

HOUSE SUMMARY OF SENATE AMENDMENTS

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

Synopsis of Senate Amendments

1. Increases salary increase amounts from \$2,000 to \$2,250 for certificated personnel and from \$1,000 to \$1,125 for noncertificated personnel.
2. Adds technology to the list of authorized uses of excess savings.
3. Requires salary increases for employees on approved leave when salary increases are provided.
4. Requires each school system to incorporate the salary increases into its salary schedule.
5. Provides that the increases shall not supplant or offset compensation to which personnel were entitled prior to the effective date of proposed law.
6. Revises definition of "personnel" to specify those employed in positions identified by function and object codes as provided in BESE rule.
7. Adds a reporting requirement for school systems and the state Dept. of Education relative to proposed law.
8. Applies proposed law to charter schools that participate in the Teachers' Retirement System of La.

Digest of Bill as Finally Passed by Senate

Proposed law requires each public school system 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 proposed law beginning with the school year following the effective date of proposed law.

Proposed law provides that for proposed law purposes:

- (1) "Personnel" means certificated and noncertificated personnel identified by specific object and function codes as provided in State Bd. of Elementary and Secondary Education (BESE) rule who are employed based on the staffing data submitted to the state Dept. of Education (DOE) as of Oct. first 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; school security enhancements; and technology.

Proposed law requires each school system to incorporate the increases into its salary schedule and provides that the increases shall not supplant or offset compensation to which personnel were entitled prior to the enactment of proposed law.

Proposed law requires each school system to submit a report to DOE by Dec. 31st of the year that the salary increase is provided that documents proposed law implementation and the expending of excess savings as provided in proposed law. Requires DOE to report this information to the House and Senate education committees by March first of the next year.

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

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