

## General Personnel

### Administrative Procedure - Employee Records Required by the Fair Labor Standards Act

**Important** - School officials should contact the Board Attorney for application of the Fair Labor Standards Act (FLSA) to specific situations. The information contained in this procedure, and any information provided in the hyperlinks contained in it, should be confirmed with the Board Attorney before its application to a specific situation.

This table contains the FLSA recordkeeping requirements as described in [www.dol.gov/whd/regs/compliance/whdfs21.htm](http://www.dol.gov/whd/regs/compliance/whdfs21.htm).

Actor	Action
Business office working with supervisors of <b>non-exempt employees</b>	<p>Keep each of the following records concerning non-exempt employees for at least three years (29 C.F.R. §516.2):</p> <ol style="list-style-type: none"> <li>1. Employee's full name and social security number</li> <li>2. Address, including zip code</li> <li>3. Birth date, if younger than 19</li> <li>4. Sex and occupation</li> <li>5. Time and day of week when employee's workweek begins</li> <li>6. Hours worked each day</li> <li>7. Total hours worked each workweek</li> <li>8. Basis on which employee's wages are paid (e.g., \$9 per hour or \$440 a week)</li> <li>9. Regular hourly pay rate</li> <li>10. Total daily or weekly straight-time earnings</li> <li>11. Total overtime earnings for the workweek</li> <li>12. All additions to or deductions from the employee's wages</li> <li>13. Total wages paid each pay period</li> <li>14. Date of payment and the pay period covered by the payment</li> </ol>
Business office working with supervisors of <b>exempt employees</b>	<p>Concerning exempt employees, keep for at least three years, the records listed in numbers 1-5 and 13-14 above and a record showing the basis on which the exempt employee's wages are paid (e.g., salary basis of \$x per pay period). 29 C.F.R. §516.3.</p>
Business office	<ol style="list-style-type: none"> <li>1. Payroll records must be kept for at least three years. 29 C.F.R. §516.5(a).</li> <li>2. Records on which wage computations are based must be kept for at least two years, i.e., time cards and piece work tickets, wage rate tables, work and time schedules, and records of additions to or deductions from wages. 29 C.F.R. §516.6.</li> <li>3. Collective bargaining agreements and individual employment contracts must be kept for at least three years (when an agreement is not in writing, prepare and retain a written memorandum summarizing it). 29 C.F.R. §516.5(b).</li> <li>4. Certificates and notices must be kept for at least three years. 29 C.F.R. §516.5(b).</li> </ol>

<b>Actor</b>	<b>Action</b>
Building Principal	<p>Display an official poster outlining the provisions of FLSA, available at no cost from local offices of the Wage and Hour Division and toll-free, by calling 1-866-487-9243. This poster is also available electronically for downloading and printing at: <a href="http://www.dol.gov/whd/regs/compliance/whd_fs.pdf">www.dol.gov/whd/regs/compliance/whd_fs.pdf</a></p> <p>Keep records regarding the posting of notices for at least 3 years. 29 C.F.R. §516.5(b).</p>