

Support Staff Supplementary Pay/Overtime

Overtime

The administration shall determine which school district employees are subject to the minimum wage and overtime requirements of federal law. These non-exempt employees shall be paid overtime at the rate of one and one-half times the regular rate of pay for hours worked in excess of 40 in any work week.

Alternatively, in lieu of overtime compensation non-exempt employees may receive compensatory time off at a rate not less than one and one-half hours for each hour of employment for which overtime compensation is required.

A determination as to whether overtime shall be compensated by overtime pay or by compensatory time shall be made prior to the performance of the work.

An employee shall be permitted to use compensatory time within a reasonable period of time after making a request to the supervisor. Such requests shall be granted if the use of the compensatory time does not unduly disrupt the operations of the school district.

A non-exempt employee may accrue no more than 240 hours of compensatory time in accordance with federal law unless the employee's supervisor gives advice that accrual of additional hours is allowed under the law.

All overtime work shall require the advance approval of the employee's principal and/or other immediate supervisor. An effort shall be made whenever possible not to schedule non-exempt employees for more than 40 hours per week.

All hours worked shall be accurately recorded in the manner required by the employee's supervisor.

Rates for supplementary services

District employees who put in extra hours to supervise and/or serve community groups using school facilities shall be paid at the rate established by the Board for such contract services. Any supplementary pay shall be in accordance with federal law.

LEGAL REF.: 29 U.S.C. §201 *et seq.* (*Fair Labor Standards Act*)
29 C.F.F. Parts 510 to 794

CROSS REF.: KF, Community Use of School Facilities

NOTE: School districts and other public entities became subject to the Fair Labor Standards Act following a decision by the U.S. Supreme Court in 1985. Due to the complexity of the federal law and regulations on this subject and all the different applications in an individual school district, it is not possible to list all important requirements in either policy or procedures. Districts are advised to seek legal counsel about the application of the wage and overtime requirements in specific situations