

Descriptor Term: FAIR LABOR STANDARD POLICY

Descriptor Code: GCAC

Rescinds: GCAA/GBAAA

Board Approved: 6/26/2006

Previously Approved: 10/02/2000

### Basic Standard

Covered non-exempt employees are entitled to the minimum wage as defined by federal law. All non-exempt employees are to be paid at a rate of not less than one and one-half (1 ½) times their regular rate of pay after forty (40) hours of work in a work week.

### Exemptions

The following categories of personnel are exempt from both minimum wage and overtime provisions of the Fair Labor Standards Act as revised in 1983.

1. Certified - administrators, teachers, counselors, librarians, psychometrists
2. Licensed - nurses, social workers, certified public accountants, accountants, dieticians
3. Non-licensed - maintenance directors, business managers

### Compensatory Time/Flex Time

The Gulfport School District does not recognize compensatory time in lieu of overtime pay for non-exempt employees.

### Occasional or Sporadic Employment

Hours worked on an occasional or sporadic basis as defined in the Fair Labor Standards Act are exempt from wage and hour regulations. The following conditions must be met before the exemption is valid.

The work must be:

1. in a different capacity from which the employee is regularly employed.
2. solely at the employee's option.
3. on an occasional or sporadic basis, such as temporary athletic event workers.
4. on a part time basis.

The Fair Labor Standards Act will apply in all situations that arise that are not covered by this policy.

Reference: Public Law 99-150 Fair Labor Standards Act as amended, June, 1983, as revised.