

RÉSUMÉ DIGEST

ACT 311 (SB 205)

2024 Regular Session

Miguez

Existing law requires public school governing authorities to establish salary schedules for teachers and other school employees.

Prior law required salary 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.

New law provides for the establishment and publication of schedules by June 30th annually and for applicability to the next school year.

Prior law provided 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.

New 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.

New 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 existing law at the effective hourly rate of that teacher for each hour of planning time. A teacher's effective hourly rate must 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 must 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 must be compensated for overtime work in accordance with the Fair Labor Standards Act, 29 U.S.C. 201 et seq.

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

New law provides that the interpretation of new law cannot be inferred nor construed in any manner to constitute collective bargaining.

Effective May 28, 2024.

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