

Length of Work Day

Regular building hours for teachers will be one-half hour before school starts to one-half hour after school ends, unless otherwise negotiated, including a 30-minute duty-free lunch period. Individual schools may request a board waiver from these district-wide provisions. The starting and dismissal times for students, which may vary from school to school, will be determined by the district.

Fulfilling professional responsibilities will often require that teachers spend time outside of building hours. Such professional responsibilities include:

1. Preparing for instruction of classes;
2. Consulting with students when necessary;
3. Consulting with parents when it is not possible for the parent to meet with the teacher during building hours;
4. Participating in curriculum development committees leading towards the improvement of the educational program;
5. Attending staff meetings, including in-service training provided by the district in the area of teaching skills needing improvement;
6. Supervising and directing co-curricular activities not specifically included in the district's co-curricular program; and
7. Participating in such other activities that pertain to the district's educational program.

Unless otherwise specified, the work-day for certificated staff assigned to the district administrative center and all classified staff will be 8 hours per day exclusive of the lunch period.

A classified hourly staff member will be paid at the rate of one and one-half times the salary schedule rate when he/she works for more than 40 hours during the regular work week. The regular work day will include one 15 minute break for each four hours of work. A lunch period not to exceed one hour will be scheduled, but will not be counted for pay purposes. The district will be responsible for establishing the work day schedule for each classified staff member.

In the event a supervisor requests that a staff member work beyond the specified working hours and thus exceeds the 40 hours during the established work week, the district may grant, at the staff member's request, compensating time off in lieu of overtime pay. A staff member may accumulate up to 240 hours of compensating time. When the staff member reaches the 240-hour limit, he/she must either take compensating time off or receive pay for such excess hours.

Custodial/maintenance and office staff will report for work when schools are closed for bad weather when required by the superintendent or designee.

All overtime/and or compensation shall be agreed upon by the employee and approved by the Superintendent prior to the commencement of the work.

Legal References:

29 USC § 201 et seq., Fair Labor Standards Act

RCW 28A.405.140, Assistance for teacher may be required after evaluation

RCW 28A.405.466, Presence of certificated personnel at school before and after school – Policy

RCW 49.46.120, Chapter establishes minimum standards and is supplementary to other laws – more favorable standards unaffected

RCW 49.46.130, Minimum rate of compensation for employment in excess of forty hour work week - Exceptions

WAC 296-128-550, Regular rate of pay

WAC 296-128-560, Compensating time off in lieu of overtime pay

Management Resources:

Policy News, June 2006, Certificated Staff Work Hours

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School District Name: Reardan-Edwall School District No. 009

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