TEST YOUR KNOWLEDGE OF WAGE AND HOUR LAWS

True or False 1. The Fair Labor Standards Act (FLSA) includes provisions on minimum wage and overtime.

True or False 2. Teachers and Education Support Professionals (ESPs) are both non-exempt employees who are covered by the FLSA.

True or False 3. ESPs may not work more than eight hours per day without being paid overtime.

True or False 4. A custodian who works more than 40 hours in one week may adjust his hours to avoid overtime so long as the adjustment occurs in the same pay period.

True or False 5. Public employees may be given compensatory time off instead of overtime pay.

True or False 6. A public school employee can use compensatory time off within a reasonable period after requesting to use it, unless the time off “unduly disrupts” the operation of the school.

True or False 7. A full-time security guard may volunteer without pay to help with crowd control at football games at the school where he works.

True or False 8. Bus drivers always must be paid for waiting time.

True or False 9. At the beginning of the school year, school secretaries may agree to work additional hours without pay to ensure that all work is completed on time.

True or False 10. An attendance clerk may choose to eat at her desk and answer the telephone during her 30-minute lunch break without pay.

The United States Department of Labor, Wage and Hour Division investigates alleged violations of the FLSA. For more information, go to www.dol.gov or call 1-866-487-9243.