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The original instrument and the following digest, which constitutes no part of the legislative instrument, were prepared by Michael Bell.

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SB 205 Engrossed

DIGEST  
2024 Regular Session

Miguez

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 become effective no 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 must 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 must be considered full compensation for all work required and performed by each employee within their prescribed duties and responsibilities, including only those specifically identified and described in their job description.
- (2) That additional compensation must be provided as follows:
  - (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.
- (3) That each governing authority must consult with the various professional organizations that represent the teachers or other school employees in that school system, regarding compensation to be paid and the method of calculating the additional compensation to employees for work beyond the scope of their prescribed duties and responsibilities.
- (4) That if an agreement is not reached for additional compensation pay and the calculation method, then the employees, excluding coaches, must be paid at the effective hourly rate of the employee for the number of hours worked, rounded to the nearest tenth of an hour. Furthermore, an employee's effective hourly rate will be calculated by dividing the

employee's annual salary by 2,000.

- (5) That teachers and other employees of the state special schools or the schools and programs administered through the special school district be exempt from proposed law relative to additional compensation.
- (6) That proposed law cannot be inferred nor construed in any manner to constitute collective bargaining.

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

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