

Update on Wage and Hour Law – Are School Districts Under Attack?

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Agenda

- Overview of FLSA
- FLSA School District Litigation within 5th Circuit
- Proposed Changes to FLSA



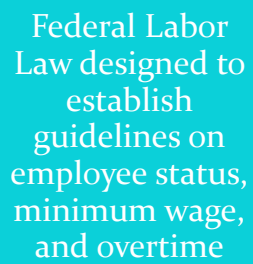
Overview of FLSA



What is FLSA?



Legislation
enacted in 1938
during Great
Depression



Federal Labor
Law designed to
establish
guidelines on
employee status,
minimum wage,
and overtime



Fully applicable
to School
Districts in 1985

Basic FLSA Requirements

Distinguishes between
exempt vs. non-
exempt employees

Requires records of
work time

Triggers overtime pay
or “comp” time

To be exempt from FLSA



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