

AGENDA REQUEST FORM
THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

Meeting Date 11/09/10	Open Agenda <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Time Certain Request <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	Agenda Item Number CC-1
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TITLE: **Overtime Pay or Compensatory Time**

REQUESTED ACTION:
 Adopt the revisions to Policy 4300.1, Overtime Pay or Compensatory Time, at this final reading.

SUMMARY EXPLANATION AND BACKGROUND:
 A desktop audit of overtime expenditures was conducted during January 2009-March 2009. As a result, the auditors proposed several recommendations to improve the approval, monitoring, tracking, and payment processes for overtime. An Overtime Committee was established to review the auditor's report, analyze the processes and determine which recommendations could be implemented or modified for implementation. The recommendations and the revised Policy 4300.1-Overtime Pay or Compensatory Time were presented to the School Board at a School Board Workshop on June 8, 2010.

 The revised policy was reviewed by general counsel to ensure alignment with the Fair Labor Standards Act and applicable collective bargaining agreements.

SCHOOL BOARD GOALS:

- Goal One: Raise achievement of all students to ensure graduation from high school and readiness for post-secondary education.
- Goal Two: Improve the health and wellness of students and personnel.
- Goal Three: Provide a safe and secure physical and technological environment for all students and employees.
- Goal Four: Promote innovation which focuses on best practices and quality efforts that improve our best-in-class position.
- Goal Five: Recruit, develop, retain, and recognize high performing and diverse faculty and personnel.
- Goal Six: Build strong partnerships with family, business, community and government at the classroom, school, area, and district level.
- Goal Seven: Ensure district's leadership as an environmental steward through innovative ecology and energy conservation programs.

FINANCIAL IMPACT:
 There is no financial impact to the School District.

EXHIBITS: (List)
 Revised Policy 4300.1, Overtime Pay or Compensatory Time

BOARD ACTION: ADOPTED	SOURCE OF ADDITIONAL INFORMATION: Gracie M. Diaz <i>GMD</i> (754) 321-1840 Susan Rockelman (754) 321-2320
(For Official School Board Records' Office Only)	Name Phone

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA
James F. Notter, Superintendent of Schools

Approved in Open Board Meeting on:

NOV 09 2010

Jennifer Gattal
 School Board Chair

By:
 Revised July 2008
 JFN/GMD:pe