

**LEGISLATIVE FISCAL OFFICE**  
**Fiscal Note**



Fiscal Note On: **HB 558** HLS 26RS 868  
 Bill Text Version: **ORIGINAL**  
 Opp. Chamb. Action:  
 Proposed Amd.:  
 Sub. Bill For.:

<b>Date:</b> April 12, 2026	11:19 AM	<b>Author:</b> ECHOLS
<b>Dept./Agy.:</b> Education		
<b>Subject:</b> Public school teacher pay, Teacher Pay Modernization Act		<b>Analyst:</b> Julie Silva

TEACHERS/SALARY OR INCREASE GF EX See Note Page 1 of 2  
 Provides relative to public school teacher compensation

Proposed legislation, to be known as the Teacher Pay Modernization Act, requires the Louisiana Department of Education (LDOE) to annually calculate and report the average teacher salary for each public school governing authority, including charter schools, the statewide average teacher salary, and the Southern regional average teacher salary. Requires each public school governing authority, including charter schools, to implement salary schedule adjustments beginning in FY 28, contingent upon legislative appropriation, to incrementally reduce the gap between its district average teacher salary and the Southern regional average teacher salary, achieving parity by FY 31 and maintaining salaries at or above that level thereafter. Requires public school governing authorities to submit annual reports demonstrating compliance. Requires executive branch departments and agencies to identify and report efficiencies and cost savings that may be used to support teacher salary increases. Prohibits funds appropriated for salary increases from being used for bonuses, stipends, or non-salary compensation.

EXPENDITURES	2026-27	2027-28	2028-29	2029-30	2030-31	5 -YEAR TOTAL
State Gen. Fd.	<b>SEE BELOW</b>	<b>INCREASE</b>	<b>INCREASE</b>	<b>INCREASE</b>	<b>INCREASE</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>						
REVENUES	2026-27	2027-28	2028-29	2029-30	2030-31	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	<b>SEE BELOW</b>	<b>SEE BELOW</b>	<b>SEE BELOW</b>	<b>SEE BELOW</b>	<b>\$0</b>
<b>Annual Total</b>	<b>\$0</b>					<b>\$0</b>

**EXPENDITURE EXPLANATION**

Proposed legislation is anticipated to result in a significant increase in state expenditures beginning in FY 28, contingent upon legislative appropriation, to provide funding necessary for public school governing authorities to gradually increase teacher salaries to reach parity with the Southern Regional Education Board (SREB) average. The bill implements a phased approach: increasing salaries by 25% of the difference between the SREB average and current district average salaries in FY 28, 50% of the remaining delta in FY 29, 75% of the remaining delta in FY 30, and achieving full parity by FY 31, with an ongoing requirement to maintain parity thereafter.

Based on current data and assumptions, expenditures are estimated at approximately \$57.5 M in FY 28, \$113.1 M in FY 29, \$127.2 M in FY 30, and \$102.2 M in FY 31 (detailed by system on page two of this note). However, these amounts are illustrative only and are not guaranteed, as actual costs will depend on future changes in SREB averages, district salary levels, and certificated teacher counts statewide.

The methodology used to develop these estimates is as follows: Teacher counts are based on January 2026 data and are held constant across the projection period. Annual SREB averages are assumed to increase by 2% each year, with the most recently available FY 24 data as the starting point. School system pay is assumed to grow by 2% annually over the FY 25 base in FYs 26-27. Beginning in FY 28, each system's pay is increased by the legislatively required percentage of the difference between its average salary and the SREB average, with adjustments varying by system since some already meet or exceed SREB levels. This process continues through FY 31, at which point all systems are assumed to have reached parity with the SREB average.

Proposed legislation also requires the Executive Department and its agencies to identify and report efficiency measures and cost savings to support teacher salary increases, with any realized savings dedicated solely to funding the increased teacher pay. To the extent these savings are realized, the net impact to SGF expenditures will be lower proportionately.

