

2016 Regular Session

HOUSE BILL NO. 392

BY REPRESENTATIVE NANCY LANDRY

TEACHERS/SALARY: Provides relative to the reduction of teacher salaries under certain circumstances

1 AN ACT

2 To amend and reenact R.S. 17:418(C)(1) and (3), relative to salaries for teachers and other  
3 school employees; to authorize the reduction of salaries for teachers and other school  
4 employees in certain circumstances; and to provide for related matters.

5 Be it enacted by the Legislature of Louisiana:

6 Section 1. R.S. 17:418(C)(1) and (3) are hereby amended and reenacted to read as  
7 follows:

8 §418. Salaries; teachers and other school employees

9 \* \* \*

10 C.(1) The amount of the annual salary paid to a teacher or other school  
11 employee in any school year shall not be reduced below the amount of such salary  
12 paid during the previous school year, nor shall the amount of the annual salary paid  
13 to such school personnel be reduced at any time during an academic year, unless the  
14 reduction is part of a plan for reduction of school system expenditures that is  
15 applicable to all similarly situated employees or the reduction is a result of  
16 programmatic changes or a school or program reorganization.

17 \* \* \*

18 (3) The limitations on the reduction in the amount of the annual salary paid  
19 to teachers and other school employees shall not be applicable to:

20 (a) The correction of any accounting ~~errors~~ error or to a reduction  
21 necessitated by the elimination of a federal or state program or ~~state~~ funding.

1 (b) The reduction of any local salary supplement funded, in whole or in part,  
2 from a revenue source requiring voter approval when such voter approval has not  
3 been obtained.

4 (c) A teacher or other school employee who has been promoted to a position  
5 of higher salary is transferred or demoted in accordance with applicable law and  
6 local board or special school district policy to a lower position. In such case, the  
7 teacher or other school employee shall return to the salary previously received in the  
8 lower position from which he was promoted.

9 (d) The transfer of an employee into a position for which the board-approved  
10 salary is lower if such transfer is the result of the elimination of a position, a school  
11 closure, or a school or program reorganization.

12 \* \* \*

DIGEST

The digest printed below was prepared by House Legislative Services. It constitutes no part of the legislative instrument. The keyword, one-liner, abstract, 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)]

HB 392 Original

2016 Regular Session

Nancy Landry

**Abstract:** Authorizes the reduction of salaries for teachers and other school employees in certain circumstances.

Present law requires the governing authority of each local public elementary and secondary school, the state special schools, and the schools and programs administered through the special school district to establish salary schedules by which to determine the salaries paid to teachers and all other school employees.

Present law prohibits the amount of the annual salary paid to a teacher or other school employee in any school year from being reduced below the amount of such salary paid during the previous school year. Further prohibits the amount of the annual salary paid to such school personnel from being reduced at any time during an academic year. Proposed law provides for an exception to such prohibitions if the reduction is part of a plan for reduction of school system expenditures applicable to all similarly situated employees or results from programmatic changes or school or program reorganization.

Present law provides that limitations on the reduction in the amount of the annual salary paid to teachers and other school employees shall not be applicable in certain circumstances.

Proposed law adds to this list of exceptions the transfer of an employee into a position for which the board-approved salary is lower if the transfer results from the elimination of a position, school closure, or school or program reorganization.

(Amends R.S. 17:418(C)(1) and (3))