

OVERTIME COMPENSATION

The East Baton Rouge Parish School Board shall pay eligible employees overtime pay for any work beyond forty (40) hours per week. Overtime shall be paid at the rate of one and one-half (1 ½) times the employee's regular hourly rate. **Hours worked** shall mean the actual hours worked during the work week, excluding vacation, holiday, and sick leave.

The eligible employee's immediate supervisor will approve up to but not more than five (5) hours of overtime work per month. Overtime work in excess of 5 hours per month shall be approved by the Superintendent or designee before the work is performed, except in emergency situations.

Eligible employees are those employees who have been classified as nonexempt for purposes of overtime compensation in accordance with the *Fair Labor Standards Act*.

Ref: 29 U.S.C. Section 207, 29 U.S.C. Section 213, 29 U.S.C. Section 778; Garcia v. San Antonio Metropolitan Transit Authority et al., 105 S.Ct. 1005 (February 1985); La. Rev. Stat. Ann. ' ' 17:84.1; 17:196 et seq., 17:422.5.