HLS 24RS-957 ORIGINAL

2024 Regular Session

HOUSE BILL NO. 420

1

BY REPRESENTATIVE BRYANT

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

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.

Page 1 of 4

CODING: Words in struck through type are deletions from existing law; words underscored are additions.

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	<u>follows:</u>
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	<u>fifty-six.</u>
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.

1 (c) Nothing in this Paragraph shall be construed to require or constitute
2 collective bargaining.
3 * * * *

Section 2. This Act shall become effective upon signature by the governor or, if not
5 signed by the governor, upon expiration of the time for bills to become law without signature
6 by the governor, as provided by Article III, Section 18 of the Constitution of Louisiana. If

vetoed by the governor and subsequently approved by the legislature, this Act shall become

8 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)]

HB 420 Original

7

2024 Regular Session

Bryant

Abstract: Provides for additional compensation for teachers and other school employees under certain circumstances.

<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 have become effective not 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 shall be considered full compensation for all work required and performed within each employee's prescribed scope of duties and responsibilities. Proposed law provides for the following:

- (1) That the salaries provided in the salary schedules are considered compensation for the work performed by each employee within prescribed duties and responsibilities, including only those specifically identified and described in his job description.
- (2) Provides as follows regarding additional compensation:
 - (a) Overtime work of nonexempt employees under the federal Fair Labor Standards Act to be paid in accordance with that federal law.
 - (b) Planning time as provided in <u>present law</u> and 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, to be paid at the effective hourly rate of the employee; an employee's effective hourly rate to be calculated by dividing the employee's annual salary by 1,456.
 - (c) Public school governing authorities are required to consult with professional organizations that represent teachers and other school employees relative to compensation for overtime work. At a minimum, overtime work is to be

Page 3 of 4

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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))