

2023 Regular Session

HOUSE BILL NO. 205

BY REPRESENTATIVE BRYANT

Prefiled pursuant to Article III, Section 2(A)(4)(b)(i) of the Constitution of Louisiana.

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 the rate
5 of such compensation; and to provide for related matters.

6 Be it enacted by the Legislature of Louisiana:

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

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

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

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

19 (3) The salaries provided in the salary schedules shall be considered
20 compensation for the work performed by each employee within his prescribed duties

- (1) The salaries provided in the salary schedules shall be considered compensation for the work performed by each employee within their prescribed duties and responsibilities, which include only those specifically identified and described in his job description.
- (2) Additional compensation shall be provided as follows:
 - (a) Overtime work of nonexempt employees under the federal Fair Labor Standards Act shall be paid in accordance with that federal law.
 - (b) Work of employees beyond the scope of their prescribed duties and responsibilities, including participation of employees other than coaches in after-school activities directly involving students, shall be paid at the effective hourly rate of the employee. Provides that an employee's effective hourly rate shall be calculated by dividing the employee's annual salary by 1,456.

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

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