2023 Regular Session

HOUSE BILL NO. 205

1

BY REPRESENTATIVE BRYANT

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 apply
19	during the school year that begins that year.
20	(3)(a) The salaries provided in the salary schedules shall be considered
21	compensation for the work performed by each employee within his prescribed duties
22	and responsibilities, which include only those specifically identified and described
23	in the employee's job description. Additional compensation shall be provided as
24	follows:

AN ACT

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HB NO. 205 **ENROLLED** 1 (i) Compensation for overtime work of nonexempt employees under the Fair 2 Labor Standards Act, 29 U.S.C. 201 et seq., shall be paid in accordance with that 3 Act. 4 (ii) Compensation for a teacher's planning time as provided in R.S. 17:434 and for the work of employees beyond the scope of their prescribed duties and 5 6 responsibilities, including participation of employees other than coaches in 7 after-school activities directly involving students, shall be paid at the effective hourly 8 rate of the employee for the number of hours worked rounded to the nearest tenth of 9 an hour. An employee's effective hourly rate shall be calculated by dividing the 10 employee's annual salary by one thousand four hundred fifty-six. 11 (b) The provisions of Subparagraph (a) of this Paragraph do not apply to the 12 teachers and other employees of the state special schools or the schools and 13 programs administered through the special school district. 14 15 Section 2. This Act shall become effective upon signature by the governor or, if not 16 signed by the governor, upon expiration of the time for bills to become law without signature 17 by the governor, as provided by Article III, Section 18 of the Constitution of Louisiana. If 18 vetoed by the governor and subsequently approved by the legislature, this Act shall become 19 effective on the day following such approval. SPEAKER OF THE HOUSE OF REPRESENTATIVES

SILMER OF THE HOUSE OF REFRESEIVITITIVES
PRESIDENT OF THE SENATE
TRESIDENT OF THE SERVICE
GOVERNOR OF THE STATE OF LOUISIANA

APPROVED: