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## DIGEST

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HB 1045 Original

2016 Regular Session

Dustin Miller

**Abstract:** Requires that teachers be paid for hours worked beyond the regular school day and provides maximum work day requirements for teachers.

Present law provides that teachers shall work not less than 182 days per school year and that no fewer than 177 of such days shall be used to provide instruction to students. Proposed law retains these minimum requirements and adds maximum requirements as follows:

- (1) A public school teacher shall not be required to work for more than 185 days during any school year, without receiving the additional compensation provided pursuant to proposed law. No more than 180 days may be used to provide instruction to students and no more than five days may be used for noninstructional purposes.
- (2) A public school teacher shall not be required to work more than 480 minutes per day, without receiving the additional compensation provided pursuant to proposed law. No more than 360 minutes may be used to provide instruction to students and no more than 120 minutes may be used for noninstructional purposes.

Proposed law requires additional compensation for teachers required to work beyond 185 days or 480 minutes per day. Provides that such additional compensation shall be calculated as follows:

- (1) The teacher's salary for the current school year is divided by 185 days to determine the daily wage.
- (2) The daily wage is divided by eight.
- (3) The resulting hourly wage is multiplied by the number of hours the teacher is required to work beyond the maximum teaching requirements.
- (4) Any portion of an hour over 30 minutes is counted as a whole hour.

Proposed law provides that such additional compensation shall be provided no later than the month after that in which the work was performed. Provides that proposed law shall not preclude any contract between a local public school board and a teacher or any collective bargaining agreement which provides for additional compensation for duties of a teacher related to extracurricular activities beyond the maximum teaching requirements set forth in proposed law.

Proposed law defines "provide instruction to students" as teaching courses outlined in the program of study during scheduled times within the regular school day. Provides that "noninstructional purposes" includes duties that a teacher is required to perform such as recesses, planning periods, parent-teacher conferences, and other duties specified in proposed law.

Proposed law authorizes a public school teacher and his employer to negotiate contracts that deviate from the proposed law requirements relative to teacher work days if specified conditions are met. Specifies that nothing in proposed law shall prohibit a public school teacher from volunteering his time. Prohibits a public school teacher from being disciplined for refusing to work beyond the maximum number of days per school year or hours per day set forth in proposed law.

Present law requires public school governing authorities to establish salary schedules for teachers and all other school employees. Specifies that the salaries provided are considered as full compensation for all work required and performed within each employee's prescribed scope of duties and responsibilities. Proposed law deletes the requirement that the salaries are considered as full compensation for all work required and performed within each employee's prescribed scope of duties and responsibilities.

(Amends R.S. 17:154.3 and 418(A)(1); Adds R.S. 17:154.2)