

## PERSONNEL

### Length of Work Day

#### **Administrators**

Administrators are Fair Labor Standards Act (FLSA) exempt and do not have regularly set, pre-determined work hours. Administrators are expected to report to work during the established public hours of the site(s) to which the administrator is assigned and their attendance will be consistent with all district expectations and directives. Administrators are expected to work before and after established public hours of the assigned site(s) to accomplish job duties.

#### **Certificated Staff**

Regular building hours for teachers and other certificated, non-administrative staff will be one-half hour before school starts to one-half hour after school ends, unless otherwise negotiated, including a 30-minute duty-free lunch period. Individual schools may request a board waiver from these district-wide provisions consistent with applicable provisions of collective bargaining agreements. The starting and dismissal times for students, which may vary from school to school, will be determined by the district.

Fulfilling professional responsibilities will often require that teachers spend time outside of building hours. Such professional responsibilities include:

Preparing for instruction of classes planning lessons;

- A. Consulting with students, grading assignments, completing paperwork;
- B. Improving communication with parents, including but not limited to, initiating contact with parents after or before building hours;
- C. Participating in curriculum development committees leading towards the improvement of the educational program;
- D. Attending staff meetings, including attending necessary professional development, provided by the district, to improve and maintain teaching skills;
- E. Supervising and directing co-curricular activities not specifically included in the district's co-curricular program; and
- F. Participating in such other activities that pertain to the district's educational program.

### **Classified Staff**

A non-exempt classified staff member will be paid at the rate of one and one-half times the salary schedule rate when he/she works for more than 40 hours during the regular work week or consistent with applicable provisions of collective bargaining agreements. The regular work day will include one 15 minute break for each four hours of work or as outlined in each collective bargaining agreement. A lunch period not to exceed one hour will be scheduled, but will not be counted for pay purposes. The district will be responsible for establishing the work day schedule for each classified staff member.

Off schedule employees may be subject to the rules of overtime as outlined in the Fair Labor Standards Act (FLSA).

In the event a supervisor requests that a staff member work beyond the specified working hours and thus exceeds the 40 hours during the established work week, the district may grant, at the staff member's request, compensating time off in lieu of overtime pay consistent with applicable provisions of collective bargaining agreements. The accumulation and use of any compensatory time will be at the direction of management and will fall within the rights of each collective bargaining agreement and the Fair Labor Standards Act.

Custodial and maintenance staff , office staff, and other essential personnel as defined by regulation or contract will report for work when schools are closed for bad weather when required by the superintendent/designee.

Legal References:     29 U.S.C § 201 et seq. Fair Labor Standards Act

RCW 28A.405.140 Assistance for teacher may be required after evaluation

RCW 28A.405.466 Presence of certificated personnel at schools before and after school — Policy

RCW 49.46.120 Chapter establishes minimum standards and is supplementary to other laws — More favorable standards unaffected

RCW 49.46.130 Minimum rate of compensation for employment in excess of forty hour work week — Exceptions

WAC 296-128-550 Regular rate of pay

WAC 296-128-560 Compensating time off in lieu of overtime pay

Policy No. 5231  
Length of Work Day – Continued

Management Resources:

2015 - October Policy Issue  
Policy News, June 2006 Certificated Staff Work Hours

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