

# Williamson County Board of Education

**Adopted Date:**

5/7/79  
Reviewed 5/21/01  
Rev. 2/20/06; 1/21/14;  
Editorial 6/6/14; Rev.  
3/28/16

5.604

OVERTIME PAY

1 Employees are expected to observe the time schedules established by their immediate supervisor.  
2 Overtime pay or compensatory time-off for hourly employees (those who are non-exempt under the  
3 Fair Labor Standards Act, or "FLSA") will be approved only by the Superintendent of Schools or  
4 his/her designee.  
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7 Overtime pay will be paid at one and a half times salary for all hours worked over 40 hours in a  
8 work week. Compensatory time-off will accrue at one and a half times leave for all hours worked  
9 over 40 hours in a work week. Paid holidays will count as hours worked for the purposes of  
10 calculating overtime for the week that includes the holiday. Sick leave, vacation and personal leave  
11 will not count as hours worked.  
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13 Employees working two or more different job types will be paid according to the terms of the FLSA.  
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40 Legal Reference:

41 29 U.S.C. § 201, et. seq.  
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