The original instrument and the following digest, which constitutes no part of the legislative instrument, were prepared by Senate Legislative Services. The keyword, summary, 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)]

DIGEST 2025 Regular Session

Selders

<u>Proposed law</u> provides for excused absences of faculty, staff, and students who take off from school or work for two mental health days per semester.

<u>Proposed law</u> provides for a parent or legal guardian of a student to request a mental health day by submitting a notification in writing, by hand delivery or electronic mail, to the student's school principal or counselor at least 24 hours in advance. Additionally, <u>proposed law</u> allows requests on the day of absence to be permitted for emergencies.

<u>Proposed law</u> mandates that every teacher employed by a city, parish, or other local school board of this state to be entitled to and allowed to be absent up to two days during each school semester for mental health days without loss of pay. Furthermore, the teacher requesting such leave must give his principal at least 24 hours notice prior to taking the leave without loss of pay; however, in cases of emergencies, notice can be given on the day of absence, subject to existing school board policies.

<u>Proposed law</u> mandates that all employees, as defined in <u>present law</u>, employed by a city, parish, or other local school board of this state must allowed to be absent up to two days during each school semester for mental health days without loss of pay. Furthermore, the employee requesting such leave shall give the principal of the school where he is employed at least 24 hours notice prior to taking the leave without loss of pay; however, in cases of emergencies, notice can be given on the day of absence, subject to existing school board policies.

<u>Proposed law</u> mandates that each board vested with management and supervision of colleges and universities must provide and allow all unclassified and academic personnel to use up to two days of leave during each semester to be used for mental health days without loss of pay. Furthermore, <u>proposed law</u> provides that the employee requesting leave must give his immediate supervisor at least 24 hours notice prior to taking the leave without loss of pay and in cases of emergencies, notice can be given on the day of absence, subject to existing school board policies.

<u>Proposed law</u> defines mental health days as a day off to address mental health concerns, such as stress, anxiety, or emotional exhaustion, without requiring a traditional medical illness.

Effective August 1, 2025.

SB 215 Original

(Amends R.S. 17:1208; adds R.S. 17:226(C), 1208.1(D), and 3312.1)