

## **OVERTIME AND COMPENSATORY TIME POLICY**

The district administrator or his designee of the Jamestown Public School District #1 shall determine whether it is necessary for employees to work overtime hours. Employees shall be required to perform all overtime hours assigned to them by their supervisor.

The Jamestown Public School District #1 shall provide overtime compensation at the rate of one and one-half times the employee's regular rate of pay for all hours worked over 40 in a workweek in accordance with Section 7 of the Fair Labor Standards Act for all overtime hours worked.

If an employee is employed for two or more different positions which have different rates of pay, this district will pay the employee overtime based upon the weighted hourly rate or may enter into an agreement with the employee before the work is performed to pay overtime at the regular overtime rate of pay for the actual work performed after the first forty hours of work in that workweek.

There will be no compensatory time for employees of the Jamestown Public School District #1. Time taken off with time to be made up must be made up during that same workweek or deducted from pay.

The workweek begins Monday at 12:01 A.M. and ends Sunday at 11:59 P.M.