

# SPRINGFIELD TOWNSHIP SCHOOL DISTRICT

SECTION: EMPLOYEES

TITLE: OVERTIME

ADOPTED: March 18, 2014

REVISED:

<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>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 (including the difference between the normal workweek and forty (40) hours).</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>For eligible employees, time worked on a Saturday shall be compensated at the designated rate of pay specified in the applicable administrative compensation plan, individual contract or collective bargaining agreement, irrespective of hours worked that week.</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