

BOARD POLICY**Classified Personnel Overtime Pay****Descriptor Term: GCRD****Date: XXXXXX XX, 2024**

The Bibb County School District ("District") complies with the provisions of the Fair Labor Standards Act ("FLSA") which establishes the minimum wage and overtime pay requirements for non-exempt employees. Overtime compensation for non-exempt employees will be governed by the provisions of FLSA and Georgia law. The Board of Education authorizes the Superintendent or his or her designee to implement regulations consistent with FLSA relating to overtime for non-exempt employees.

This policy and the accompanying regulation will apply to all non-exempt, hourly employees under the FLSA. Employees defined as exempt under FLSA are not eligible for overtime as it is anticipated that such positions may require overtime work. Exempt employees include teachers, counselors, school administrators, managers, directors, and any other position meeting the exempt criteria established under FLSA.