

SENATE BILL NO. 205

BY SENATORS MIGUEZ, EDMONDS, JACKSON-ANDREWS, MIZELL AND STINE  
AND REPRESENTATIVES ADAMS, AMEDEE, BAYHAM,  
BERAULT, BOYD, BRASS, BRYANT, CARLSON, CARPENTER,  
WILFORD CARTER, CARVER, CHASSION, DEVILLIER, DEWITT,  
DICKERSON, EDMONSTON, EGAN, FIRMENT, FISHER,  
FREIBERG, GREEN, HORTON, HUGHES, MIKE JOHNSON, KNOX,  
LAFLEUR, JACOB LANDRY, LARVADAIN, LYONS, MELERINE,  
NEWELL, OWEN, ROMERO, SCHAMERHORN, SCHLEGEL, ST.  
BLANC, TAYLOR, WALTERS, WILLARD, WYBLE AND YOUNG

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  
5 compensation for planning time for teachers; to provide for applicability; to provide  
6 for the rate of such compensation; and to provide for related matters.

7 Be it enacted by the Legislature of Louisiana:

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

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

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

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

1 apply during the school year that begins that year.

2 (3)(a) The salaries provided in the salary schedules shall be considered  
3 compensation for the work performed by each employee within his prescribed  
4 duties and responsibilities, which include only those specifically identified and  
5 described in the employee's job description. Additional compensation shall be  
6 provided as follows:

7 (i) In addition to all other compensation to which a teacher is entitled,  
8 each governing authority shall compensate any teacher who is not afforded the  
9 minimum uninterrupted planning time required by R.S. 17:434(A) at the  
10 effective hourly rate of that teacher for each hour of planning time. A teacher's  
11 effective hourly rate, for the purposes of this Subsection, shall be calculated by  
12 converting the teacher's annual salary on the teacher's salary schedule adopted  
13 by the governing authority into an hourly rate of pay.

14 (ii) Each governing authority shall develop a uniform supplemental  
15 salary schedule for the 2024-2025 school year, if such schedule is not already in  
16 place, that specifically addresses compensation for duties performed by certified  
17 employees of the governing authority beyond the scope of their prescribed  
18 duties and responsibilities. The uniform supplemental salary schedule shall  
19 provide the following:

20 (aa) All certified employees shall be paid a minimum of thirty dollars per  
21 hour for such duties and responsibilities, rounded to the nearest tenth of an  
22 hour, net of all applicable deductions.

23 (bb) All nonexempt employees shall be compensated for overtime work  
24 in accordance with the Fair Labor Standards Act, 29 U.S.C. 201 et seq.

25 (b) The provisions of Subparagraph (a) of this Paragraph do not apply  
26 to the teachers and other employees of the state special schools or the schools  
27 and programs administered through the special school district.

28 (c) The provisions of this Subsection shall not be inferred in any manner  
29 to require nor be constructed to constitute collective bargaining.

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1           Section 2. This Act shall become effective upon signature by the governor or, if not  
2 signed by the governor, upon expiration of the time for bills to become law without signature  
3 by the governor, as provided by Article III, Section 18 of the Constitution of Louisiana. If  
4 vetoed by the governor and subsequently approved by the legislature, this Act shall become  
5 effective on the day following such approval.

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PRESIDENT OF THE SENATE

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SPEAKER OF THE HOUSE OF REPRESENTATIVES

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GOVERNOR OF THE STATE OF LOUISIANA

APPROVED: \_\_\_\_\_