

2024 Regular Session

HOUSE BILL NO. 420

BY REPRESENTATIVE BRYANT

SCHOOLS/EMPLOYEES: Requires additional compensation for teachers and other school employees under certain circumstances

1 AN ACT

2 To amend and reenact R.S. 17:418(A), relative to the compensation of teachers and other
3 school employees; to provide for additional compensation for overtime work and for
4 work beyond prescribed duties under certain circumstances; to provide for
5 compensation for planning time for teachers; to provide for applicability; to provide
6 for the rate of such compensation; to provide for an effective date; and to provide for
7 related matters.

8 Be it enacted by the Legislature of Louisiana:

9 Section 1. R.S. 17:418(A) is hereby amended and reenacted to read as follows:

10 §418. Salaries; teachers and other school employees; additional compensation

11 A.(1) The governing authority of each local public elementary and secondary
12 school, the state special schools, and the schools and programs administered through
13 the special school district shall establish salary schedules by which to determine the
14 salaries to be paid to teachers and all other school employees. ~~The salaries as~~
15 ~~provided therein shall be considered as full compensation for all work required and~~
16 ~~performed within each employee's prescribed scope of duties and responsibilities.~~

17 (2) Such salary schedules shall be established and published not later than
18 ~~January 1, 2013, and shall become effective for all employees not later than the~~
19 ~~beginning of the 2013-2014 each school year~~ June thirtieth annually and shall apply
20 during the school year that begins that year.

1 (3)(a) The salaries provided in the salary schedules shall be considered
2 compensation for the work performed by each employee within his prescribed duties
3 and responsibilities, which include only those specifically identified and described
4 in the employee's job description. Additional compensation shall be provided as
5 follows:

6 (i) Compensation for overtime work of nonexempt employees under the Fair
7 Labor Standards Act, 29 U.S.C. 201 et seq., shall be paid in accordance with that
8 Act.

9 (ii) Compensation for a teacher's planning time as provided in R.S. 17:434
10 and for the work of employees beyond the scope of their prescribed duties and
11 responsibilities, including participation of employees other than coaches in
12 after-school activities directly involving students, shall be paid at the effective hourly
13 rate of the employee for the number of hours worked rounded to the nearest tenth of
14 an hour. For the purposes of this Item, an employee's effective hourly rate shall be
15 calculated by dividing the employee's annual salary by one thousand four hundred
16 fifty-six.

17 (iii) Compensation for teachers and other school employees for overtime
18 work shall be established by the public school governing authority after consultation
19 with professional organizations that represent such employees relative to the nature
20 of the overtime work for which additional compensation shall be paid and the
21 method of calculating such compensation. At a minimum, such compensation shall
22 be the effective hourly rate of the employee for the number of hours worked rounded
23 to the nearest tenth of an hour. For the purposes of this Item, an employee's effective
24 hourly rate shall be calculated by dividing the employee's annual salary by two
25 thousand.

26 (b) The provisions of Subparagraph (a) of this Paragraph do not apply to the
27 teachers and other employees of the state special schools or the schools and
28 programs administered through the special school district.

paid at the effective hourly rate of the employee for the number of hours worked rounded to the nearest tenth of an hour; an employee's effective hourly rate is to be calculated by dividing the employee's annual salary by 2,000.

- (d) Teachers and other employees of the state special schools or the schools and programs administered through the special school district are exempt from proposed law relative to additional compensation.

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

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