



LOUISIANA DEPARTMENT OF EDUCATION

STATUS OF ACT 1

Since the Louisiana State Supreme Court recently returned the [Act 1](#) lawsuit to a district court judge to revisit his decision in light of guidance the court provided in its Act 2 decision, superintendents may have questions as to the status of [Act 1](#).

Please note that [Act 1](#) and every one of its provisions remain in effect. This memorandum serves to summarize four key areas of the law: superintendent contracts, personnel decisions, salary compensation schedules, and reductions in force. Questions about any issue entailed in this memorandum may be addressed to gary.jones@la.gov.

[Superintendent Contracts](#)

Every superintendent is required by law to send a copy of his or her contract to the Department of Education. All contracts negotiated or amended after July 1, 2013, must contain performance objectives and, for those districts with a District Performance label of C, D, or F, specific performance targets to address deficiencies. Requirements of areas to be addressed are found in the statute.

[Personnel Decisions](#)

Act 1 also requires that the local superintendent have primary responsibility for all personnel actions in the district. This includes sole responsibility for the hiring and placement of all personnel and the responsibility to determine if the person is qualified for the position. School boards are required by Act 1 to delegate the authority to accomplish these actions to the superintendent.

[Educator Compensation](#)

Compensation schedules for teachers must be based solely on demand, performance, and effectiveness, with no one criterion accounting for more than 50 percent of the formula used to calculate the salaries. The legislature this year appropriated funds to districts, directing them to use half for a 'pay raise' for educators. While the law stipulates criteria for compensation schedules, districts may use these appropriated funds as they see fit to provide a pay raise for staff.

[Reductions in Force](#)

Reductions in force for teachers and administrators must be in accordance with the requirements of Act 1 and with local board policies. For teachers these reductions must be based solely on demand, performance, and effectiveness. For other employees decisions should be based on performance, effectiveness, and academic preparation (where applicable).

Districts with questions are encouraged to consult with their board attorneys or Gary Jones at the Department of Education.

Louisiana Believes