

2025 Regular Session

HOUSE BILL NO. 466

BY REPRESENTATIVE CARLSON

Prefiled pursuant to Article III, Section 2(A)(4)(b)(i) of the Constitution of Louisiana.

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

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.(1) Each public school system shall provide a permanent salary increase,
11 plus any related benefits, of at least two thousand dollars for certificated personnel
12 and at least one thousand dollars for noncertificated personnel. Each public school
13 system shall fund the increase and related benefits using the net savings realized by
14 the system from the reduction in its employer contribution rate attributable to the
15 state's payment of certain unfunded accrued liability of the Teachers' Retirement
16 System of Louisiana.

17 (2) If the amount of net savings realized by a school system is insufficient
18 to fully fund the salary increases in the amounts specified in this Subsection, plus
19 any related benefits, the remaining amount necessary to fully fund such salary

1 increases and benefits shall be provided for in the minimum foundation program
2 formula.

3 (3) If the amount of net savings realized by a school system is in excess of
4 the amount needed to fully fund the salary increases in the amounts specified in this
5 Subsection, plus any related benefits, the school system shall only expend such
6 excess savings on the following:

7 (a) Employing personnel that qualify for differentiated compensation
8 allocations in critical shortage areas, including grades kindergarten through twelve
9 special education, grades six through twelve mathematics, grades six through twelve
10 science, or other critical shortage areas as defined by the State Board of Elementary
11 and Secondary Education.

12 (b) Employing personnel for a summer enrichment program pursuant to R.S.
13 17:401.11 et seq.

14 (c) Early childhood education programs that focus on enhancing the
15 preparation of at-risk children for school.

16 (d) School security enhancements.

17 B. For purposes of this Section:

18 (1) "Personnel" means persons employed in the positions for which an
19 across-the-board pay raise was proposed in the Fiscal Year 2023-2024 minimum
20 foundation program formula for that fiscal year and for which a stipend was provided
21 for Fiscal Year 2024-2025 in Act No. 4 of the 2024 Regular Session of the
22 Legislature.

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

27 Section 2.(A) This Act shall take effect and become operative if and when the
28 proposed amendment of Article VII of the Constitution of Louisiana contained in the Act

1 which originated as House Bill No. ____ of this 2025 Regular Session of the Legislature is
2 adopted at a statewide election and becomes effective.

3 (B) If this Act becomes effective, the salary increase required by R.S. 17:418.1 as
4 enacted by this Act shall be applied beginning with the school year following the effective
5 date of the Act.

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)]

HB 466 Original

2025 Regular Session

Carlson

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. 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 provides that for proposed law purposes:

- (1) "Personnel" means persons employed in the positions for which an across-the-board pay raise was proposed in the FY 2023-2024 MFP formula for that fiscal year and for which a stipend was provided for FY 2024-2025 in Act No. 4 of the 2024 R.S.
- (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.

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 2025 R.S. of the Legislature is adopted at a statewide election and becomes effective.

(Adds R.S. 17:418.1)