
DIGEST

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HB 205 Engrossed

2023 Regular Session

Bryant

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

Present law 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. Proposed law retains present law except provides for the establishment and publication of schedules by June 30th annually and for applicability to the next school year.

Present law 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 instead provides the following:

- (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))