

EPHRATA AREA SCHOOL DISTRICT

SECTION: EMPLOYEES

TITLE: OVERTIME

ADOPTED: December 18, 2006

REVISED: December 15, 2014

<p>1. Authority</p> <p>43 P.S. Sec. 333.104 29 U.S.C. Sec. 207</p> <p>43 P.S. Sec. 333.104 29 U.S.C. Sec. 207</p>	<p style="text-align: center;">330. OVERTIME</p> <p>In order to ensure consistent treatment of all affected employees and compliance with applicable federal law regarding payment of overtime, the Board adopts this policy.</p> <p>In accordance with federal and state law and this policy, applicable collective bargaining agreement or individual contract, overtime shall be paid for work in excess of the established workday or workweek for each classification of support employees.</p> <p>Overtime accrues only when a nonexempt employee performs within the same job classification. When employees, at their option, agree to perform occasional or sporadic work within a different job classification, such hours shall not qualify for overtime.</p> <p>No overtime shall be scheduled or worked without prior approval of the immediate supervisor.</p> <p>Overtime will be paid at the rate of time and one-half the regular rate of pay when approved in advance for time worked in excess of forty (40) hours per week.</p> <p>For purposes of computing overtime, credit shall be given only for hours worked, as recorded in district records and provided by law.</p> <p>Any conflict between this policy and applicable collective bargaining agreement or individual contract shall be reported promptly to the Board.</p>
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References:

Department of Labor and Industry Regulations – 34 PA Code Sec. 231.41,
231.42, 231.43

Minimum Wage Act – 43 P.S. Sec. 333.101 et seq.

Fair Labor Standards Act – 29 U.S.C. Sec. 201 et seq.

Overtime Compensation, Title 29, Code of Federal Regulations –
29 CFR Part 778