

Length of Work Day

Certificated Staff

Regular building hours for teachers 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. The starting and dismissal times for students, which may vary from school to school, will be determined by the districts.

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

1. Preparing for instruction of classes;
2. Consulting with students when necessary;
3. Consulting with parents when it is not possible for the parent to meet with the teacher during building hours;
4. Participating in curriculum development committees leading towards the improvement of the educational program;
5. Attending staff meetings, including in-service training provided by the districts in the area of teaching skills needing improvement;
6. Supervising and directing co-curricular activities not specifically included in the districts' co-curricular program; and
7. Participating in such other activities that pertain to the districts' educational program.

Unless otherwise specified, the work-day for certificated staff assigned to the districts administrative center and all classified staff will be 8 hours per day exclusive of the lunch period.

Classified Staff

A classified hourly 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. The regular work day will include one 15 minute break for each four hours of work. A lunch period not to exceed one hour will be scheduled, but will not be counted for pay purposes. The districts will be responsible for establishing the work day schedule for each classified staff member.

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 districts may grant, at the staff member's request, compensating time off in lieu of overtime pay. A staff member may accumulate up to 240 hours of compensating time. When the staff member reaches the 240-hour limit, he/she must either take compensating time off or receive pay for such excess hours.

Custodial/maintenance and office staff will report for work when schools are closed for bad weather when required by the superintendent or designee.

Legal References: [29 USC § 201 et seq.](#)

[RCW 28A.405.140](#)

[RCW 28A.405.466](#)

Fair Labor Standards Act

Assistance for teacher may be required after evaluation

Presence of certificated personnel at school 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](#)
[296-128-560](#)

Regular rate of pay
Compensating time off in lieu of
overtime pay

Management Resources: *Policy News*, June 2006

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