

Job Codes & Pay Ranges for Temporary Employees and Student Workers

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JCAT Info is available at: http://www.ncsu.edu/human_resources/classcomp/jcats.php

Job Code	Category	Description	Use this Job Code for	FLSA Status	Pay Range		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 JCAT 100 series. Persons whose primary assignments require management of the institution or a customarily recognized division thereof. All are FLSA Exempt (must make at least \$455/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 JCAT 300 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 \$455/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 JCAT 400 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 \$455/week).	Exempt	see below	see below	Annualized Salary Equivalent	TME
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 http://www.ncsu.edu/human_resources/classcomp/pdf/JCATDetails.pdf	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 http://www.ncsu.edu/human_resources/classcomp/pdf/JCATDetails.pdf	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 http://www.ncsu.edu/human_resources/classcomp/pdf/JCATDetails.pdf .	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 http://www.ncsu.edu/human_resources/classcomp/pdf/JCATDetails.pdf .	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 http://www.ncsu.edu/human_resources/classcomp/pdf/JCATDetails.pdf	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 http://www.ncsu.edu/human_resources/classcomp/pdf/JCATDetails.pdf .	Exempt	\$39,000	\$100,000	Annualized Salary Equivalent	TME
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 http://www.ncsu.edu/human_resources/classcomp/pdf/JCATDetails.pdf .	Exempt	\$34,000	\$130,000	Annualized Salary Equivalent	TME

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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 http://www.ncsu.edu/human_resources/classcomp/pdf/JCATDetails.pdf	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 http://www.ncsu.edu/human_resources/classcomp/pdf/JCATDetails.pdf .	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 http://www.ncsu.edu/human_resources/classcomp/pdf/JCATDetails.pdf	Exempt	\$37,000	\$100,000	Annualized Salary Equivalent	TME
TE495	Professional	Temp Athletic Affairs Profess	Persons whose PRIMARY assignments & responsibilities involve performing professional-level work in Athletic Affairs. Note: These individuals would be performing functions similar to those assigned to JCATs 468x00, 469x00, 498x00 & 499x00 as listed at http://www.ncsu.edu/human_resources/classcomp/pdf/JCATDetails.pdf	Exempt	\$24,000	\$120,000	Annualized Salary Equivalent	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
TE5xx	Office/Clerical	Temporary Administrative / Office Support	A temporary assignment with duties that would correspond to a regular position found in the JCAT 500 series. Persons whose primary assignments are associated with office clerical, secretarial, or non-exempt administrative or department assistance. Includes first line managers and supervisors of such employees.	see below	see below	see below	See Below	TME
TE500	Office/Clerical	Temp Admin / Office Suppt Mgr	FLSA-exempt managers of individuals whose primary assignments are associated with office clerical, secretarial, or non-exempt administrative or department assistance. All are FLSA Exempt (must make at least \$455/week). Note: These individuals would be performing functions similar to those assigned to JCAT 500x00 as listed at http://www.ncsu.edu/human_resources/classcomp/pdf/JCATDetails.pdf	Exempt	\$39,000	\$55,000	Annualized Salary Equivalent	TME
TN500	Office/Clerical	Temp Admin / Offc Suppt Staff	Staff, including FLSA-subject lead workers, whose primary assignments are associated with office clerical, secretarial, or non-exempt administrative or department assistance. Note: These individuals would be performing functions similar to those assigned to JCAT 505x00 to 540x00 as listed at http://www.ncsu.edu/human_resources/classcomp/pdf/JCATDetails.pdf	Non-Exempt	\$8.00	\$26.00	Hourly Rate	TMS
TN6xx	Technical/ Paraprofessional	Temporary Technical/Paraprofessional	A temporary assignment with duties that would correspond to a regular position found in the JCAT 600 series. Persons whose primary assignments require specialized technical knowledge in the field as acquired through apprenticeship, academic training such as a 2-year degree or certificate, or the equivalent. All are FLSA non-exempt positions.	Non-Exempt	See below	See below	See Below	TMS
TN600	Technical/ Paraprofessional	Temp Inst Suppt Tech/Paraprof	Persons whose primary assignments require specialized technical knowledge in the institutional field Note: These individuals would be performing functions similar to those assigned to JCAT 600x00 to 609x00 as listed at http://www.ncsu.edu/human_resources/classcomp/pdf/JCATDetails.pdf .	Non-Exempt	\$8.00	\$26.00	Hourly Rate	TMS

