

OAK PARK UNIFIED SCHOOL DISTRICT BOARD POLICY

Series 4000

Personnel

BP 4313.1

Load/Scheduling/Hours of Employment

The Governing Board designates in accordance with law salaried positions which are exempt from overtime. Persons holding these positions work whatever hours are necessary in order to fulfill their assignments. Their positions are set apart from other positions by virtue of the duties, flexibility of hours, salary, benefit structure and authority which they entail.

Employees serving in positions excluded from overtime shall not be unreasonably discriminated against as a result of the exclusion. (Education Code 45130)

Exempt employees' pay shall not be subject to salary deductions for absences of less than a day.

Legal Reference:

UNITED STATES CODE, TITLE 29

201-216 Fair Labor Standards Act

Department of Labor Relations

CODE OF FEDERAL REGULATIONS, TITLE 29

511-800 Department of Labor Relations

EDUCATION CODE

45130 Exclusion from overtime provisions

COURT DECISIONS

Abshire v. County of Kern, 9th Cir. 1990, 908 F.2d 483

Adopted: 9-17-02

Amended: 4-20-04