

Compensatory Time and Overtime for Classified Employees

Non-exempt classified employees who work more than forty (40) hours in a given work week may receive overtime pay of one and one-half (1 ½) times the normal hourly rate, unless the District and the employee agree to the provision of compensation time at a rate of one and one-half (1 ½) times all hours worked in excess of forty (40) hours in any work week. The Superintendent must approve any overtime work of a classified employee.

Under Montana law and the Federal Fair Labor Standards Act, a classified employee may not volunteer to work without pay in an assignment similar to the employee's regular work.

A non-exempt employee who works overtime without authorization may be subject to disciplinary action.

Legal Reference:      29 U.S.C § 201, et seq.      Fair Standards Act

Policy History:

Adopted on:

Revised on: 11 July 2016