

2025 Regular Session

ACT No. 366

HOUSE BILL NO. 466

BY REPRESENTATIVES CARLSON, AMEDEE, BACALA, BAYHAM, BERAULT, BRASS, CARVER, CHASSION, CREWS, DESHOTEL, DEVILLIER, DICKERSON, EDMONSTON, EMERSON, FREIBERG, MARCELLE, MELERINE, MOORE, OWEN, SCHLEGEL, STAGNI, TAYLOR, AND WALTERS AND SENATORS BOUDREAUX, EDMONDS, FESI, HARRIS, MIGUEZ, SELDERS, STINE, AND WOMACK

1 AN ACT

2 To amend and reenact R.S. 17:24.13 and to enact R.S. 17:418.1 and 3996(B)(4), relative to
3 teachers and other school employees; to require public school systems to provide a
4 salary increase to certain personnel; to provide relative to the amount of the increase;
5 to provide relative to related benefits; to provide for a funding mechanism; to
6 provide for definitions; to require professional development for certain math
7 teachers; to provide for effectiveness; and to provide for related matters.

8 Be it enacted by the Legislature of Louisiana:

9 Section 1. R.S. 17:418.1 and 3996(B)(4) are hereby enacted to read as follows:

10 §418.1. Salary increase; teachers and other school employees

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

18 (b) Each public school system shall incorporate the permanent salary increase
19 as provided in Subparagraph (a) of this Paragraph into its salary schedule and shall
20 also provide such increase, plus any related benefits, to personnel who are on
21 approved leave when such increase is provided, including but not limited to the
22 following types of leave:

1 (i) Leave due to assault, battery, or physical contact with a student as
2 provided in R.S. 17:1201 and 1206.1.

3 (ii) Sabbatical leave.

4 (iii) Military leave.

5 (iv) Maternity leave or adoptive leave.

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

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

15 (b) Employing personnel for a summer enrichment program pursuant to R.S.
16 17:401.11 et seq.

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

19 (d) School security enhancements.

20 (e) Technology.

21 (f)(i) A salary increase, plus any related benefits, in an amount that exceeds
22 the amounts specified in Subparagraph (1)(a) of this Subsection.

23 (ii) If the school system expends excess savings for this purpose:

24 (aa) The provision of the increase, plus any related benefits, shall be subject
25 to the requirements of Subparagraph (1)(b) of this Subsection.

26 (bb) The amount of the increase, plus any related benefits, provided for
27 certificated personnel shall be uniform and apply to all certificated personnel.

28 (cc) The amount of the increase, plus any related benefits, provided for
29 noncertificated personnel shall be uniform and apply to all noncertificated personnel.

30 B. For purposes of this Section:

1 (1)(a) "Personnel" means both certificated personnel and noncertificated
2 personnel as defined in Subparagraph (b) of this Paragraph who are employed based
3 on the staffing data submitted to the official personnel data reporting system of the
4 state Department of Education as of October first of the school year when the salary
5 increase, plus any related benefits, is provided.

6 (b)(i) "Certificated personnel" means personnel employed as Teachers (all
7 function codes 1000-2200s, object code 112); Therapists/Specialists/Counselors
8 (function codes 1000-2200s, object code 113); School Site-based Principals,
9 Assistant Principals, and Other School Administrators (function code 2400s, object
10 code 111); Central Office Certificated Administrators (function codes 1000-2200 &
11 2324, 2831, and 2832 (excluding 2130s), object code 111); School Nurses (function
12 code 2134, object code 118); and Sabbaticals (function codes 1000-2200s, 2134, and
13 2400s, object code 140).

14 (ii) "Noncertificated personnel" means personnel employed as Aides
15 (function codes 1000-4900s, object code 115); Support Supervisors (function codes
16 2130s, 2300s (excluding 2311, 2321, 2324, 2831 and 2832) and 2500-4900s, object
17 code 111); Clerical/Secretarial (function codes 1000-4900s, object code 114);
18 Service Workers (function codes 1000-4900s, object code 116); Skilled Craftsmen
19 (function codes 1000-4900s, object code 117); Degreed Professionals (function
20 codes 1000-4900s, (excluding 2134s) object code 118); and Other Personnel
21 (function codes 1000-4900s, object codes 100, 110 and 119).

22 (c) The positions, object codes, and function codes provided in Subparagraph
23 (b) of this Paragraph shall be defined as provided in Chapter 9 of Part XLI of Title
24 28 of the Louisiana Administrative Code.

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

29 C. Not later than December thirty-first of the year that the salary increase is
30 provided as required in Paragraph (A)(1) of this Section, each public school system

shall submit a report to the state Department of Education in a manner determined by the department that documents such implementation and the expending of any excess savings as provided in Paragraph (A)(3) of this Section. The department shall submit a report to the House Committee on Education and the Senate Committee on Education not later than March first of the next year containing the information reported by each system pursuant to this Subsection.

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§3996. Charter schools; exemptions; requirements

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B. Notwithstanding any state law, rule, or regulation to the contrary and except as may be otherwise specifically provided for in an approved charter, a charter school established and operated in accordance with the provisions of this Chapter and its approved charter and the school's officers and employees shall be exempt from all statutory mandates or other statutory requirements that are applicable to public schools and to public school officers and employees except for the following laws otherwise applicable to public schools with the same grades:

* * *

(4) Compensation for teachers and other school employees if the charter school participates in the Teachers' Retirement System of Louisiana, R.S. 17:418.1.

