

LENGTH OF WORK DAY

The length of the normal workday for teachers shall be 7.5 hours inclusive of the .5 hour duty-free lunch period. The time before and after student contact time shall be flexible, but shall take into account the needs of students. Individual employees shall decide how to use the 45 minutes outside the student day with the expectation that employees will be in their work location 15 minutes before the start of the student day.

The starting and dismissal times for students, which may vary from school to school, shall be determined by the district.

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

- A. Preparing for instruction of classes;
- B. Consulting with students when necessary;
- C. Consulting with parents when it is not possible for the parent to meet with the teacher during building hours;
- D. Participating on curriculum development committees leading towards the improvement of the educational program;
- E. Attending staff meetings including in-service training provided by the district in the area of teaching skills needing improvement;
- F. Supervising and directing co-curricular activities not specifically included in the district's co-curricular program; and,
- G. 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 shall be 8 hours per day exclusive of the lunch period.

A classified hourly staff member shall 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 shall include one 15 minute break for each four hours of work. A lunch period of not to exceed one hour shall be scheduled but shall not be counted for pay purposes. The district shall 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 shall report for work when schools are closed for bad weather when required by the superintendent or designee.

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

RCW 49.46.120

RCW 49.46.130

WAC 296-128-550

WAC 296-128-560

Presence of certificated personnel at school before and after school-Policy Chapter establishes minimum standards and is supplementary to other laws — more favorable standards unaffected

Minimum rate of compensation for employment in excess of forty hour work week — Exceptions

Regular rate of pay
Compensating time off in lieu of overtime pay

Management Resources: *Policy News*, June 2006

Certificated Staff Work Hours

Adoption Date: 12.13.00

Wenatchee School District

Revised: 6.14.11 ;9.11.12

Revised: 04.98; 05.06; 08.12;

Classification: Discretionary