

Snake River School District #52

PERSONNEL

5210

Work Day

Working Hours – Certificated Employees:

The school year for certified staff shall be 157 days with pay, including 142 classroom days, seven (7) paid holidays and eight (8) work days (includes Teacher Inservice and Teacher Work Days).

The work days shall be used as follows:

1. One day at the discretion of the district.
2. One day for teacher preparation at the beginning of the school year.
3. One day at the end of the school year for closing out school.
4. Five (5) full days for Teacher Inservice (3 full Fridays, 2 days to be determined with the annual calendar adoption).
5. In addition, elementary teachers (K-6) will be provided with three (3) prep days during the school year.

Teachers with schedule conflicts for the work days prior to the beginning of school shall not receive salary deductions if they get prior approval of the Principal and Superintendent and if the work days missed are made up so that the teacher will have worked a full 157 days.

Snake River Board policy requires a nine hour 15-minute work day for full time certificated employees. This shall include a 30-minute lunch break. Additionally, teachers will be required to spend a minimum of 12 hours in evening parent/teacher conferences and back-to-school events as applicable at their building.

Working Hours– Snake River Online:

The school year shall be 157 days with pay, including 142 classroom days, seven (7) paid holidays, and eight (8) work days.

The work days shall be used as follows:

1. One day at the discretion of the District
2. One day for teacher preparation at the beginning of the school year
3. One day at the end of the school year for closing out school
4. Five (5) full days for Teacher Inservice (3 full Fridays, 2 days to be determined with the annual calendar adoption).

Teachers are required to post office hours from Monday through Thursday (times in which students can contact teachers. Office hours are not to be confused with instructional hours)

Teachers with schedule conflicts between the completion of summer school and the work days prior to the beginning of school shall not receive salary deductions if they get prior approval of the Principal and Superintendent and if the work days missed are made up so that the teacher will have worked a full 157 days.

Working Hours – Classified Employees:

1. Classified employee work hours vary with assignment.
2. Classified employees who work in excess of forty (40) hours a week (with prior approval of their administrator) shall receive compensation per the district's overtime policy. Compensation for overtime hours, shall be taken within the week of the overtime.
3. Overtime hours are not paid for classified salaried personnel. Classified salaried personnel are those persons whose primary responsibilities are involved in the supervision of other employees. The following positions have been determined to be exempt from Fair Labor Standards Act (FLSA) overtime regulations: Business Manager, District Secretary/Board Clerk, Maintenance Supervisor, Bus Route Supervisor, School Lunch Supervisor, District Mechanic, and Technology Specialists. All other classified personnel are hourly wage employees and are subject to compensation for overtime hours.

Cross Reference: 5810

Compensatory Time and
Overtime/Classified Employees

Legal References: 29 U.S.C. § 201 *et seq.*
29 C.F.R. Part 516

The Fair Labor Standards Act of 1985
Records to be kept by Employers

Policy History:

Adopted on: July 21, 2021

Revised on: July 23, 2025

Reviewed on: June 18, 2025 and July 23, 2025