

# Payroll Guidelines for Exempt and Non-Exempt Staff

CLOSED

All payroll guidance is based on the following:

Hourly paid staff (non-exempt) are protected under FLSA (Fair Labor Standards Act) Time missed from work can be made up or leave must be taken to be paid.

Salaried staff are exempt from FLSA. Exempt staff are responsible for completing their job responsibilities and accounting for their day.

11/12 Month Exempt	11/12 Month Non-Exempt	10 Month Exempt	10 Month Non-Exempt	10 Month Part-time
Staff who are paid a <b>monthly salary</b> and work <b>11/12 months</b>	Staff who are paid an <b>hourly wage</b> and work <b>11/12 months</b>	Staff who are paid a <b>monthly salary</b> and work <b>less than 11/12 months</b>	Staff who are paid an <b>hourly wage</b> and work <b>less than 11/12 months</b> These employees <u>are required</u> to take built in leave days per school calendar.	Staff who are paid an <b>hourly wage</b> and work <b>less than 11/12 months</b> These employees <u>are not required</u> to take built in leave days per school calendar.
Administrators, principals, assistant principals, directors, IPS, 12 month certified staff	Clerical, custodial, office staff, treasurers, facilities and operations, transportation	Certified staff	Teacher assistant, EC job coach, school nutrition, bus driver, clerical, custodial	Clerical, custodial, part-time bus drivers
<b>What do I do when...inclement weather results in school being closed?</b>				
Employees have the option to work regular hours or take annual leave or bonus leave for time not worked.	Employees have the following options: 1. report to work; 2. take accumulated annual leave; 3. take bonus leave; 4. take leave without pay; 5. use compensatory leave already accumulated; or 6. make up the time missed*	Employees will be charged an Annual Leave Day.	Employees have the following options: 1. take accumulated annual leave; 2. take bonus leave; 3. take leave without pay; 4. use compensatory leave already accumulated; or 5. make up the time missed*	Employees have the following options: 1. take accumulated annual leave; 2. take bonus leave; 3. take leave without pay; 4. use compensatory leave already accumulated; or 5. make up the time missed*

\*Make up time must be at a mutually agreed upon time by employee and supervisor and must be completed during the current week