



B R C S M

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NEW FEDERAL OVERTIME REGULATIONS

- New Minimum Salary Requirement
 - \$47,476.00 / year (or \$913.00 / week)
 - \$134,004 for “Highly Compensated Employee”
 - Effective 12/1/16

- Teachers are exempt

- Administrators performing functions directly related to academic instruction or training are exempt

- Problem Areas – mid-level personnel
 - Transportation, building management and maintenance, human resources, business and finance.
 - May qualify under exemptions for Executive Employees, Administrative Employees, Learned Professionals or Computer Employees.

- What Districts Should Be Doing:
 1. Identify all current O.T. exempt positions to see if they are meeting the new salary threshold.
 2. Review job duties to ensure they fall into “white collar” exemptions.
 3. Determine for which positions the district does or does not want to increase the salary to continue to meet the exemption (budget constraints).
 4. Determine whether or not to hire additional hourly staff to cover the non-exempt work.

- Liability for Misclassification
 - Pay back O.T. for 2-3 year period
 - Pay double the actual damages
 - Pay attorney fees