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The original instrument and the following digest, which constitutes no part of the legislative instrument, were prepared by Senate Legislative Services. The keyword, summary, 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)]

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	DIGEST	
SB 178 Original	2025 Regular Session	Jenkins

Present law provides for each teacher to take disciplinary action to correct a student who violates school rules or interferes with an orderly education process.

Proposed law retains present law and also allows a school employee to take disciplinary action to correct a student who violates school rules or interferes with an orderly education process.

Present law requires each city and parish school board to establish a discipline policy review committee composed of 16 members.

Proposed law retains present law but increases the committee membership from 16 to 17 members by adding one paraprofessional to be elected by his peers.

Proposed law establishes the School Employee Bill of Rights for school employees in city, parish, or other local public schools relative to disciplinary matters.

Proposed law provides that school employees have the following rights:

- (1) To work in a safe, secure, and orderly environment that is conducive to learning and free from recognized dangers or hazards that are causing or likely to cause serious injury in accordance with present law.
- (2) To work free from the fear of frivolous lawsuits, including the right to qualified immunity and to a legal defense, and to indemnification by the employing school board, pursuant to present law, for actions taken in the performance of duties of the school employees' employment.
- (3) To hold students accountable for disorderly conduct, in accordance with present law and any city, parish, or other local public school board regulation.
- (4) To have their professional judgment and discretion respected by school and district administrators in any disciplinary action taken by a school employee in accordance with school and district policy and with present law.
- (5) To be involved in decisions regarding student behavior management in accordance with present law.

- (6) To additional compensation in accordance with present law, and any compensation provided by any city, parish, or other local public school board regulation.
- (7) To not have their wages reduced for any school year below the amount paid to the school employee in hourly wage or annual salary during the previous school year, nor shall the amount of the hourly wage or annual salary paid to any school employee be reduced at any time during an academic year in accordance with present law.
- (8) For substitute teachers to receive additional compensation as provided in present law.
- (9) To be treated with civility and respect as provided in present law.
- (10) To perform noncomplex medical procedures only if all the requirements in present law have been met and documented.
- (11) To right to administer medication only if all the requirements in present law have been met and documented.
- (12) To be trained for a specific job requirement and be required to perform those specific duties only if they have received the mandated training and the training has been documented as required by law or regulation.
- (13) To professional development and career advancement and to be supported in advancing their careers, pursuant to present law.
- (14) To complete only paperwork that is not excessively burdensome and that, if required by law or regulation, adheres to the law or regulation and does not result in overly cumbersome interpretations of that law or regulation.

Proposed law requires each city, parish, or other local public school board to provide a copy of proposed law to all school employees at the beginning of each school year in a form or manner approved by the school board.

Effective upon signature of the governor or lapse of time for gubernatorial action.

(Amends R.S. 17:416(A)(1)(b)(i) and 416.8(A)(1)(a) (intro para); adds R.S. 17:416.8 (A)(1) (a)(x) and 416.18.1)