

2024 Regular Session

SENATE BILL NO. 205

BY SENATORS MIGUEZ, EDMONDS, JACKSON-ANDREWS, MIZELL AND STINE
AND REPRESENTATIVES AMEDEE, BRYANT, CARPENTER,
FREIBERG, HUGHES, MELERINE AND SCHLEGEL

SCHOOLS. Requires additional compensation for teachers and other school employees
under certain circumstances. (gov sig)

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
5 compensation for planning time for teachers; to provide for applicability; to provide
6 for the rate of such compensation; and to provide for related matters.

7 Be it enacted by the Legislature of Louisiana:

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

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

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

16 (2) Such salary schedules shall be established and published not later than
17 ~~January 1, 2013, and shall become effective for all employees not later than the~~

1 ~~beginning of the 2013-2014 each school year~~ **June thirtieth annually and shall**
2 **apply during the school year that begins that year.**

3 **(3)(a) The salaries provided in the salary schedules shall be considered**
4 **compensation for the work performed by each employee within his prescribed**
5 **duties and responsibilities, which include only those specifically identified and**
6 **described in the employee's job description. Additional compensation shall be**
7 **provided as follows:**

8 **(i) In addition to all other compensation to which a teacher is entitled,**
9 **each governing authority shall compensate any teacher who is not afforded the**
10 **minimum uninterrupted planning time required by R.S. 17:434(A) at the**
11 **effective hourly rate of that teacher for each hour of planning time. A teacher's**
12 **effective hourly rate, for the purposes of this Subsection, shall be calculated by**
13 **converting the teacher's annual salary on the teacher's salary schedule adopted**
14 **by the governing authority into an hourly rate of pay.**

15 **(ii) Each governing authority shall develop a uniform supplemental**
16 **salary schedule for the 2024-2025 school year, if such schedule is not already in**
17 **place, that specifically addresses compensation for duties performed by certified**
18 **employees of the governing authority beyond the scope of their prescribed**
19 **duties and responsibilities. The uniform supplemental salary schedule shall**
20 **provide the following:**

21 **(aa) All certified employees shall be paid a minimum of thirty dollars per**
22 **hour for such duties and responsibilities, rounded to the nearest tenth of an**
23 **hour, net of all applicable deductions.**

24 **(bb) All nonexempt employees shall be compensated for overtime work**
25 **in accordance with the Fair Labor Standards Act, 29 U.S.C. 201 et seq.**

26 **(b) The provisions of Subparagraph (a) of this Paragraph do not apply**
27 **to the teachers and other employees of the state special schools or the schools**
28 **and programs administered through the special school district.**

29 **(c) The provisions of this Subsection shall not be inferred in any manner**

- (b) All nonexempt employees shall be compensated for overtime work in accordance with the Fair Labor Standards Act, 29 U.S.C. 201 et seq.

Proposed law exempts teachers and other employees of the state special schools or the schools and programs administered through the special school district from proposed law relative to additional compensation.

Proposed law provides that the interpretation of 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))

Summary of Amendments Adopted by Senate

Committee Amendments Proposed by Senate Committee on Finance to the engrossed bill

1. Removes provisions requiring governing authorities to consult with various professional organizations that represent the teachers or other school employees in that school system regarding compensation.
2. Removes provisions providing for the hourly rate of additional compensation for the work of employees beyond the scope of their prescribed duties.
3. Removes provisions providing for the hourly rate of compensation for a teacher's planning time.
4. Requires each governing authority to compensate any teacher who is not afforded the minimum uninterrupted planning time required by present law at the effective hourly rate of that teacher for each hour of planning time.
5. Requires each governing authority to develop a uniform supplemental salary schedule for the 2024-2025 school year for certified employees and provides for the amount of compensation.