

RÉSUMÉ DIGEST

HB 205

2023 Regular Session

Bryant

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 would have retained present law except provided 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 instead provided for the following:

- (1) That the salaries provided in the salary schedules would have been 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) That additional compensation would have been 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.
 - (c) 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.

(Proposed to amend R.S. 17:418(A))

VETO MESSAGE:

"Please be advised that I have vetoed House Bill 205 of the 2023 Regular Session of the Louisiana Legislature. Although well-intentioned, the disparate treatment this legislation would create among education professionals across the state requires that this bill not become law.

Throughout my career as a member of the Louisiana House of Representatives, and during my two terms as governor, I have advocated for and supported our public school systems and teachers. Under the previous administration and throughout my time as governor, outside interests have worked and continue to work to erode the public's confidence in our public school system. Louisiana's public school system suffered from a lack of investment in public education under the previous administration's motto of doing more with less and, as a result, we currently have a shortage of teachers, low enrollment in the colleges of education, and are competing with surrounding states to attract and retain qualified educators.

As governor, it has been a priority of mine to work with the legislature to increase teacher pay to the southern regional average. Throughout my service as governor and with the support of the legislature we have been able to provide our educators with incremental salary increases. Although not fully successful, teacher pay has increased more than \$5000, which is not an unsubstantial amount, over the last five years. The salary increases were possible because Louisiana now has a growing, diversified economy and practices sound budgeting policies.

Unfortunately, without additional guard rails, this legislation if signed into law would create unfunded mandates on school districts already struggling financially while at the same time

exempting charter schools and special school districts from the additional compensation mandates. Even further, students in many school districts that are the most resource constrained would likely be unable to participate in and benefit from many of the extracurricular activities that should be available to all students. I appreciate Representative Bryant taking on this legislation to provide additional compensation to our public school teachers for the work and the service they provide to our state and it is my hope that the legislature continues to fight for our teachers."