

2023 Regular Session

HOUSE BILL NO. 205

BY REPRESENTATIVE BRYANT

Prefiled pursuant to Article III, Section 2(A)(4)(b)(i) of the Constitution of Louisiana.

SCHOOLS/EMPLOYEES: Requires additional compensation for teachers and other school employees under certain circumstances

1 AN ACT

2 To amend and reenact R.S. 17:418(A), relative to the compensation of teachers and other  
3 school employees; to provide for additional compensation for overtime work and for  
4 work beyond prescribed duties under certain circumstances; to provide for the rate  
5 of such compensation; and to provide for related matters.

6 Be it enacted by the Legislature of Louisiana:

7 Section 1. R.S. 17:418(A) is hereby amended and reenacted to read as follows:

8 §418. Salaries; teachers and other school employees; additional compensation

9 A.(1) The governing authority of each local public elementary and secondary  
10 school, the state special schools, and the schools and programs administered through  
11 the special school district shall establish salary schedules by which to determine the  
12 salaries to be paid to teachers and all other school employees. ~~The salaries as  
13 provided therein shall be considered as full compensation for all work required and  
14 performed within each employee's prescribed scope of duties and responsibilities.~~

15 (2) Such salary schedules shall be established and published not later than  
16 January 1, 2013, and shall become effective for all employees not later than the  
17 ~~beginning of the 2013-2014 each school year~~ June thirtieth annually and shall apply  
18 during the school year that begins that year.

19 (3) The salaries provided in the salary schedules shall be considered  
20 compensation for the work performed by each employee within his prescribed duties

1 and responsibilities, which include only those specifically identified and described  
2 in the employee's job description. Additional compensation shall be provided as  
3 follows:

4 (a) Compensation for overtime work of nonexempt employees under the Fair  
5 Labor Standards Act, 29 U.S.C. 201 et seq., shall be paid in accordance with that  
6 Act.

7 (b) Compensation for the work of employees beyond the scope of their  
8 prescribed duties and responsibilities, including participation of employees other  
9 than coaches in after-school activities directly involving students, shall be paid at the  
10 effective hourly rate of the employee for the number of hours worked rounded to the  
11 nearest tenth of an hour. An employee's effective hourly rate shall be calculated by  
12 dividing the employee's annual salary by one thousand four hundred fifty-six.

13 \* \* \*

14 Section 2. This Act shall become effective upon signature by the governor or, if not  
15 signed by the governor, upon expiration of the time for bills to become law without signature  
16 by the governor, as provided by Article III, Section 18 of the Constitution of Louisiana. If  
17 vetoed by the governor and subsequently approved by the legislature, this Act shall become  
18 effective on the day following such approval.

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DIGEST

The digest printed below was prepared by House Legislative Services. It constitutes no part of the legislative instrument. The keyword, one-liner, abstract, 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)]

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HB 205 Engrossed

2023 Regular Session

Bryant

**Abstract:** Provides for additional compensation for teachers and other school employees under certain circumstances.

Present law requires public school governing authorities to establish salary schedules for teachers and other school employees. Requires schedules to have been established and published not later than Jan. 1, 2013, and to have become effective not later than the beginning of the 2013-2014 school year. Proposed law retains present law except provides for the establishment and publication of schedules by June 30th annually and for applicability to the next school year.

Present law provides that the salaries provided in the salary schedules shall be considered full compensation for all work required and performed within each employee's prescribed scope of duties and responsibilities. Proposed law instead provides the following:

- (1) The salaries provided in the salary schedules shall be considered compensation for the work performed by each employee within their prescribed duties and responsibilities, which include only those specifically identified and described in his job description.
- (2) Additional compensation shall be provided as follows:
  - (a) Overtime work of nonexempt employees under the federal Fair Labor Standards Act shall be paid in accordance with that federal law.
  - (b) Work of employees beyond the scope of their prescribed duties and responsibilities, including participation of employees other than coaches in after-school activities directly involving students, shall be paid at the effective hourly rate of the employee. Provides that an employee's effective hourly rate shall be calculated by dividing the employee's annual salary by 1,456.

Effective upon signature of governor or lapse of time for gubernatorial action.

(Amends R.S. 17:418(A))