2024 Regular Session

SENATE BILL NO. 205

BY SENATORS MIGUEZ, EDMONDS, JACKSON-ANDREWS, MIZELL AND STINE AND REPRESENTATIVES AMEDEE, BRYANT, CARPENTER, FREIBERG, HUGHES, MELERINE AND SCHLEGEL

SCHOOLS. Requires additional compensation for teachers and other school employees under certain circumstances. (gov sig)

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; and to provide for related matters.
7	Be it enacted by the Legislature of Louisiana:
8	Section 1. R.S. 17:418(A) is hereby amended and reenacted to read as follows:
9	§418. Salaries; teachers and other school employees; additional compensation
10	A.(1) The governing authority of each local public elementary and secondary
11	school, the state special schools, and the schools and programs administered through
12	the special school district shall establish salary schedules by which to determine the
13	salaries to be paid to teachers and all other school employees. The salaries as
14	provided therein shall be considered as full compensation for all work required and
15	performed within each employee's prescribed scope of duties and responsibilities.
16	(2) Such salary schedules shall be established and published not later than
17	January 1, 2013, and shall become effective for all employees not later than the

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Coding: Words which are struck through are deletions from existing law; words in **boldface type and underscored** are additions.

1	beginning of the 2013-2014 each school year June thirtieth annually and shall
2	apply during the school year that begins that year.
3	(3)(a) The salaries provided in the salary schedules shall be considered
4	compensation for the work performed by each employee within his prescribed
5	duties and responsibilities, which include only those specifically identified and
6	described in the employee's job description. Additional compensation shall be
7	provided as follows:
8	(i) In addition to all other compensation to which a teacher is entitled,
9	each governing authority shall compensate any teacher who is not afforded the
10	minimum uninterrupted planning time required by R.S. 17:434(A) at the
11	effective hourly rate of that teacher for each hour of planning time. A teacher's
12	effective hourly rate, for the purposes of this Subsection, shall be calculated by
13	converting the teacher's annual salary on the teacher's salary schedule adopted
14	by the governing authority into an hourly rate of pay.
15	(ii) Each governing authority shall develop a uniform supplemental
16	salary schedule for the 2024-2025 school year, if such schedule is not already in
17	place, that specifically addresses compensation for duties performed by certified
18	employees of the governing authority beyond the scope of their prescribed
19	duties and responsibilities. The uniform supplemental salary schedule shall
20	provide the following:
21	(aa) All certified employees shall be paid a minimum of thirty dollars per
22	hour for such duties and responsibilities, rounded to the nearest tenth of an
23	hour, net of all applicable deductions.
24	(bb) All nonexempt employees shall be compensated for overtime work
25	in accordance with the Fair Labor Standards Act, 29 U.S.C. 201 et seq.
26	(b) The provisions of Subparagraph (a) of this Paragraph do not apply
27	to the teachers and other employees of the state special schools or the schools
28	and programs administered through the special school district.
29	(c) The provisions of this Subsection shall not be inferred in any manner

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1	to require nor be constructed to constitute collective bargaining.
2	* * *
3	Section 2. This Act shall become effective upon signature by the governor or, if not
4	signed by the governor, upon expiration of the time for bills to become law without signature
5	by the governor, as provided by Article III, Section 18 of the Constitution of Louisiana. If
6	vetoed by the governor and subsequently approved by the legislature, this Act shall become
7	effective on the day following such approval.

The original instrument was prepared by Michael Bell. The following digest, which does not constitute a part of the legislative instrument, was prepared by Michelle D. Ridge.

DIGEST

SB 205 Re-Reengrossed

2024 Regular Session

Miguez

<u>Present law</u> 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 become effective no later than the beginning of the 2013-2014 school year.

<u>Proposed law</u> retains <u>present law</u> except provides for the establishment and publication of schedules by June 30th annually and for applicability to the next school year.

<u>Present law</u> provides 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.

<u>Proposed law</u> 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.

Proposed 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 <u>present law</u> at the effective hourly rate of that teacher for each hour of planning time. A teacher's effective hourly rate shall 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 shall 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.

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(b) All nonexempt employees shall be compensated for overtime work in accordance with the Fair Labor Standards Act, 29 U.S.C. 201 et seq.

<u>Proposed law</u> exempts teachers and other employees of the state special schools or the schools and programs administered through the special school district from <u>proposed law</u> relative to additional compensation.

<u>Proposed law</u> provides that the interpretation of <u>proposed law</u> cannot be inferred nor construed in any manner to constitute collective bargaining.

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

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

Summary of Amendments Adopted by Senate

Committee Amendments Proposed by Senate Committee on Finance to the engrossed bill

- 1. Removes provisions requiring governing authorities to consult with various professional organizations that represent the teachers or other school employees in that school system regarding compensation.
- 2. Removes provisions providing for the hourly rate of additional compensation for the work of employees beyond the scope of their prescribed duties.
- 3. Removes provisions providing for the hourly rate of compensation for a teacher's planning time.
- 4. Requires each governing authority to compensate any teacher who is not afforded the minimum uninterrupted planning time required by <u>present law</u> at the effective hourly rate of that teacher for each hour of planning time.
- 5. Requires each governing authority to develop a uniform supplemental salary schedule for the 2024-2025 school year for certified employees and provides for the amount of compensation.

Senate Floor Amendments to reengrossed bill

1. Makes technical change.