

# “Different Role” Work

Under the Fair Labor Standards Act, school districts must carefully evaluate additional work performed by employees.

## Key distinction:

- Same or similar duties → Count toward overtime
- Clearly different role → May be treated separately, if structured correctly

## Example:

- Food service employee working extra kitchen hours → overtime applies
- Food service employee working as an event ticket taker → may qualify as a separate role

## Proceed with caution:

- Duties must be genuinely different
- Work must be tracked and paid separately
- The arrangement must be consistent and well-documented

## Bottom line:

“Different role” does not automatically eliminate overtime—but when properly defined, it may be treated differently.



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