

Job rate

- ◆ Job rate is a flat sum for a particular job (e.g., bus driver paid by route).
- ◆ The regular rate is determined by adding all job rates in one workweek and dividing by total hours worked in the workweek.
- ❖ Regular rate and overtime rate will vary week to week but must satisfy minimum wage requirements.

Calculation Exercise 3

Tony is paid \$35 per route to drive a bus and drives two routes per day (\$35 x 2 x 5=\$350/week).

If Tony regularly works 48 hours in a week, what is his regular rate of pay? \$7.29

Total gross earnings? _____

$$\begin{aligned} \$7.29 \times 48 &= \$350.00 \\ \$7.29 \times .5 \times 8 &= 29.16 \\ \hline & \$ 379.16 \end{aligned}$$

Multiple assignments

- ◆ When a nonexempt employee is assigned to two or more different nonexempt jobs, the district must combine the total hours of all jobs to determine number of hours worked (e.g., custodian and bus driver).
- ◆ If a nonexempt employee works at two different jobs for different straight-time wages, the employee's regular rate is the weighted average of all earnings for that week.
- ◆ If one job is exempt and the other nonexempt, the requirement to pay overtime will depend on which job occupies most of the employee's time.
- ❖ An exempt employee (e.g., teacher or principal) assigned to a regular bus route would be exempt from overtime in both positions.

Calculation Exercise 4

Betty is a cafeteria worker at \$8 per hour and also drives a bus at \$12 per hour. In one workweek, Betty worked 35 hours as a cafeteria worker and 10 hours as a bus driver. What is Betty's regular rate of pay? What should Betty's gross earnings be for the week?

\$8	x	35 hours	=	\$ 280
\$12	x	10 hours	=	120
				400
Total straight-time earnings				= \$ 400
Regular hourly rate				= \$ 8.89
$8.89 \times .5 \times 5 = 22.23$				
Total gross earnings				= \$ 422.23

$$\begin{array}{r} \$400 \\ \div 45 \text{ hrs} \\ \hline \$8.89 \end{array}$$

Extracurricular duties and the nonexempt employee

- ◆ The easiest choice for districts is to never assign extra-curricular duties to a nonexempt employee. However, that choice may not be the best instructional choice for students. Since the practice is common and is usually made for sound instructional reasons, the following are issues to consider:
 - ❖ What is in the best instructional interest of students?
 - ❖ Can we pay one employee a stipend and another an hourly rate?
 - ❖ Can the district afford the additional expense for overtime payments or comp time?
 - ❖ Will employees accurately report all time worked for coaching duties such as practices, games, and travel?
 - ❖ Who is responsible for monitoring the employee's time?
 - ❖ Will the payroll system accurately calculate the overtime rate?

