
The original instrument was prepared by Michael Bell. The following digest, which does not constitute a part of the legislative instrument, was prepared by Michelle D. Ridge.

DIGEST

SB 205 Re-Reengrossed 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 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.

Proposed law provides that additional compensation must be provided as follows:

- (1) 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. A teacher's effective hourly rate shall be calculated by converting the teacher's annual salary on the teacher's salary schedule adopted by the governing authority into an hourly rate of pay.
- (2) Requires each governing authority to develop a uniform supplemental salary schedule for the 2024-2025 school year, if such schedule is not already in place, that specifically addresses compensation for duties performed by certified employees of the governing authority beyond the scope of their prescribed duties and responsibilities. Requires the uniform supplemental salary schedule to provide the following:
 - (a) All certified employees shall be paid a minimum of \$30 per hour for such duties and responsibilities, rounded to the nearest tenth of an hour, net of all applicable deductions.
 - (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.

Senate Floor Amendments to reengrossed bill

1. Makes technical change.