

Klamath Falls City Schools

Code: **GBAA**
Adopted: 5/17/93
Readopted: 10/09/06
Orig. Code(s): 60201.01

Fair Labor Standards Act

The Board acknowledges the Fair Labor Standards Act and maintains the expectation that the administration of the district will implement and enforce all relevant aspects of the act as it pertains to district employees. Administrators, directors or supervisors shall give written notification to nonexempt employees, as defined by the Act, of the following:

1. What constitutes nonexempt working hours;
2. What constitutes normal working hours;
3. That employees are not to work before, beyond or outside their normal working hours or are not to work overtime without prior authorization;
4. That employee time sheets be a true reflection of all time worked, whether it is more or less than normally scheduled hours;
5. That a written corrective statement be given to employees not complying with established procedures.

END OF POLICY

Legal Reference(s):

[ORS 279.340](#)

[ORS 653.261](#)

[OAR 839-020-0005](#)

Fair Labor Standards Act of 1938, as amended, 29 U.S.C. Sections 206 and 207.

Garcia v. San Antonio Metropolitan Transit Authority, et al., 469 U.S. 528 (1985).

41 Op Atty Gen 409 (1981).