*Certain employees are not subject to either the salary basis or salary level tests (for example, doctors, teachers, and lawyers). i.e. over 50% of job duties are in direct student instruction, such as coaches.

Primarily perform executive, administrative, or professional duties? (“duties test”).

Paid a fixed salary? (“salary basis test”)

Paid more than ~$700 a week? (“salary level test”)

This means an employee regularly receives a predetermined amount of compensation each pay period.

Salary level increases each year

See specific descriptions and examples of executive, administrative and professional: https://www.maine.gov/labor/labor_laws/overtime.html