

CONFERENCE COMMITTEE REPORT

HB 466

2025 Regular Session

Carlson

June 12, 2025

To the Honorable Speaker and Members of the House of Representatives and the Honorable President and Members of the Senate.

Ladies and Gentlemen:

We, the conferees appointed to confer over the disagreement between the two houses concerning House Bill No. 466 by Representative Carlson, recommend the following concerning the Reengrossed bill:

1. That Senate Committee Amendment Nos. 2 through 9 by the Senate Committee on Finance (#2840) be adopted.
2. That Senate Committee Amendment Nos. 1 and 10 by the Senate Committee on Finance (#2840) be rejected.
3. That the following amendments to the Reengrossed bill be adopted:

AMENDMENT NO. 1

On page 1, delete line 2 and insert the following:

"To amend and reenact R.S. 17:24.13 and to enact R.S. 17:418.1 and 3996(B)(4), relative to teachers and other school"

AMENDMENT NO. 2

On page 1, line 5, after "definitions;" and before "to" insert "to require professional development for certain math teachers;"

AMENDMENT NO. 3

On page 1, line 11, delete "at least"

AMENDMENT NO. 4

On page 1, line 12, delete "at least"

AMENDMENT NO. 5

On page 2, delete lines 1 through 5 and at the beginning of line 6, change "(3)" to "(2)"

AMENDMENT NO. 6

In Senate Committee Amendment No. 7 by the Senate Committee on Finance (#2840), on page 1, between lines 26 and 27, insert the following:

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

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

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

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

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

AMENDMENT NO. 7

On page 3, delete lines 1 through 7 and insert the following:

"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.

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

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

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

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

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

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

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

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

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

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

D. ~~The effectiveness~~ implementation of the provisions of this Section shall be subject to the designation and allocation of funds by the state Department of Education; ~~however, no state funds or obligated federal funds shall be used to~~

~~implement the provisions of this Section. Federal and state funds may be used to implement the provisions of this Section if numeracy-related expenditures are allowable under relevant funding guidelines.~~

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

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

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

Section 4. The provisions of R.S. 17:24.13 as amended and reenacted in Section 2 of this Act shall supersede and control the provisions of R.S. 17:24.13(A)(2), (B)(2) and (3), and (C) through (E) as amended and reenacted and R.S. 17:24.13(F) as enacted in House Bill No. 321 of the 2025 Regular Session of the Louisiana Legislature, and R.S. 17:24.13(A)(2), (B)(2) and (3), and (C) through (E) as amended and reenacted and R.S. 17:24.13(F) as enacted in House Bill No. 321 of the 2025 Regular Session of the Louisiana Legislature shall not become effective.

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

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

Respectfully submitted,

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Representative Josh Carlson

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Senator Rick Edmonds

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Representative Laurie Schlegel

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Senator Katrina R. Jackson-Andrews

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Representative Julie Emerson

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Senator Beth Mizell

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)]

CONFERENCE COMMITTEE REPORT DIGEST

HB 466

2025 Regular Session

Carlson

**Keyword and oneliner of the instrument as it left the House**

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

**Report adopts Senate amendments to:**

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

**Report amends the bill to:**

1. Provide for specific salary increase amounts rather than minimum amounts.
2. Remove requirement that amounts necessary to cover shortfalls be provided for in the minimum foundation program formula.
3. Add salary increases in amounts that exceed the required proposed law amounts to the list of authorized uses of excess savings.
4. Require professional development in numeracy for certain math teachers and provide that such proposed law shall supersede corresponding proposed law as provided in HB321 of the 25R.S. and that the latter proposed law shall not become effective.

**Digest of the bill as proposed by the Conference Committee**

**Salary increases for teachers and other school employees**

Proposed law requires each public school system to provide a salary increase, plus any related benefits, of \$2,250 for certificated personnel and \$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 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; technology; and additional salary increases, plus any related benefits. Requires such increases, if provided, to be uniform for all certificated and all noncertificated personnel, respectively.

Proposed law requires each school system to incorporate the increases into its salary schedule and to provide them to employees on approved leave 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.

**Professional development**

Present law requires professional development in numeracy instruction for fourth through eighth grade teachers. Proposed law expands this requirement to apply also to kindergarten through third grade teachers.

Present law and proposed law relative to professional development are subject to the allocation of funds by DOE. Present law prohibits state or obligated funds from being used for implementation. Proposed law allows state and federal funds to be used for implementation if numeracy-related expenditures are allowable under relevant funding guidelines.

Present law provides that nothing in present law shall be construed to extend the hours in the teacher's work day nor the hours worked in a year. Proposed law retains present law and applies it to proposed law and additionally authorizes a public school governing authority to offer a stipend for completion of numeracy professional development outside of a teacher's normal work day or a combination of a stipend and job-embedded training time.

Proposed law relative to salary increases for teachers and other school employees is 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.

Proposed law relative to professional development with respect to numeracy is effective August 1, 2025.

(Amends R.S. 17:24.13; Adds R.S. 17:418.1 and 3996(B)(4))