

PERSONNEL
EMPLOYMENT PRINCIPLES

Employee Status Definitions

Conditions of employment for employees, regardless of employment status or employee definition, are subject to Association policies and regulations.

Nonexempt: these employees are not employed in an executive, administrative or professional capacity and are covered by the federal Fair Labor Standards Act law. These positions are generally paid on an hourly basis.

Exempt: these employees are employed in an executive, administrative, or professional capacity and are not covered by the federal Fair Labor Standards Act laws. Other federal criteria must be met for employees to be eligible for this category. While these positions are paid on a salary basis these employees are not automatically qualified for exempt status.

Within the U.S. Department of Labor categories, the Association maintains standard classifications as follows:

Regular Full-time Personnel

Regular full-time personnel are staff required to regularly work a minimum of 35 hours per week in one of the established position titles and salary grades established in GO/4141.

Regular Part-time Personnel

Regular part-time personnel are positions that regularly require incumbents to work a maximum of 20 hours per week.

Temporary Personnel

Temporary personnel are staff employed for a specific period of time to perform or assist in a specific designated task or job function. Employees in this category shall not be eligible for or entitled to any staff benefits afforded full-time permanent staff, except those required by law.

On Call Personnel

Employment in a job on an "as needed" basis. On call employees do not work a defined/regular schedule. Participation in benefits programs is limited to eligibility for worker's compensation benefits.

Refer to www.state.nj.us/treasury/pensions for a listing of employee benefits associated with each employment status.

N E W J E R S E Y S C H O O L B O A R D S A S S O C I A T I O N

GOVERNANCE & OPERATIONS

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