

## RÉSUMÉ DIGEST

ACT 366 (HB 466)

2025 Regular Session

Carlson

### Salary Increases for Teachers and Other School Employees

New 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 new law beginning with the school year following the effective date of new law.

New law provides that for new 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 October 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.

New 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 new 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.

New 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 new law.

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

### Professional Development

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

Existing law and new law are subject to the allocation of funds by DOE. Prior law prohibited state or obligated funds from being used for implementation. New law allows state and federal funds to be used for implementation if numeracy-related expenditures are allowable under relevant funding guidelines.

Existing law provides that nothing in existing law shall be construed to extend the hours in the teacher's work day nor the hours worked in a year. New law further applies this provision to new law and additionally authorizes a public school governing authority to offer a stipend for completion of numeracy training outside of a teacher's normal work day or a combination of a stipend and job-embedded training time.

The above provisions of existing law, prior law, and new law relative to professional development are provided for in both new law (Act No. 366) and Act No. 353 of the 2025 R.S.

Act No. 353 additionally requires numeracy coaches for, at a minimum, kindergarten through third grade teachers; however, new law provides that the provisions requiring numeracy coaches as provided in Act No. 353 shall not become effective.

New 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 Act No. 222 of the 2025 R.S. is adopted at a statewide election and becomes effective.

New law relative to numeracy professional development is effective August 1, 2025.

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