



LEGISLATIVE FISCAL OFFICE  
Fiscal Note

Fiscal Note On: **HB 521** HLS 25RS 779  
Bill Text Version: **ORIGINAL**  
Opp. Chamb. Action:  
  
Proposed Amd.:  
Sub. Bill For.:

<b>Date:</b> April 28, 2025	7:20 PM	<b>Author:</b> LYONS
<b>Dept./Agy.:</b> Workforce Commission		
<b>Subject:</b> School Employee Unemployment Eligibility		<b>Analyst:</b> Mimi Blanchard

UNEMPLOYMENT COMP OR INCREASE LF EX See Note Page 1 of 1  
Provides for unemployment eligibility of certain school employees

Proposed law modifies unemployment compensation eligibility for certain school employees. It removes the prohibition on receiving unemployment benefits for individuals who perform services in any capacity other than instructional, research, or principal administrative roles, including crossing guards employed by school boards or other political subdivisions. Proposed law allows these employees to receive unemployment benefits if they meet all other eligibility requirements, but only for weeks that fall between two successive academic terms.

Effective August 1, 2025.

EXPENDITURES	2025-26	2026-27	2027-28	2028-29	2029-30	5 -YEAR TOTAL
State Gen. Fd.	\$0	\$0	\$0	\$0	\$0	<b>\$0</b>
Agy. Self-Gen.	\$0	\$0	\$0	\$0	\$0	<b>\$0</b>
Ded./Other	\$0	\$0	\$0	\$0	\$0	<b>\$0</b>
Federal Funds	\$0	\$0	\$0	\$0	\$0	<b>\$0</b>
Local Funds	<b>INCREASE</b>	<b>INCREASE</b>	<b>INCREASE</b>	<b>INCREASE</b>	<b>INCREASE</b>	
<b>Annual Total</b>						
REVENUES	2025-26	2026-27	2027-28	2028-29	2029-30	5 -YEAR TOTAL
State Gen. Fd.	\$0	\$0	\$0	\$0	\$0	<b>\$0</b>
Agy. Self-Gen.	\$0	\$0	\$0	\$0	\$0	<b>\$0</b>
Ded./Other	\$0	\$0	\$0	\$0	\$0	<b>\$0</b>
Federal Funds	\$0	\$0	\$0	\$0	\$0	<b>\$0</b>
Local Funds	\$0	\$0	\$0	\$0	\$0	<b>\$0</b>
<b>Annual Total</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

EXPENDITURE EXPLANATION

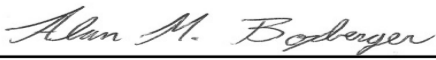
This bill will allow certain school employees who were previously ineligible to receive unemployment benefits during summer breaks to now qualify. The Louisiana Workforce Commission (LWC) reports that, while the Unemployment Insurance (UI) trust fund will be impacted by additional benefits paid, most of the newly eligible employees work for reimbursable employers, including public school systems. These employers are not subject to quarterly UI tax payments but must reimburse LWC on a dollar-for-dollar basis when benefits are paid. As such, the net impact on the UI trust fund is expected to be temporary, with the fiscal burden shifting to the reimbursable employers.

LWC notes that clarification may be needed regarding which job categories fall outside of “instructional, research, and principal administrative” roles. Although crossing guards are specifically identified, the bill could extend to employees in food service, custodial, nursing, and other support roles who may not have a reasonable assurance of returning after summer break. These individuals may now qualify for UI benefits between academic terms, typically the summer months, if otherwise eligible.

School systems that employ newly eligible staff may incur additional expenditures in the form of reimbursements to LWC, which may require reallocation of local funds. Actual costs will depend on the number of qualifying claims and benefit amounts. Additionally, indeterminable administrative costs to the Unemployment Insurance Administration may arise, as increased claim volumes could require additional personnel to process and manage expanded eligibility.

REVENUE EXPLANATION

There is no anticipated direct material effect on governmental revenues as a result of this measure.

Senate	<u>Dual Referral Rules</u>	House	
<input checked="" type="checkbox"/> 13.5.1 >= \$100,000 Annual Fiscal Cost {S & H}		<input type="checkbox"/> 6.8(F)(1) >= \$100,000 SGF Fiscal Cost {H & S}	
<input type="checkbox"/> 13.5.2 >= \$500,000 Annual Tax or Fee Change {S & H}		<input type="checkbox"/> 6.8(G) >= \$500,000 Tax or Fee Increase or a Net Fee Decrease {S}	<b>Alan M. Boxberger</b> <b>Legislative Fiscal Officer</b>