

PERSONNEL SERVICES

Regulation 4221
(Form 4221)

Personnel Assignments and Transfer

Support Staff Duties, Schedules and Working Hours

The working hours for support staff will be set by the Board of Education based on classification and responsibilities.

Personnel shall not be permitted to trade lunch or break time in order to depart early.

Overtime/Compensatory Time

Individuals who begin work earlier or work later than their assigned hours must receive prior authorization from their immediate supervisor.

Individuals who work more than forty (40) hours during any workweek will be awarded compensatory time off ("comp time") or paid overtime. Comp-time or overtime pay will be awarded at the rate of one and one-half (1½) hours for each hour of overtime worked.

1. Comp time may be accrued up to 120 hours (80 overtime hours). Overtime work beyond this maximum accrual will be monetarily compensated at the rate of one and one-half (1½) times the individual's normal hourly rate of pay.
2. Every effort will be made to permit the use of comp time at the earliest time mutually agreed upon by the individual and his/her supervisor. However, where the individual's absence would unduly disrupt the District's operations, the District retains the right to postpone comp time usage.
3. Individuals who accrue comp time from July 1-December 31 but do not use the time will be paid any unused comp time as of December 31. Individuals who accrue comp time from January 1-June 30 but do not use the time will be paid any unused comp time as of June 30. Individuals with unused comp time who are terminated or who terminate their employment will be paid for unused comp time at their final hourly rate of pay.

In the event a supervisor wishes to arrange mutually agreeable exchange of a workday, i.e., a weekend, or work on a holiday period day, such an arrangement must be reported to the Superintendent/designee stating:

1. Dates involved
2. Reason

3. Exchange date(s) for compensatory time

Such exchanges are to be done at the earliest time possible, preferably by the next week, and are to be recorded appropriately on the attendance report.

Compensatory time or overtime pay is not authorized unless approved in advance (except for emergency situations) by the Superintendent/designee upon recommendation of the employee's immediate supervisor. Employees who violate the overtime provision will be subject to disciplinary action.

Emergency Closing Days

In the event the schools, or at times a school, are closed due to snow, inclement weather, or for any other emergency reason, designated employees will report to work as per the established District procedure.

Exempt/Nonexempt Status

Professional employees, i.e., teachers, administrators, nurses and accountants, are exempt from overtime provisions. Other District employees may be exempt based upon their academic preparation, job duties and compensation sometimes referred to as Management or Executive positions. In order to be considered exempt by the District, an individual must be paid at least \$35,568 per year. In addition to being paid a salary at or exceeding the compensation noted above, there are additional requirements for payment of salary. Exempt employees' compensation will not be reduced for sick days, vacation days, part-time days, etc. Finally, the District's exempt duties must primarily involve management and upper-level executive duties. The District maintains job descriptions, setting out the duties of exempt and non-exempt employees.

Minimum Wage

On August 28, 2025, the minimum wage for nonexempt employees will be \$13.75 per hour. Beginning January 1, 2026, the minimum wage for nonexempt employees will be \$15.00 per hour.

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Knox County R-I School District

