

Regular Session, 2014

HOUSE BILL NO. 179

BY REPRESENTATIVE DIXON

SCHOOLS/EMPLOYEES: Provides relative to employment contracts for school employees being promoted or employed in a position of higher salary

1 AN ACT

2 To enact R.S. 17:444(B)(4)(d), relative to employment contracts for school employees who
3 are promoted or employed in a position of higher salary; to provide for the
4 superintendent to disclose the terms of such contracts to the board; and to provide
5 for related matters.

6 Be it enacted by the Legislature of Louisiana:

7 Section 1. R.S. 17:444(B)(4)(d) is hereby enacted to read as follows:

8 §444. Promotions to and employment into positions of higher salary and tenure

9 * * *

10 B.

11 * * *

12 (4)

13 * * *

14 (d) Prior to the board's approval of any initial or subsequent contract of
15 employment pursuant to the provisions of this Section, the superintendent shall
16 disclose all terms of such a contract to the board.

17 * * *

18 Section 2. This Act shall become effective upon signature by the governor or, if not
19 signed by the governor, upon expiration of the time for bills to become law without signature

- 1 by the governor, as provided by Article III, Section 18 of the Constitution of Louisiana. If
 2 vetoed by the governor and subsequently approved by the legislature, this Act shall become
 3 effective on the day following such approval.

DIGEST

The digest printed below was prepared by House Legislative Services. It constitutes no part of the legislative instrument. The keyword, one-liner, abstract, and digest do not constitute part of the law or proof or indicia of legislative intent. [R.S. 1:13(B) and 24:177(E)]

Dixon

HB No. 179

Abstract: Relative to employment contracts for school employees who are promoted or employed in a position of higher salary, requires a superintendent, prior to a school board's approval of any such initial or subsequent contract, to disclose all terms of such a contract to the board.

Present law provides relative to promotions to and employment of school employees into positions of higher salary. Provides in part that, except as authorized for the term of a superintendent of schools, employment of school employees being promoted or employed in a position of higher salary shall be for a term of at least two years and not more than four years, the term to be specified in a written performance contract. Excepts employment in a temporary position. Relative to subsequent contracts between an employee and the board upon expiration of a contract, requires the superintendent to notify the employee of termination of employment no less than 120 days prior to the contract's expiration, and alternatively authorizes the board and the employee to negotiate and enter into a contract for subsequent employment. Requires the board to negotiate and offer a new contract at the expiration of each existing contract unless the superintendent recommends otherwise based upon the employee's evaluation or for other specified reasons. Also provides relative to removal during the term of a contract for specified causes.

Proposed law retains present law and additionally requires the superintendent, prior to the board's approval of any initial or subsequent contract of employment pursuant to present law, to disclose all terms of such a contract to the board.

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

(Adds R.S. 17:444(B)(4)(d))

Summary of Amendments Adopted by House

Committee Amendments Proposed by House Committee on Education to the original bill.

1. Deletes all proposed law, including these provisions:
 - (a) The requirement that a contract be presented to the board for review before the contract is entered into, together with specified information, including the name of the person to whom the contract will be offered, salary and other compensation and benefits provided, contract term and date it takes effect, and other information.
 - (b) The requirement that contracts be for two years, unless the board requires a longer term for a specific contract.

- (c) The prohibition against offering a new contract at the expiration of an existing contract earlier than 120 days prior to such expiration.
2. Replaces deleted proposed law with a requirement that a superintendent disclose all terms of a contract to the board.