

## Job Codes & Pay Ranges for Temporary Employees and Student Workers

Last Updated: 2/1/2020

JCAT Info is available at: <https://class-comp.hr.ncsu.edu/job-categories/>

Job Code	Category	Description	Use this Job Code for	FLSA Status	Pay Range		Comp Rate Expressed as	Pay Group
					Min	Max		
TE100	Executive	Temporary Executive	A temporary assignment with duties that would correspond to a regular position found in the <b>JCAT 100</b> series. Persons whose primary assignments require management of the institution or a customarily recognized division thereof. All are FLSA Exempt (must make at least \$684/week)	Exempt	\$60,000	\$199,000	Annualized Salary Equivalent	TME
TE300	Administrator	Temporary Administrator	A temporary assignment with duties that would correspond to a regular position found in the <b>JCAT 300</b> series. Persons whose primary assignments involve professional & administrative activities within a customarily-recognized division/department of the institution, and who are subordinate to individuals in the Executive category. All are FLSA Exempt (must make at least \$684/week)	Exempt	\$45,000	\$120,000	Annualized Salary Equivalent	TME
TE4xx	Professional	Temporary Professionals	A temporary assignment with duties that would correspond to a regular position found in the <b>JCAT 400</b> series. Persons whose PRIMARY assignments & responsibilities involve performing professional-level work in areas such as academic support, institutional support, student services, health professions, fiscal management, facilities management, human resource management, or information technology -- including those with supervisory duties that do not represent the majority of their time / effort. Requires at least a baccalaureate degree in the field or equivalent and may require a terminal degree and/or professional licensure in the field. All are FLSA Exempt (must make at least \$684/week).	Exempt	see below	see below	Annualized Salary Equivalent	TME
TE40CC	Professional	Seasonal Camp Counselor	Persons whose PRIMARY assignments & responsibilities involve residential camps sponsored through the university. Responsibilities may include, but are not limited to: planning, leading, and implementing core and/or non-core activities during the camp season. <i>Note: The seasonal camp operation must not exceed 7 months in any calendar year. In addition, the employees' scope of work must be consistent with standard seasonal camp counselor work responsibilities.</i>	Exempt	\$10,400	\$41,600	Annualized Salary Equivalent	TME

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TE400	Professional	Temp Acad Affairs Professional	Persons whose PRIMARY assignments & responsibilities involve performing professional-level work in Academic Affairs. Note: these individuals would be performing functions similar to those assigned to JCAT 400X00 to 409X00 as listed at <a href="http://www.ncsu.edu/human_resources/classcomp/pdf/JCATDetails.pdf">http://www.ncsu.edu/human_resources/classcomp/pdf/JCATDetails.pdf</a>	Exempt	\$30,000	\$95,000	Annualized Salary Equivalent	TME
TE410	Professional	Temp Student Affairs Prof	Persons whose PRIMARY assignments & responsibilities involve performing professional-level work in Student Affairs. Note: These individuals would be performing functions similar to those assigned to JCAT 410x00 to 419x00 as listed at <a href="http://www.ncsu.edu/human_resources/classcomp/pdf/JCATDetails.pdf">http://www.ncsu.edu/human_resources/classcomp/pdf/JCATDetails.pdf</a>	Exempt	\$28,000	\$90,000	Annualized Salary Equivalent	TME
TE420	Professional	Temp Institutional Affrs Prof	Persons whose PRIMARY assignments & responsibilities involve performing professional-level work in Institutional Affairs. Note: These individuals would be performing functions similar to those assigned to JCAT 420x00 to 429x00 as listed at <a href="http://www.ncsu.edu/human_resources/classcomp/pdf/JCATDetails.pdf">http://www.ncsu.edu/human_resources/classcomp/pdf/JCATDetails.pdf</a> .	Exempt	\$34,000	\$120,000	Annualized Salary Equivalent	TME
TE430	Professional	Temp Fiscal Affairs Prof	Persons whose PRIMARY assignments & responsibilities involve performing professional-level work in Fiscal Affairs. Note: These individuals would be performing functions similar to those assigned to JCAT 430x00 to 439x00 as listed at <a href="http://www.ncsu.edu/human_resources/classcomp/pdf/JCATDetails.pdf">http://www.ncsu.edu/human_resources/classcomp/pdf/JCATDetails.pdf</a> .	Exempt	\$34,000	\$100,000	Annualized Salary Equivalent	TME
TE440	Professional	Temp Ext Affairs/Comms Prof	Persons whose PRIMARY assignments & responsibilities involve performing professional-level work in External Affairs & Communications. Note: These individuals would be performing functions similar to those assigned to JCAT 440x00 to 449x00 as listed at <a href="http://www.ncsu.edu/human_resources/classcomp/pdf/JCATDetails.pdf">http://www.ncsu.edu/human_resources/classcomp/pdf/JCATDetails.pdf</a>	Exempt	\$33,000	\$100,000	Annualized Salary Equivalent	TME
TE450	Professional	Temp Facilities Professional	Persons whose PRIMARY assignments & responsibilities involve performing professional-level work in Facilities. Note: These individuals would be performing functions similar to those assigned to JCAT 450x00 to 459x00 as listed at <a href="http://www.ncsu.edu/human_resources/classcomp/pdf/JCATDetails.pdf">http://www.ncsu.edu/human_resources/classcomp/pdf/JCATDetails.pdf</a> .	Exempt	\$39,000	\$100,000	Annualized Salary Equivalent	TME

