

TIME REPORTING

1. Purpose of Time Reporting

Recording of hours worked and/or leave time taken by employees is necessary to:

- a. Provide the District an accurate basis for preparing paychecks,
- b. Assure compliance with federal and state laws, and
- c. Maintain an effective and efficient cost accounting system.

Note: Collective Bargaining Agreements with the LCSD may outline other specific time reporting processes/procedures not included in this policy.

2. Hours Worked

The District will pay non-exempt employees for all hours worked. Hours worked include:

- a. Hours before or after the normally assigned shift, or any other irregular hours, even if the employee volunteers his/her time to perform the work. Periods of six (6) minutes or less are not considered overtime when such work periods are not regularly recurring. (This provision does not apply to employees who are performing volunteer work which is unrelated to their normal job functions.)
- b. Rest periods of 20 minutes or less.
- c. Travel time that occurs during an employee's normally scheduled work hours, including regular days off, holidays, etc.
- d. Hours spent at lectures, meetings, and training activities conducted by the District, unless attendance is completely voluntary.

Employees will not be compensated for time spent under the following conditions:

- a. Voluntary attendance, outside of work hours, at an independent school, college, trade school, or similar training offered by the District at the employee's own initiative even if the courses are related to the employee's current job or paid for by the District.
- b. Training outside of regular work hours required by law for certification of public-sector employees.

3. Position Designations – Exempt or Non-Exempt

All positions are designated as “exempt” or “non-exempt” according to federal and state laws and regulations. For cost accounting and billing purposes, the District requires employees in certain positions, regardless of exempt or non-exempt status, to account for hours worked. If an employee feels s/he is improperly classified, s/he should request a review of the classification from the Human Resources Director. An investigation will be conducted on a timely basis and the District will act to correct any errors as soon as practicable.

4. Responsibility for Exempt or Non-Exempt Designation

The Superintendent/designee will examine and evaluate position descriptions and duties performed for all positions to determine the position status as exempt or non-exempt. Administrators or managers/supervisors will notify the Superintendent/designee when the duties of a position have substantially changed in order to ensure the designation is accurate.

5. Responsibility for Time Reporting

All employees are responsible for accurately completing their own timesheets. Administrators or managers/supervisors shall not alter or adjust the hours that an employee reports on his/her the timesheet. If an administrator or manager/supervisor believes an employee has completed his/her the timesheet in error, the administrator or manager/supervisor shall discuss the issue directly with the employee.

a. All non-exempt employees will record all hours worked and all leave time taken, whether paid or unpaid, and the type of leave taken on the timesheet in the employee attendance management system. If a nonexempt employee feels s/he has been improperly paid for overtime under the Fair Labor Standards Act (FLSA) or state law, it is the responsibility of the employee to seek correction by reporting any error to Human Resources Director within twenty (20) working days of the close of the payroll period in which the error occurred. An investigation will be conducted on a timely basis and the District will act to correct any errors as soon as practicable.

b. All exempt employees in positions which require an accounting of hours worked will enter their hours worked for each project.

c. Exempt employees will record any hours days off for sick leave or annual leave in multiples of eight (8) or ten (10) hours, depending on their regular daily schedule of hours of work in the employee attendance management system.

6. Safe Harbor

The District will classify employees as exempt or non-exempt, in accordance with the provisions of the Fair Labor Standards Act (FLSA) and applicable state law. Employees who believe their position is improperly classified may request a review of the classification by the Executive Director of Human Resources. An investigation will be conducted on a timely basis and the District will act to correct any errors as soon as practicable.

The District will not make improper deductions of pay from any employee, regardless of exempt or non-exempt status. Improper deductions should be reported to the Executive Director of Human Resources Director. The complaint will be investigated, and the District will act to reimburse the employee if an error is found. The District will continuously make a good faith commitment to comply with all provisions of the Fair Labor Standards Act (FLSA) and state laws, and intends this policy of correction to satisfy the “Safe Harbor” provisions of the FLSA regulations, as amended effective August 23, 2004.

Reference: Fair Labor Standards Act (FLSA), as amended

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