
DIGEST

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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))