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TE460	Professional	Temp Info Tech Professional	Persons whose PRIMARY assignments & responsibilities involve performing professional-level work in Information Technology. Note: These individuals would be performing functions similar to those assigned to JCAT 460x00 to 469x00 as listed at <a href="http://www.ncsu.edu/human_resources/classcomp/pdf/JCATDetails.pdf">http://www.ncsu.edu/human_resources/classcomp/pdf/JCATDetails.pdf</a> .	Exempt	\$34,000	\$130,000	Annualized Salary Equivalent	TME
TE470	Professional	Temp Res, Ext &Other Educ Prof	Persons whose PRIMARY assignments & responsibilities involve performing professional-level work in Research, Extension and Other Education. Note: These individuals would be performing functions similar to those assigned to JCAT 470x00 to 476x00 as listed at <a href="http://www.ncsu.edu/human_resources/classcomp/pdf/JCATDetails.pdf">http://www.ncsu.edu/human_resources/classcomp/pdf/JCATDetails.pdf</a>	Exempt	\$26,000	\$125,000	Annualized Salary Equivalent	TME
TE480	Professional	Temp Hlth Sci Professional	Persons whose PRIMARY assignments & responsibilities involve performing professional-level work in Health Science. Note: These individuals would be performing functions similar to those assigned to JCAT 478x00 to 493x00 as listed at <a href="http://www.ncsu.edu/human_resources/classcomp/pdf/JCATDetails.pdf">http://www.ncsu.edu/human_resources/classcomp/pdf/JCATDetails.pdf</a> .	Exempt	\$40,000	\$140,000	Annualized Salary Equivalent	TME
TE490	Professional	Temp Environment Professional	Persons whose PRIMARY assignments & responsibilities involve performing professional-level work in Environmental Affairs. Note: These individuals would be performing functions similar to those assigned to JCAT 494x00 to 497x00 as listed at <a href="http://www.ncsu.edu/human_resources/classcomp/pdf/JCATDetails.pdf">http://www.ncsu.edu/human_resources/classcomp/pdf/JCATDetails.pdf</a>	Exempt	\$37,000	\$100,000	Annualized Salary Equivalent	TME
TE495	Professional	Temp Athletic Affairs Profess	involve performing professional-level work in Athletic	Exempt	\$24,000	\$120,000	Salary	TME
TN400	Professional	Temp Professional Paid Hourly	A professional whose duties meet one of the definitions above, but whose work is so sporadic or variable from week to week that it is not practical to pay the individual on a salaried basis. By paying hourly, even such (otherwise salaried professional) positions must be treated as FLSA non-exempt; accurate hours must be tracked, and pay is subject to overtime if hours work exceeds 40 in a week, an any other applicable provisions under state or federal personnel rules.	Non-Exempt	\$12.00	\$99.00	Hourly Rate	TMS
<b>TE5xx</b>	<b>Office/Clerical</b>	<b>Temporary Administrative / Office Support</b>	<b>correspond to a regular position found in the JCAT 500</b>	<b>see below</b>	<b>see below</b>	<b>see below</b>	<b>See Below</b>	<b>TME</b>
TE500	Office/Clerical	Temp Admin / Office Suppt Mgr	assignments are associated with office clerical, secretarial,	Exempt	\$39,000	\$55,000	Salary	TME
TN500	Office/Clerical	Temp Admin / Offc Suppt Staff	assignments are associated with office clerical, secretarial,	Non-Exempt	\$8.00	\$26.00	Hourly Rate	TMS
<b>TN6xx</b>	<b>Paraprofessional</b>	<b>Temporary Technical/Paraprofessional</b>	<b>correspond to a regular position found in the JCAT 600</b>	<b>Non-Exempt</b>	<b>See below</b>	<b>See below</b>	<b>See Below</b>	<b>TMS</b>

