1,000 for noncertificated personnel that shall be applied beginning with the 2025-2026 school year. 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 for FY 2025-2026 attributable to the state's payment of certain unfunded accrued liability of the Teachers' Retirement System of La. (TRSL) as provided in proposed constitutional amendment (House Bill No. \_\_\_\_ of this 2024 3ES). 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 school system shall not be required to provide such increases and benefits in excess of the net savings amount unless the legislature appropriates monies for this purpose.

Proposed law provides that for proposed law purposes:

- (1) "Personnel" means persons employed in the positions for which a stipend was provided for FY 2024-2025 in Act No. 4 of the 2024 RS.
- (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.

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. \_\_\_\_ of this 2024 3ES of the Legislature is adopted at a statewide election and becomes effective.

(Adds R.S. 17:418.1)