

2016 Regular Session

HOUSE BILL NO. 1045

BY REPRESENTATIVE DUSTIN MILLER

TEACHERS/SALARY: Provides relative to teacher pay for hours worked beyond the regular school day

1 AN ACT

2 To amend and reenact R.S. 17:154.3 and 418(A)(1) and to enact R.S. 17:154.2, relative to  
3 teacher compensation; to provide relative to compensation for teachers for hours  
4 worked beyond the regular school day; to provide relative to requirements for teacher  
5 work days; and to provide for related matters.

6 Be it enacted by the Legislature of Louisiana:

7 Section 1. R.S. 17:154.3 and 418(A)(1) are hereby amended and reenacted and R.S.  
8 17:154.2 is hereby enacted to read as follows:

9 §154.2. School schedules; teacher work days; requirements

10 A. A public school teacher shall work not less than one hundred eighty-two  
11 days per school year, and no fewer than one hundred seventy-seven of such days  
12 shall be used to provide instruction to students.

13 B. A public school teacher shall not be required to work for more than one  
14 hundred eighty-five days during any school year without receiving the additional  
15 compensation provided pursuant to R.S. 17:154.3. No more than one hundred eighty  
16 days may be used to provide instruction to students, and no more than five days may  
17 be used for noninstructional purposes.

18 C. A public school teacher shall not be required to work more than four  
19 hundred eighty minutes per day without receiving the additional compensation  
20 provided pursuant to R.S. 17:154.3. No more than three hundred sixty minutes may

1 be used to provide instruction to students, and no more than one hundred twenty  
2 minutes may be used for noninstructional purposes.

3 D. For purposes of this Section, "provide instruction to students" means  
4 teaching courses outlined in the program of study during scheduled times within the  
5 regular school day.

6 E. For purposes of this Section, "noninstructional purposes" include but are  
7 not limited to the following duties that a teacher is required to perform:

8 (1) All duties performed before or after school.

9 (2) Recesses.

10 (3) Planning periods.

11 (4) Lunch, if not duty free.

12 (5) Change of class times.

13 (6) Faculty meetings.

14 (7) Training, workshops, and professional development.

15 (8) Parent orientations.

16 (9) Parent-teacher conferences.

17 F. Nothing in this Section shall be construed to prohibit a public school  
18 teacher from volunteering his time for the betterment of his students, school, or  
19 employer.

20 G. A public school teacher and his employer may enter into contracts that  
21 deviate from the requirements of this Section if all of the following conditions are  
22 met:

23 (1) The contract is in writing.

24 (2) The contract specifically references this Section.

25 (3) The teacher is compensated by the employing school board in accordance  
26 with R.S. 17:154.3(B).

27 (4) The additional work is voluntary on behalf of the teacher.

1           H. A public school teacher shall not be disciplined for refusing to work  
2           beyond the maximum number of days per school year or hours per day set forth in  
3           this Section.

4           ~~§ 154.3. School schedules; minimum work days; instructional days~~ Additional  
5           compensation for teachers

6           A. ~~Except as otherwise provided in Subsection B of this Section, all teachers~~  
7           ~~shall work not less than one hundred eighty-two days per school year and except as~~  
8           ~~provided in R.S. 17:154.1(A), no fewer than one hundred seventy-seven of such days~~  
9           ~~shall be used to provide instruction to students.~~ A public school teacher shall receive  
10          additional compensation if required to work beyond the maximum teaching  
11          requirements set forth in R.S. 17:154.2.

12          ~~B. Effective for the 2005-2006 school year, the provisions of Subsection A~~  
13          ~~of this Section relative to the requirement that teachers work not less than one~~  
14          ~~hundred eighty-two days per school year shall not be applicable. However, the State~~  
15          ~~Board of Elementary and Secondary Education may adopt rules effective for the~~  
16          ~~2005-2006 school year relative to the minimum number of teacher work days. Such~~  
17          ~~additional compensation shall be calculated as follows:~~

18                 (1) The teacher's salary for the current school year shall be divided by one  
19                 hundred eighty-five days to determine his daily wage.

20                 (2) The daily wage shall be divided by eight.

21                 (3) The resulting hourly wage shall be multiplied by the number of hours the  
22                 teacher is required to work beyond the maximum teaching requirements set forth in  
23                 R.S. 17:154.2.

24                 (4) For purposes of this Section, any portion of an hour in excess of thirty  
25                 minutes shall be counted as a whole hour.

26          B. A public school teacher required to work beyond the maximum teaching  
27          requirements set forth in R.S. 17:154.2 shall be compensated by his employer for that  
28          work no later than the month after that in which the work was performed.



- (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)