

SUPPORT STAFF COMPENSATION PLANS

It is recognized by the Board of Education that attractive compensation plans, including employee wages and benefits, are necessary to attract and retain well-qualified staff members.

Wage schedules for support staff members shall be developed by the administration. These schedules shall be reviewed annually.

Full-time positions for support staff members who receive an hourly wage shall be those requiring 35 or more hours' work per week. Noncertificated staff members in nonsupervisory positions who work more than 40 hours per week shall receive compensatory wages in accordance with the provisions of the Fair Labor Standards Act and district policy. Modifications to an employee's normal work schedule shall be pre-approved by the employee's immediate supervisor. All work in excess of forty (40) hours per week shall be paid at the rate of one and one-half times the hourly rate.

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Note: The reader is encouraged to check the index located at the beginning of this section for other pertinent policies and to review administrative procedures and/or forms for related information.

Adopted: 03/03/1997

Revised: 03/09/1998; 06/09/2008; 05/11/2009

Legal Refs: Fair Labor Standards Act, 29 U.S.C. §§ 201 *et seq.*
Garcia v. San Antonio Metropolitan Transit Authority, 469 U.S. 528 (1985)

Columbia School District No. 93, Columbia, Missouri

