

FAIR LABOR STANDARDS ACT

The Perry Board of Education will comply fully with the Fair Labor Standards Act, its regulations, and relevant court decisions.

1. The district will pay all nonexempt employees at least the federal minimum wage and time and a half for all hours worked which exceed 40 hours per week, or permit compensatory time off at the rate of one and one-half hours off duty for each overtime hour worked. Overtime hours must be approved in advance by that employee's designated superior. Failure to get approval for overtime may result in disciplinary action being taken, which may include termination of employment.
2. The district will inform employees of the Act by posting information disseminated by the U.S. Department of Labor.
3. The district shall establish, through separate administrative rules, the process of time keeping and procedural compliance with the Act.

**REFERENCE: Fair Labor Standards Act
State Department of Education, Outline for FLSA Policies**