

DELANCO TOWNSHIP BOARD OF EDUCATION

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Overtime Pay

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At the discretion of the Superintendent and on the advice of the maintenance supervisor, janitors and maintenance people may be offered overtime pay if circumstances warrant their employment. Overtime shall be paid when the Superintendent authorizes work beyond the regular 40-hour week in accordance with federal statutes; the rate of pay shall be time and one-half.

Employees who work overtime and for whom no contrary provision has been collectively bargained have the option to earn compensatory time at the rate of one and one-half hours for every hour of overtime worked, in lieu of overtime compensation. Such employees may accrue compensatory time to a limit of twenty hours. Compensatory time beyond twenty hours shall be compensated at the rate earned by the employee at the time compensation is paid. An employee who has unused accrued compensatory time when his or her employment is terminated shall be paid, upon termination, for the unused time at a rate of pay not less than (1) the average rate received by the employee during the last three years of employment or (2) the final rate received by the employee, whichever is the higher rate.

A request for the use of compensatory time shall be submitted to the employee's supervisor and must be approved by the Superintendent. An employee will be permitted the use of accrued compensatory time within a reasonable time of his or her request for time off, provided the requested time off does not unduly disrupt the operations of the school district. The Board Secretary is directed to make and maintain such records regarding employees' hours and wages as may be required by law.

29 U.S.C.A. 207(o), (p)
N.J.S.A. 34:10-1 et seq.

Adopted: November 10, 1971
Revised: September 10, 1986, June 14, 1989