

Compensation Laws & Agreements

The Christina School District operates under separate and unique collective bargaining unit agreements with Teachers, Secretaries, Custodians, Paraprofessionals, Food Service Employees and Bus Drivers & Bus Attendants respectively. The Payroll Department applies all rules for pay from both federal and state law and these bargaining unit agreements. All of these agreements are compliant with federal and state law for salaries and hourly wages.

Below is a brief description of a couple of important laws we would like to call to your attention as you review the salary schedule that applies to you. They are only a subset of the federal and state laws we follow for all our employees.

Federal Law

Teachers are defined in the Fair Labor Standards Act (**FLSA**) as **Exempt** from overtime. Employees in all other bargaining units listed above are defined as **Non-Exempt** from overtime. The following overview on overtime can be found on the Federal Department of Labor website: https://www.dol.gov/whd/overtime_pay.htm

Overview

The federal overtime provisions are contained in the Fair Labor Standards Act (FLSA). Unless exempt, employees covered by the Act must receive overtime pay for hours worked over 40 in a workweek at a rate not less than time and one-half their regular rates of pay. There is no limit in the Act on the number of hours employees aged 16 and older may work in any workweek. The Act does not require overtime pay for work on Saturdays, Sundays, holidays, or regular days of rest, unless overtime is worked on such days.

The Act applies on a workweek basis. An employee's workweek is a fixed and regularly recurring period of 168 hours — seven consecutive 24-hour periods. It need not coincide with the calendar week, but may begin on any day and at any hour of the day. Different workweeks may be established for different employees or groups of employees. Averaging of hours over two or more weeks is not permitted. Normally, overtime pay earned in a particular workweek must be paid on the regular payday for the pay period in which the wages were earned. All employees must record all hours worked. Non-exempt employees are not permitted to "off the clock."

The complete **Fair Labor Standards Act** can be found at <https://www.dol.gov/whd/flsa/>.

State Code

Section 1335 of Title 14 Chapter 13 - <https://delcode.delaware.gov/title14/c013/index.shtml#1335>

§ 1335 Hours per day and per year per salary schedule.

Salary Schedule	Hours/Days	Days/Year	Hours/Year
§ 1305 - Teachers	7.5 inclusive of 1/2 hour lunch	188	1410
§ 1308 - Secretaries	7.5 exclusive of 1/2 hour lunch	261	1957.5
§ 1311 - Custodians	8.0 inclusive of 1/2 hour lunch	261	2088
§ 1322(a) - Food Service Managers	7.0 exclusive of 1/2 hour lunch	185	1295
§ 1322(c) - Food Service Cooks & General Workers	Hourly	Not Applicable	Not Applicable
§ 1324 - Paraprofessionals	7.5 inclusive of 1/2 hour lunch	185	1387.5
§ 1326 - Substitute Teachers	7.5	Not Applicable	Not Applicable

Please note: School **Bus Drivers & Attendants** do not have a state salary schedule. They are hourly employees whose pay is set by agreement between the UAW and the Christina School Board.

Absent an existing collective bargaining agreement to the contrary, district employees who work less than the specified time shall have their annual salary adjusted accordingly. Upon ratification of a new or extension of an existing collective bargaining agreement, the local district shall establish hours and days worked that are consistent with those specified above.

The complete chapter of **Title 14 Education, Chapter 13. Salaries & Working Conditions of School Employees** can found at <https://delcode.delaware.gov/title14/c013/>

[Christina Salary Schedules](#)