LDOE provides that the required annual reporting on statewide, district, and regional average teacher salaries can be met using currently collected state data and publicly available SREB reports by existing staff at no additional cost. However, the bill also directs LDOE to analyze statewide teacher salary schedules and develop recommendations regarding employee and retirement benefits. Because LDOE does not collect district salary schedule data and lacks expertise in employee and retirement benefits, coordination with other agencies may be required. Any additional workload and related costs are indeterminable at this time.

Continued on page two.

**REVENUE EXPLANATION**

There is no anticipated direct material effect on governmental revenues as a result of this measure. To the extent the state recognizes and allocates additional funding to increase teacher pay, the local school board will receive additional dollars. However, these dollars are only eligible to be used to support teacher salary increases. Proposed legislation prohibits any appropriated funding for salary increases from being used for bonuses, stipends, or non-salary compensation.

Senate  
 13.5.1 >= \$100,000 Annual Fiscal Cost {S & H}  
 13.5.2 >= \$500,000 Annual Tax or Fee Change {S & H}

House  
 6.8(F)(1) >= \$100,000 SGF Fiscal Cost {H & S}  
 6.8(G) >= \$500,000 Tax or Fee Increase or a Net Fee Decrease {S}

**Patrice Thomas**  
 Deputy Fiscal Officer



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**CONTINUED EXPLANATION from page one:**

