

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



Fiscal Note On: **HB 205** HLS 23RS 593

Bill Text Version: **ENGROSSED**

Opp. Chamb. Action:

Proposed Amd.:

Sub. Bill For.:

|   |         |                             |
|---|---------|-----------------------------|
| <b>Date:</b> May 3, 2023                        | 8:44 AM | <b>Author:</b> BRYANT       |
| <b>Dept./Agy.:</b> Education                    |         | <b>Analyst:</b> Julie Silva |
| <b>Subject:</b> Additional teacher compensation |         |                             |

SCHOOLS/EMPLOYEES EG INCREASE LF EX See Note Page 1 of 1  
Requires additional compensation for teachers and other school employees under certain circumstances

Proposed legislation changes the salary schedule publication date for the governing authorities of each local public elementary and secondary school, the state special schools, and the schools and programs administered through the special school district from January 1 of each year to June 30. Proposed legislation also provides for overtime compensation for employees covered under these schedules.

| <b>EXPENDITURES</b> | <b>2023-24</b> | <b>2024-25</b> | <b>2025-26</b> | <b>2026-27</b> | <b>2027-28</b> | <b>5 -YEAR TOTAL</b> |
|---------------------|----------------|----------------|----------------|----------------|----------------|----------------------|
| State Gen. Fd.      | INCREASE       | INCREASE       | INCREASE       | INCREASE       | INCREASE       |                      |
| 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         | INCREASE       | INCREASE       | INCREASE       | INCREASE       | INCREASE       |                      |
| <b>Annual Total</b> |                |                |                |                |                |                      |
| <b>REVENUES</b>     | <b>2023-24</b> | <b>2024-25</b> | <b>2025-26</b> | <b>2026-27</b> | <b>2027-28</b> | <b>5 -YEAR TOTAL</b> |
| 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         | <u>\$0</u>     | <u>\$0</u>     | <u>\$0</u>     | <u>\$0</u>     | <u>\$0</u>     | <b><u>\$0</u></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**

Proposed legislation is likely to have an indeterminable, though potentially significant, impact on state and local government expenditures. Proposed legislation requires that overtime compensation be paid by each local public elementary and secondary school, the state special schools, and the schools and programs administered through the special school district (SSD) at the effective hourly rate of an employee for the number of hours worked, rounded to the nearest tenth of an hour. The effective hourly rate will vary by employee, but is to be calculated as an employee's annual salary divided by the required minimum working hours of a school employee (1,456 annually). The amount of work completed by employees that would be considered as "beyond the scope of prescribed duties and responsibilities" and qualify for overtime compensation is unknown and will vary by employee. Unless appropriations are made for this specific purpose, the LFO assumes that the local school districts will cover the expenses for public elementary and secondary schools and state funds will be needed for state special schools and SSD schools.

Proposed legislation also requires the governing authorities of each local public elementary and secondary school, the state special schools, and the schools and programs administered through the SSD to publish salary schedules for teachers and other school employees on June thirtieth annually and to apply these schedules during the following school year. LDE reports that local governing authorities are responsible for any cost related to the movement of the salary schedule establishment deadline and its publication. These costs are indeterminable, but likely to be minimal.

**REVENUE EXPLANATION**

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

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}

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}

*Evan Brasseaux*  


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**Evan Brasseaux**  
**Interim Deputy Fiscal Officer**