

Southwestern Oregon Community College

AP 7026 Staffing Definitions & Guidelines

An employee may not work in another employment classification without authorization. Special circumstances will be addressed on a case-by-case basis and must have approval by Human Resources.

**GENERAL TERMS**

1. **College employee:** An individual with whom the college has established an employer/employee relationship, excluding positions funded by Title IV, Work Study or a General Fund Student Employee Budget Allocation.
2. **FLSA:** Fair Labor Standards Act, the federal wage and hour law codified as 29 USC § 201, *et seq.*
3. **Exempt employees:** Employees who are exempt from overtime requirements as allowed by the FLSA and Oregon wage and hour law. Common exemptions include employees that qualify as executive, administrative or professional employees.
4. **Non-exempt employees:** Employees that are not exempt from minimum wage and overtime requirements of the FLSA and Oregon Wage and Hour law.
5. **MASSC:** Acronym for employees that are managers, administrators, supervisors, specialists or confidential.
6. **Regular employee:** All faculty and classified employees covered by a collective bargaining agreement, and all MASSC employees.
7. **Remote work:** Remote work is only allowed under the following circumstances and subject to review by Human Resources:
  - a. Adjunct Faculty appointments may work remotely teaching solely online courses as long as they reside in the State of Oregon; or
  - b. Employees may work remotely while traveling on College business; or
  - c. Exempt or Confidential employees may work remotely on special projects with supervisor approval.

**MASSC**

1. Full time managers, administrators, supervisors, and specialists are exempt employees. Part time MASSC may not qualify for exempt status due to FLSA salary test. HR will assist with this determination when necessary.
2. Confidential employees are non-exempt employees.
3. Massc positions are eligible for benefits as outlined in in Administrative Procedure (AP) 7031 MASSC Group Insurance.
4. MASSC may receive temporary **or** annual appointments in accordance with AP 7033 Employment of Management, Administrative, Supervisor, Specialist and Confidential (MASSC) Employees.
5. MASSC employees will receive an annual employment and salary verification for each fiscal year.

*Southwestern Oregon Community College does not discriminate on the basis of race, color, gender, sexual orientation, marital status, religion, national origin, age, disability status, gender identity, or protected veterans in employment, education, or activities as set forth in compliance with federal and state statutes and regulations.*

## **FACULTY**

### **FULL-TIME:**

1. Full-time faculty are covered by a collective bargaining agreement which outlines workload and employment matters that are applicable to their assignments.
2. Full-time faculty are those faculty members employed with tenured, tenure track, visiting, and lecturer appointments and who work more than 50% on 10, 11 or 12 month annual appointments.
3. Each faculty employee will receive an appointment agreement for each academic year.
4. Full-time faculty are considered 1.0 FTE and are eligible for employee and dependent health insurance coverage as outlined in the applicable collective bargaining agreement.

### **Adjunct Faculty**

1. Adjunct faculty are not covered by a collective bargaining agreement.
2. Adjunct faculty appointments are temporary; employed to work on a term-by-term basis.
3. Adjunct faculty are not eligible for college health insurance coverage unless they meet the criteria set forth by Oregon law and/or the Affordable Care Act (ACA).

## **CLASSIFIED**

1. Classified employees are covered by a collective bargaining agreement which outlines employment matters that are applicable to their assignments.
2. Classified employees are eligible for health insurance coverage and other benefits as outlined in the applicable collective bargaining agreement.

## **TEMPORARY**

### **TEMPORARY EMPLOYEE**

1. Temporary employees are hired to fill a position for no longer than five hundred twenty (520) hours per fiscal year.
2. Temporary employees under five hundred twenty (520) are not covered by a collective bargaining agreement. Temporary employees exceeding five hundred (520) hours per fiscal year shall receive benefits outlined in the classified collective bargaining agreement.
3. Temporary employees may work in multiple temporary positions.

### **TEMPORARY POSITION**

1. A temporary position is for a duration of not more than five hundred twenty (520) hours per fiscal year.
2. A temporary position is created for special projects with Federation agreement or when a bargaining unit position is vacant (1) due to authorized leave or (2) while the recruitment is being conducted to fill the position.
3. An employee in a temporary position exceeding five hundred (520) hours per fiscal year shall receive the benefits outlined in the classified collective bargaining agreement.
4. In general, they should not be regularly scheduled and work on an as-needed basis

*Southwestern Oregon Community College does not discriminate on the basis of race, color, gender, sexual orientation, marital status, religion, national origin, age, disability status, gender identity, or protected veterans in employment, education, or activities as set forth in compliance with federal and state statutes and regulations.*

#### STUDENT EMPLOYMENT – EXTERNS, GENERAL EMPLOYMENT, MISC.

1. Student Employment is not covered by a collective bargaining agreement.
2. These are employment opportunities for currently enrolled students only.
3. Students generally work 20 hours a week or less;
4. Externships are in conjunction with an approved academic program and are for a specified number of hours of work directly related to the program of study.

#### STUDENT– FEDERAL WORK STUDY, ATHLETIC WORK STUDY, OR AID-FUNDED GENERAL STUDENT EMPLOYMENT

1. FWS, AWS, and GSE are aid-funded employment opportunities.
2. Students generally work 12 to 20 hours per week as determined by award type in any given week or as adjusted by their Financial Aid award package.

#### TUTORS and, INSTRUCTIONAL AIDS

Temporary instructional support positions generally work 20 hours a week/80 hours in a month or less;

#### RETIRED PERS EMPLOYEES

1. A PERS retiree may have an hour restriction in order to maintain their retirement benefits until full retirement age (this varies). For most PERS retirees, this is 1,039 hours in a calendar year. However, for OPSRP retirees, there has to be a break in service before working again for the College. Please contact PERS for direction in these matters.
2. A PERS retiree may be employed in any of the above staffing areas. The guidelines associated with that staffing definition will apply unless there is a PERS/OPSRP hour limitation.

Adopted as APP 7026: January 15, 2020

Revised: June 2, 2021

Revised: April 12, 2023 (Formerly APP 7026)