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## DIGEST

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HB 420 Original

2024 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 provides for the following:

- (1) That the salaries provided in the salary schedules are considered compensation for the work performed by each employee within prescribed duties and responsibilities, including only those specifically identified and described in his job description.
- (2) Provides as follows regarding additional compensation:
  - (a) Overtime work of nonexempt employees under the federal Fair Labor Standards Act to be paid in accordance with that federal law.
  - (b) Planning time as provided in present law and 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, to be paid at the effective hourly rate of the employee; an employee's effective hourly rate to be calculated by dividing the employee's annual salary by 1,456.
  - (c) Public school governing authorities are required to consult with professional organizations that represent teachers and other school employees relative to compensation for overtime work. At a minimum, overtime work is to be paid at the effective hourly rate of the employee for the number of hours worked rounded to the nearest tenth of an hour; an employee's effective hourly rate is to be calculated by dividing the employee's annual salary by 2,000.
  - (d) Teachers and other employees of the state special schools or the schools and

programs administered through the special school district are exempt from proposed law relative to additional compensation.

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

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