

EAST PENN SCHOOL DISTRICT

SECTION: CLASSIFIED EMPLOYEES

TITLE: OVERTIME

ADOPTED: February 8, 1993

REVISED:

	<p style="text-align: center;">530. OVERTIME</p> <p>1. Purpose In order to ensure compliance with applicable federal law regarding payment of overtime, and to ensure consistent treatment of all employees subject to such policy and law, the following guidelines are established.</p> <p>2. Guidelines In accordance with the Fair Labor Standards Act and this policy or applicable collective bargaining agreement, overtime shall be paid for work in excess of the established workday or work week for each grade of classified employees as follows.</p> <p>Overtime accrues only when the nonexempt employee performs work within the same job classification; when employees at their option agree to perform occasional or sporadic work within a different job classification, then such hours shall not qualify for overtime.</p> <p>3. Authority In order to comply with the provisions of the Fair Labor Standards Act, the Board adopts the following definitions, unless restricted by language found in a current collective bargaining agreement in which said language shall contain:</p> <ol style="list-style-type: none"> 1. The established work week shall begin at 12:01 a.m. on Sunday and shall conclude at midnight Saturday. 2. The hourly rate shall be defined as: <ol style="list-style-type: none"> a. The rate formally established and set by Board resolution. b. As established by a collective bargaining agreement. 3. Hours worked shall be defined as the time permitted or expended by each employee and as further defined by Fair Labor Standards Act, regulations, and applicable case law excluding holiday, sick, or vacation pay or the like.
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<p>School Code 201 et seq</p> <p>PA Code 29 C.F.R. Sec. 531-800</p> <p>Fair Labor Standards Act 29 U.S.C.</p>	<p>4. Overtime shall be defined as all hours worked beyond forty (40) hours in the established work week and which shall be paid at one and one-half (1.5) times the hourly rate, unless determined otherwise by a collective bargaining agreement.</p> <p>This replaces former policy GAAAA</p>
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