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TN40CC	Professional	Seasonal Camp Counselor	Persons whose PRIMARY assignments & responsibilities involve residential camps sponsored through the university. Responsibilities may include, but are not limited to: planning camp curriculum and activities, managing camp inventories, and camp site maintenance that support seasonal camp programs.	Non-Exempt	\$7.25	\$20.00	Hourly Rate	TMS
TN600	Paraprofessional	Temp Inst Suppt Tech/Paraprof	technical knowledge in the institutional field. Note: These	Non-Exempt	\$8.00	\$26.00	Hourly Rate	TMS
TN610	Paraprofessional	Temp Tech Suppt Tech/Paraprof	technical knowledge in the Technology field. Note: These	Non-Exempt	\$8.00	\$30.00	Hourly Rate	TMS
TN620	Paraprofessional	Temp Research Tech/Paraprof	technical knowledge in the Research field. Note: These	Non-Exempt	\$8.00	\$35.00	Hourly Rate	TMS
TN630	Paraprofessional	Temp Sci Technical/Paraprof	technical knowledge in the Science field. Note: These	Non-Exempt	\$8.00	\$35.00	Hourly Rate	TMS
TN640	Paraprofessional	Temp Hlth Sci Tech/Paraprof	technical knowledge in the Health Science field. Note:	Non-Exempt	\$8.00	\$50.00	Hourly Rate	TMS
TN650	Paraprofessional	Temp Environmtl Tech/Paraprof	technical knowledge in environmental fields. Note: These	Non-Exempt	\$8.00	\$28.00	Hourly Rate	TMS
<b>Tx7xx</b>	<b>Skilled Crafts/ Trades</b>	<b>Temporary Skilled Crafts/Trades</b>	<b>correspond to a regular position found in the JCAT 700</b>	<b>See below</b>	<b>See below</b>	<b>See below</b>	<b>See below</b>	
TE700	Skilled Crafts/ Trades	Temp Skilld Crafts/Trades Sup	assignments require specialized manual skills acquired	Exempt	\$40,000	\$70,000	Salary	TME
TN710	Skilled Crafts/ Trades	Temporary Skilled Craftsperson	primary assignments require specialized manual skills	Non-Exempt	\$8.00	\$ 35.00	Hourly Rate	TMS
<b>Tx8xx</b>	<b>Maintenance</b>	<b>Temporary Service/Maintenance</b>	<b>correspond to a regular position found in the JCAT 800</b>	<b>See below</b>	<b>See below</b>	<b>See below</b>	<b>See below</b>	
TE800	Maintenance	Temp Srvc/Maint Supervisor	responsibilities involve supporting the comfort,	Exempt	\$30,000	\$68,000	Salary	TME
TN810	Maintenance	Temporary Service/Maintenance	primary responsibilities involve supporting	Non-Exempt	\$8.00	\$25.00	Hourly Rate	TMS
<b>Tx9xx</b>	<b>Other</b>	<b>Temp, Non-NCSU Student</b>	<b>A student enrolled for the current or upcoming semester in a post-secondary institution other than NCSU. The student status must be their primary role and temp work is secondary/incidental to their primary role as a student elsewhere. Such temp assignments by students not seeking current regular employment can exceed 12 consecutive months with a current Certification Form on file in the hiring department.</b>	<b>See below</b>	<b>See below</b>	<b>See below</b>	<b>See below</b>	
TN910	Other	Temp Non-NCSU Student	semester in a post-secondary institution other than	Non-Exempt	\$7.25	\$30.00	Hourly Rate	TMS
TN914	Other	Temp Non-NCSU Student Trainee (Frml Credit Prog)	A non-NCSU student enrolled for the current or upcoming semester at a post-secondary institution other than NCSU whose student status is their primary role. Training must be directly related to their current academic degree program. Enrolled students not seeking permanent employment can exceed 12 consecutive months with a current Certification Form on file in the hiring department.	Non-Exempt	\$7.25	\$20.00	Hourly Rate	TMS
<b>TSW9xx</b>	<b>Student Workers</b>	<b>Student Worker</b>	<b>for the current or upcoming semester at NC</b>	<b>Non-Exempt</b>	<b>See Below</b>	<b>See Below</b>	<b>Hourly Rate</b>	
TSW910	Student Workers	Student Worker, Enrolled @ NCSU	the current or upcoming semester at <b>NC State</b>	Non-Exempt	\$7.25	\$30.00	Hourly Rate	STW
TSW912	Student Workers	Work Study Student	the federally funded work study program.	Non-Exempt	\$7.25	\$20.00	Hourly Rate	STW
TSW914	Student Workers	Student Int (Frml Credit Prog)	performing work that is part of a formal credit intern	Non-Exempt	\$7.25	\$20.00	Hourly Rate	STW

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Tx96X	<b>Global Training Initiative</b>							
TN960	<b>Student Workers</b>	GTI - Hourly	that focuses on full-time (12+ credit hours) coursework in a	Exempt	\$7.25	\$30.00	Hourly Rate	STW
TE960	<b>Student Workers</b>	GTI Intern	An individual who is enrolled in the GTI certificate program that focuses on full-time (12+ credit hours) coursework in a given field of study (the work they perform is secondary/incidental to their primary role as a student).	N/A However, Comp Rate must be expressed at a biweekly rate			expressed at a biweekly rate	STW