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School System	Teacher Count	Average Salary by School System				Annual Cost to State			
		FY 28	FY 29	FY 30	FY 31	FY 28	FY 29	FY 30	FY 31
Acadia	566	\$57,520	\$62,902	\$67,963	\$71,043	\$1,778,173	\$3,046,170	\$2,864,359	\$1,743,222
Allen	332	\$56,591	\$62,437	\$67,847	\$71,043	\$1,145,874	\$1,941,069	\$1,795,857	\$1,061,093
Ascension	1884	\$66,293	\$67,289	\$69,059	\$71,043	\$409,477	\$1,875,463	\$3,336,305	\$3,736,505
Assumption	194	\$57,291	\$62,787	\$67,934	\$71,043	\$624,315	\$1,066,346	\$998,466	\$603,063
Avoyelles	270	\$66,165	\$67,225	\$69,043	\$71,043	\$70,200	\$286,052	\$491,090	\$539,805
Beauregard	415	\$54,586	\$61,435	\$67,596	\$71,043	\$1,709,752	\$2,842,451	\$2,556,907	\$1,430,395
Bienville	195	\$63,405	\$65,845	\$68,698	\$71,043	\$230,095	\$475,686	\$556,495	\$457,132
Bossier	1635	\$65,868	\$67,076	\$69,006	\$71,043	\$587,127	\$1,975,244	\$3,156,100	\$3,329,581
Caddo	2228	\$65,699	\$66,992	\$68,985	\$71,043	\$925,245	\$2,879,406	\$4,441,609	\$4,584,130
Calcasieu	2466	\$64,437	\$66,360	\$68,827	\$71,043	\$2,061,878	\$4,743,685	\$6,083,592	\$5,462,990
Caldwell	119	\$54,193	\$61,239	\$67,547	\$71,043	\$505,835	\$838,417	\$750,700	\$416,000
Cameron	144	\$61,671	\$64,977	\$68,482	\$71,043	\$253,177	\$476,167	\$504,619	\$368,798
Catahoula	62	\$53,085	\$60,685	\$67,408	\$71,043	\$286,444	\$471,171	\$416,883	\$225,327
Claiborne	127	\$57,668	\$62,976	\$67,981	\$71,043	\$392,746	\$674,140	\$635,686	\$388,806
Concordia	253	\$56,351	\$62,317	\$67,817	\$71,043	\$893,479	\$1,509,590	\$1,391,331	\$816,205
DeSoto	379	\$65,763	\$67,023	\$68,993	\$71,043	\$149,407	\$477,832	\$746,569	\$776,802
East Baton Rouge	3125	\$63,921	\$66,103	\$68,763	\$71,043	\$3,150,151	\$6,817,264	\$8,313,765	\$7,124,365
East Carroll	56	\$53,769	\$61,026	\$67,494	\$71,043	\$245,964	\$406,435	\$362,185	\$198,736
East Feliciana	131	\$58,105	\$63,195	\$68,036	\$71,043	\$386,001	\$666,700	\$634,203	\$393,883
Evangeline	416	\$57,491	\$62,887	\$67,959	\$71,043	\$1,311,038	\$2,245,048	\$2,109,879	\$1,282,779
Franklin	184	\$54,370	\$61,327	\$67,569	\$71,043	\$771,268	\$1,280,081	\$1,148,525	\$639,153
Grant	215	\$55,011	\$61,647	\$67,649	\$71,043	\$855,298	\$1,426,879	\$1,290,376	\$729,619
Iberia	849	\$60,025	\$64,155	\$68,276	\$71,043	\$1,958,412	\$3,505,982	\$3,499,085	\$2,349,015
Iberville	433	\$63,400	\$65,842	\$68,698	\$71,043	\$511,717	\$1,057,449	\$1,236,592	\$1,015,364
Jackson	141	\$64,492	\$66,388	\$68,834	\$71,043	\$115,289	\$267,327	\$344,916	\$311,384
Jefferson	3377	\$65,524	\$66,904	\$68,963	\$71,043	\$1,600,033	\$4,660,788	\$6,954,521	\$7,022,319
Jefferson Davis	350	\$60,922	\$64,603	\$68,388	\$71,043	\$702,755	\$1,288,441	\$1,324,822	\$929,156
Lafayette	2095	\$58,880	\$63,582	\$68,133	\$71,043	\$5,632,522	\$9,851,284	\$9,534,291	\$6,096,422
Lafourche	908	\$61,801	\$65,043	\$68,498	\$71,043	\$1,556,984	\$2,943,338	\$3,137,533	\$2,310,684
LaSalle	190	\$49,576	\$58,930	\$66,970	\$71,043	\$1,100,048	\$1,777,268	\$1,527,561	\$773,856
Lincoln	428	\$65,969	\$67,127	\$69,019	\$71,043	\$139,222	\$495,359	\$809,903	\$866,170
Livingston	1867	\$62,300	\$65,292	\$68,560	\$71,043	\$2,890,632	\$5,585,814	\$6,101,656	\$4,634,608
Madison	84	\$52,888	\$60,586	\$67,384	\$71,043	\$393,591	\$646,620	\$571,003	\$307,346
Morehouse	216	\$58,605	\$63,444	\$68,098	\$71,043	\$600,504	\$1,045,357	\$1,005,258	\$635,973
Natchitoches	351	\$69,412	\$69,412	\$69,590	\$71,043	\$0	\$0	\$62,496	\$509,773
Orleans	149	\$61,304	\$64,794	\$68,436	\$71,043	\$280,183	\$520,023	\$542,632	\$388,434