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Section 2. R.S. 17:24.13 is hereby amended and reenacted to read as follows:
§24.13. Numeracy professional development; purpose; requirements; reporting;

funding

A. As used in this Section:

(1) "Approved professional development course" means a numeracy skills instruction course to be presented during the educator's work day, but not during the statutorily guaranteed planning period, designed for the professional development of educators that includes information on instructing students regarding the vertical alignment of mathematical concepts and the blending of concepts, procedures, strategies, problem-solving, and disposition.

1 (2) "Teacher" means each ~~fourth~~ kindergarten through eighth grade public
2 school teacher who teaches mathematics.

3 B. Notwithstanding any other provisions of law to the contrary, the state
4 Department of Education shall:

5 (1) Not later than March 1, 2024, develop a list of approved professional
6 development courses.

7 (2)(a) Not later than August 1, 2025, require each fourth through eighth
8 grade teacher to successfully complete at least one approved professional
9 development course and provide documentation to the teacher's employing school.
10 A teacher who provides documentation of a successfully completed approved
11 professional development course within five years prior to August 1, 2025, shall be
12 considered in compliance with the provisions of this ~~Paragraph.~~ Subparagraph.
13 Courses completed more than five years prior to August 1, 2025, shall not be used
14 to fulfill the requirements of this ~~Paragraph.~~ Subparagraph.

15 (b) Not later than August 1, 2027, require each kindergarten through third
16 grade teacher to successfully complete at least one approved professional
17 development course and provide documentation to the teacher's employing school.
18 A teacher who provides documentation of a successfully completed approved
19 professional development course within five years prior to August 1, 2027, shall be
20 considered in compliance with the provisions of this Subparagraph. Courses
21 completed more than five years prior to August 1, 2027, shall not be used to fulfill
22 the requirements of this Subparagraph.

23 (3)(a) Require any fourth through eighth grade teacher hired after July 31,
24 2025, to provide documentation to the employing school of successful completion
25 of an approved professional development course within two years of the date of
26 employment.

27 (b) Require any kindergarten through third grade teacher hired after July 31,
28 2027, to provide documentation to the employing school of successful completion
29 of an approved professional development course within two years of the date of
30 employment.

1 (4)(a) On May 1, 2026, and annually thereafter, require each city, parish, or
2 other local public school board to report to the department the number and
3 percentage of teachers who have successfully completed an approved professional
4 development course.

5 (b) The data required by Subparagraph (a) of this Paragraph shall be
6 included in the department's school progress profiles required by R.S. 17:3911 and
7 3912.

8 C. The State Board of Elementary and Secondary Education shall adopt rules
9 in accordance with the Administrative Procedure Act to implement the provisions
10 of this Section.

11 D. The ~~effectiveness~~ implementation of the provisions of this Section shall
12 be subject to the designation and allocation of funds by the state Department of
13 Education; ~~however, no state funds or obligated federal funds shall be used to~~
14 ~~implement the provisions of this Section.~~ Federal and state funds may be used to
15 implement the provisions of this Section if numeracy-related expenditures are
16 allowable under relevant funding guidelines.

17 E.(1) Nothing in this Section shall be construed to extend the hours in the
18 teacher's work day nor the hours to be worked in a year.

19 (2) A public school governing authority may offer a stipend for completion
20 of numeracy professional development outside of a teacher's normal work day or a
21 combination of a stipend and job-embedded training time.

22 Section 3. If Section 1 of this Act becomes effective, the salary increase
23 required by R.S. 17:418.1 as enacted by Section 1 of this Act shall be applied
24 beginning with the school year following the effective date of Section 1 of this Act
25 and shall not supplant or offset any salaries or salary supplements to which personnel
26 were entitled prior to the effective date of Section 1 of this Act.

27 Section 4. The provisions of R.S. 17:24.13 as amended and reenacted in
28 Section 2 of this Act shall supersede and control the provisions of R.S.
29 17:24.13(A)(2), (B)(2) and (3), and (C) through (E) as amended and reenacted and
30 R.S. 17:24.13(F) as enacted in House Bill No. 321 of the 2025 Regular Session of

1 the Louisiana Legislature, and R.S. 17:24.13(A)(2), (B)(2) and (3), and (C) through
2 (E) as amended and reenacted and R.S. 17:24.13(F) as enacted in House Bill No. 321
3 of the 2025 Regular Session of the Louisiana Legislature shall not become effective.

4 Section 5.(A) Section 1 of this Act shall take effect and become operative
5 if and when the proposed amendment of Article VII of the Constitution of Louisiana
6 contained in the Act which originated as House Bill No. 473 of this 2025 Regular
7 Session of the Legislature is adopted at a statewide election and becomes effective.

8 (B) Sections 2 through 4 of this Act and this Section of this Act shall become
9 effective on August 1, 2025.

SPEAKER OF THE HOUSE OF REPRESENTATIVES

PRESIDENT OF THE SENATE

GOVERNOR OF THE STATE OF LOUISIANA

APPROVED: _____