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## DIGEST

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Whitney

HB No. 644

**Abstract:** Provides relative to salary schedules for teachers and other school and school system employees.

Present law requires the governing authority of each local public elementary and secondary school, the state special schools, and the schools and programs administered through the special school district to establish salary schedules to determine salaries for teachers and all other school employees.

Proposed law specifies that it is the local superintendent who shall use the schedules to determine salaries and applies present law to school system employees in addition to teachers and all other school employees.

Present law requires salary schedules for certified personnel to be based on the following criteria, with no one criterion accounting for more than 50% of the formula used to compute the salaries:

- (1) Effectiveness.
- (2) Demand, inclusive of area of certification, particular school need, geographic area, and subject area, which may include advanced degree levels.
- (3) Experience.

Proposed law requires that salary schedules for such employees be based solely on these criteria.

Proposed law provides the following relative to deadlines and time frames:

- (1) Requires that salary schedules be established and published by July 1, 2013, and provides that they shall become effective for all employees not later than the beginning of the 2014-15 school year.
- (2) Provides that any salary schedule for teachers, school administrators, or other certified school personnel established and published between July 1, 2012, and July 1, 2013, and that conforms to all present law criteria shall become effective not later than the beginning of the 2013-14 school year and shall remain in effect until a new schedule is adopted.

Present law:

- (1) Provides that salaries shall be considered as full compensation for all work required within each employee's prescribed scope of duties and responsibilities.
- (2) Prohibits any teacher or administrator rated as "ineffective" pursuant to the present law performance evaluation program from receiving a higher salary in the year following the evaluation than he received in the year of the evaluation.
- (3) Prohibits salary reductions but provides that this prohibition is not applicable to:
  - (a) The correction of accounting errors or to a reduction necessitated by the elimination of a state program or state funding.
  - (b) The reduction of any local salary supplement funded from a revenue source requiring voter approval when such voter approval has not been obtained.
  - (c) A teacher or other school employee who has been promoted to a position of higher salary is demoted to a lower position; in such case, the teacher or other school employee shall return to the salary previously received in the lower position from which he was promoted.
- (4) Provides that a vocational agricultural teacher shall teach a 12-month program for a 12-month budget period and be paid a proportional salary for a 12-month budget period according to the salary schedule established by his employing school board.

Proposed law retains present law but broadens the applicability of present law relative to permissible salary reductions in the case of demotions to school system employees.

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

(Amends R.S. 17:418; Repeals R.S. 17:44, 154.2, 235.1(E), 346.1, 419, 419.1, 420, 421, 421.1, 421.2, 421.3, 421.5, 422, 422.1, 422.2, 422.3, 422.4, 422.5, 431, and 1207)