

**LEGISLATIVE FISCAL OFFICE**  
**Fiscal Note**



Fiscal Note On: **SB 205** SLS 24RS 139  
 Bill Text Version: **REENGROSSED**  
 Opp. Chamb. Action:  
 Proposed Amd.:  
 Sub. Bill For.:

<b>Date:</b> April 30, 2024	6:10 PM	<b>Author:</b> MIGUEZ
<b>Dept./Agy.:</b> EDUCATION		
<b>Subject:</b> Additional teacher compensation		<b>Analyst:</b> Julie Silva

SCHOOLS RE INCREASE LF EX See Note Page 1 of 1  
 Requires additional compensation for teachers and other school employees under certain circumstances. (gov sig)

Changes the salary schedule publication date for the governing authorities of each local public elementary and secondary school from January 1 of each year to June 30. Requires compensation for any teacher who is not afforded the minimum uninterrupted planning time required by R.S. 17:434(A), paid at their effective hourly rate. Requires each governing authority to develop a uniform supplemental salary schedule for the 2024-25 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. The uniform supplemental salary schedule is to provide the following: (1) All certified employees are to be paid a minimum of \$30 per hour for qualifying duties and responsibilities, rounded to the nearest tenth of an hour, net of all applicable deductions; and (2) All nonexempt employees are to be compensated for overtime work in accordance with the Fair Labor Standards Act. Exempts the teachers and employees of the state special schools and programs administered through the Special School District.

EXPENDITURES	2024-25	2025-26	2026-27	2027-28	2028-29	5 -YEAR TOTAL
State Gen. Fd.	\$0	\$0	\$0	\$0	\$0	<b>\$0</b>
Agy. Self-Gen.	\$0	\$0	\$0	\$0	\$0	<b>\$0</b>
Ded./Other	\$0	\$0	\$0	\$0	\$0	<b>\$0</b>
Federal Funds	\$0	\$0	\$0	\$0	\$0	<b>\$0</b>
Local Funds	<b>INCREASE</b>	<b>INCREASE</b>	<b>INCREASE</b>	<b>INCREASE</b>	<b>INCREASE</b>	
<b>Annual Total</b>						
REVENUES	2024-25	2025-26	2026-27	2027-28	2028-29	5 -YEAR TOTAL
State Gen. Fd.	\$0	\$0	\$0	\$0	\$0	<b>\$0</b>
Agy. Self-Gen.	\$0	\$0	\$0	\$0	\$0	<b>\$0</b>
Ded./Other	\$0	\$0	\$0	\$0	\$0	<b>\$0</b>
Federal Funds	\$0	\$0	\$0	\$0	\$0	<b>\$0</b>
Local Funds	\$0	\$0	\$0	\$0	\$0	<b>\$0</b>
<b>Annual Total</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

**EXPENDITURE EXPLANATION**

Proposed legislation is anticipated to affect local government expenditures. Actual impacts will vary across all local public school governing authorities and will be dependent on the extent to which they are able to comply with existing law (R.S. 17:434) governing teacher planning time. The law requires all teachers to be provided 45 minutes each day, or the weekly equivalent, of uninterrupted planning time within their schedules. Under proposed law, public school authorities unable to ensure compliance with current law, are required to instead compensate such teachers at their effective hourly rate of pay. The effective hourly rate will vary by employee, but is to be calculated by converting the teacher's annual salary as provided in the teacher salary schedule adopted by the governing authority, into an hourly rate of pay. Actual impacts will vary and be dependent on several factors, including the number of teachers who will require compensation, the effective hourly rate of pay for such teachers, and the extent to which a teacher is able or not able to be granted some portion of the required planning time within their set, weekly schedule. **A local governing authority able to schedule the required planning time for all teachers is not anticipated to realize an impact to expenditures as a result of proposed legislation.**

The bill additionally requires that each public school governing authority develop a uniform supplemental salary schedule for the 2024-25 school year, if one is not currently in place. The schedule is to specifically addresses compensation for duties performed by certified employees beyond the scope of those assigned to them and requires that all certified employees are to be paid a minimum of \$30 per hour, rounded to the nearest tenth of an hour, excluding all applicable deductions for such work. All nonexempt employees are to be compensated for overtime work in accordance with the Fair Labor Standards Act, 29 U.S.C. 201 et seq. The amount of work completed by employees as referenced above and thus qualifying for overtime compensation is unknown, and will vary based on the needs of each local governing authority. Unless appropriations are made for this specific purpose, the LFO assumes that local school districts will cover the expenses for public elementary and secondary schools. The extent to which local school districts may already be providing such compensation is unknown.

Proposed legislation also requires the governing authorities of each local public elementary and secondary school to publish salary schedules for teachers and other school employees on June 30 annually and to apply these schedules during the following school year. The bill, as amended, also requires the publication of a supplemental salary schedule prior to the 2024-25 school year. LDOE reports that local governing authorities are responsible for any cost related to the movement of the salary schedule establishment deadline and the creation of a supplemental salary schedule. These costs are indeterminable, but likely to be minimal.

**REVENUE EXPLANATION**

There is no anticipated direct material effect on governmental revenues as a result of this measure.

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| <u>Senate</u>  | <u>Dual Referral Rules</u> | <u>House</u>   |
| <input checked="" type="checkbox"/> 13.5.1 >= \$100,000 Annual Fiscal Cost {S & H} |                            | <input type="checkbox"/> 6.8(F)(1) >= \$100,000 SGF Fiscal Cost {H & S}                    |
| <input type="checkbox"/> 13.5.2 >= \$500,000 Annual Tax or Fee Change {S & H}      |                            | <input type="checkbox"/> 6.8(G) >= \$500,000 Tax or Fee Increase or a Net Fee Decrease {S} |

**Patrice Thomas**  
**Deputy Fiscal Officer**