Ouachita	1183	\$68,585	\$68,585	\$69,384	\$71,043	\$0	\$0	\$944,494	\$1,962,745
Plaquemines	278	\$72,625	\$72,625	\$72,625	\$72,625	\$0	\$0	\$0	\$0
Pointe Coupee	175	\$55,994	\$62,139	\$67,772	\$71,043	\$638,821	\$1,075,385	\$985,785	\$572,369
Rapides	1654	\$63,762	\$66,023	\$68,743	\$71,043	\$1,755,074	\$3,739,884	\$4,499,041	\$3,803,695
Red River	109	\$83,926	\$83,926	\$83,926	\$83,926	\$0	\$0	\$0	\$0
Richland	178	\$56,749	\$62,516	\$67,866	\$71,043	\$605,002	\$1,026,665	\$952,318	\$565,392
Sabine	299	\$60,694	\$64,489	\$68,360	\$71,043	\$622,985	\$1,134,644	\$1,157,237	\$802,251
St. Bernard	559	\$64,861	\$66,573	\$68,880	\$71,043	\$388,297	\$956,669	\$1,290,064	\$1,208,706
St. Charles	889	\$77,690	\$77,690	\$77,690	\$77,690	\$0	\$0	\$0	\$0
St. Helena	81	\$54,725	\$61,505	\$67,613	\$71,043	\$329,939	\$549,135	\$494,816	\$277,771
St. James	262	\$68,454	\$68,454	\$69,351	\$71,043	\$0	\$0	\$234,937	\$443,277
St. John the Baptist	388	\$60,083	\$64,183	\$68,283	\$71,043	\$887,542	\$1,591,061	\$1,590,709	\$1,070,719
St. Landry	935	\$59,868	\$64,076	\$68,256	\$71,043	\$2,205,672	\$3,934,446	\$3,908,519	\$2,605,290
St. Martin	464	\$63,747	\$66,016	\$68,741	\$71,043	\$494,648	\$1,052,597	\$1,264,705	\$1,067,918
St. Mary	536	\$59,430	\$63,857	\$68,202	\$71,043	\$1,342,779	\$2,372,994	\$2,328,750	\$1,522,895
St. Tammany	2809	\$65,267	\$66,776	\$68,931	\$71,043	\$1,571,287	\$4,237,421	\$6,055,215	\$5,931,329
Tangipahoa	1488	\$59,501	\$63,893	\$68,211	\$71,043	\$3,692,107	\$6,534,305	\$6,424,830	\$4,214,387
Tensas	26	\$39,559	\$53,922	\$65,718	\$71,043	\$237,344	\$373,422	\$306,698	\$138,450
Terrebonne	930	\$69,676	\$69,676	\$69,676	\$71,043	\$0	\$0	\$0	\$1,271,472
Union	114	\$59,838	\$64,061	\$68,253	\$71,043	\$270,083	\$481,442	\$477,848	\$318,084
Vermilion	622	\$58,396	\$63,340	\$68,072	\$71,043	\$1,772,586	\$3,075,278	\$2,943,549	\$1,847,626
Vernon	528	\$61,568	\$64,926	\$68,469	\$71,043	\$946,308	\$1,772,933	\$1,870,509	\$1,359,005
Washington	301	\$54,465	\$61,374	\$67,581	\$71,043	\$1,252,220	\$2,079,835	\$1,868,179	\$1,042,018
Webster	344	\$65,612	\$66,948	\$68,974	\$71,043	\$152,878	\$459,608	\$697,052	\$711,541
West Baton Rouge	390	\$63,570	\$65,927	\$68,719	\$71,043	\$438,786	\$919,266	\$1,088,911	\$906,239
West Carroll	77	\$66,185	\$67,235	\$69,046	\$71,043	\$19,499	\$80,797	\$139,466	\$153,749
West Feliciana	197	\$65,969	\$67,127	\$69,019	\$71,043	\$64,081	\$228,004	\$372,782	\$398,681
Winn	100	\$62,921	\$65,603	\$68,638	\$71,043	\$134,124	\$268,131	\$303,524	\$240,474
City of Monroe	589	\$65,444	\$66,864	\$68,953	\$71,043	\$294,696	\$836,352	\$1,230,554	\$1,230,659
City of Bogalusa	105	\$58,521	\$63,402	\$68,088	\$71,043	\$294,861	\$512,584	\$491,985	\$310,260
Zachary Community	380	\$66,337	\$67,310	\$69,065	\$71,043	\$77,056	\$369,976	\$666,701	\$751,572
City of Baker	69	\$58,518	\$63,401	\$68,088	\$71,043	\$193,820	\$336,922	\$323,365	\$203,905
Central Community	302	\$61,412	\$64,848	\$68,449	\$71,043	\$556,970	\$1,037,629	\$1,087,548	\$783,201
<b>Annual Statewide Increase</b>						<b>\$57,464,303</b>	<b>\$113,103,731</b>	<b>\$127,237,858</b>	<b>\$102,174,573</b>

**SREB Average**  
(FY 24 Reported - Annual 2% Increase Assumed in Future FYs)

FY 24	\$61,847		FY 28	\$66,945
FY 25	\$63,084		FY 29	\$68,284
FY 26	\$64,346		FY 30	\$69,650
FY 27	\$65,633		FY 31	\$71,043

**Senate**      Dual Referral Rules


13.5.1 >= \$100,000 Annual Fiscal Cost {S & H}

13.5.2 >= \$500,000 Annual Tax or Fee Change {S & H}

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