

Overtime Policy

7.12
Board Adopted
(09-08-86)

The U. S. Supreme Court decision in Garcia v. San Antonio Metropolitan Transit Authority, et.al. (February, 1985) extended requirements of the Fair Labor Standards Act (FLSA) to employees of state and local governments. Congress in 1985 amended portions of the Fair Labor Standards Act as applied to state and local government employees so that employee overtime may be compensated by granting time off rather than requiring payment.

The Windham School District will follow the guidelines established by the Fair Labor Standards Act for overtime, wages, and recordkeeping for employees covered by the Act. Administrators, supervisors, and teachers are excluded from the FLSA provisions by virtue of an executive, administrative or professional exemption.

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