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TN610	Technical/ Paraprofessional	Temp Tech Suppt Tech/Paraprof	Persons whose primary assignments require specialized technical knowledge in the Technology field. Note: These individuals would be performing functions similar to those assigned to JCAT 610x00 to 618x00 as listed at http://www.ncsu.edu/human_resources/classcomp/pdf/JCATDetails.pdf	Non-Exempt	\$8.00	\$30.00	Hourly Rate	TMS
TN620	Technical/ Paraprofessional	Temp Research Tech/Paraprof	Persons whose primary assignments require specialized technical knowledge in the Research field. Note: These individuals would be performing functions similar to those assigned to JCAT 620x00 to 622x00 as listed at http://www.ncsu.edu/human_resources/classcomp/pdf/JCATDetails.pdf	Non-Exempt	\$8.00	\$35.00	Hourly Rate	TMS
TN630	Technical/ Paraprofessional	Temp Sci Technical/Paraprof	Persons whose primary assignments require specialized technical knowledge in the Science field. Note: These individuals would be performing functions similar to those assigned to JCAT 630x00 to 634x00 as listed at http://www.ncsu.edu/human_resources/classcomp/pdf/JCATDetails.pdf	Non-Exempt	\$8.00	\$35.00	Hourly Rate	TMS
TN640	Technical/ Paraprofessional	Temp Hlth Sci Tech/Paraprof	Persons whose primary assignments require specialized technical knowledge in the Health Science field. Note: These individuals would be performing functions similar to those assigned to JCAT 640x00 to 656x00 as listed at http://www.ncsu.edu/human_resources/classcomp/pdf/JCATDetails.pdf	Non-Exempt	\$8.00	\$50.00	Hourly Rate	TMS
TN650	Technical/ Paraprofessional	Temp Environmntl Tech/Paraprof	Persons whose primary assignments require specialized technical knowledge in environmental fields. Note: These individuals would be performing functions similar to those assigned to JCAT 660x00 to 668x00 as listed at http://www.ncsu.edu/human_resources/classcomp/pdf/JCATDetails.pdf .	Non-Exempt	\$8.00	\$28.00	Hourly Rate	TMS
Tx7xx	Skilled Crafts/ Trades	Temporary Skilled Crafts/Trades	A temporary assignment with duties that would correspond to a regular position found in the JCAT 700 series. Persons whose primary assignments require specialized manual skills acquired through apprenticeship, formal training programs, or on-the-job training. Includes the lead workers, foremen, and supervisors of such employees.	See below	See below	See below	See below	
TE700	Skilled Crafts/ Trades	Temp Skilld Crafts/Trades Sup	FLSA-exempt Supervisors of individuals whose primary assignments require specialized manual skills acquired through apprenticeship, formal training programs, or on-the-job training. Note: These individuals would be performing functions similar to those assigned to JCAT 700x00 & 705x00 as listed at http://www.ncsu.edu/human_resources/classcomp/pdf/JCATDetails.pdf	Exempt	\$40,000	\$70,000	Annualized Salary Equivalent	TME
TN710	Skilled Crafts/ Trades	Temporary Skilled Craftsperson	Staff, including FLSA-subject leads and foremen, whose primary assignments require specialized manual skills acquired through apprenticeship, formal training programs, or on-the-job training. Note: These individuals would be performing functions similar to those assigned to JCAT 710x00 to 742x00 as listed at http://www.ncsu.edu/human_resources/classcomp/pdf/JCATDetails.pdf	Non-Exempt	\$8.00	\$ 35.00	Hourly Rate	TMS
Tx8xx	Service/ Maintenance	Temporary Service/Maintenance	A temporary assignment with duties that would correspond to a regular position found in the JCAT 800 series. Persons whose primary responsibilities involve supporting the comfort, convenience, hygiene, or welfare of institutional students, employees, patients, visitors, or constituents. Generally requires no more than high-school or limited post-high school training and experience. Includes the leads, foremen, and supervisors of such employees.	See below	See below	See below	See below	

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TE800	Service/Maintenance	Temp Srvc/Maint Supervisor	FLSA-exempt supervisors of individuals whose primary responsibilities involve supporting the comfort, convenience, hygiene, or welfare of institutional students, employees, patients, visitors, or constituents. Generally requires no more than high-school or limited post-high school training and experience. Note: These individuals would be performing functions similar to those assigned to JCAT 800x00 as listed at http://www.ncsu.edu/human_resources/classcomp/pdf/JCATDetails.pdf	Exempt	\$30,000	\$68,000	Annualized Salary Equivalent	TME
TN810	Service/Maintenance	Temporary Service/Maintenance	Staff, including FLSA-subject leads and foremen, whose primary responsibilities involve supporting the comfort, convenience, hygiene, or welfare of institutional students, employees, patients, visitors, or constituents. Generally requires no more than high-school or limited post-high school training and experience. Note: These individuals would be performing functions similar to those assigned to JCAT 810x00 to 851x00 as listed at http://www.ncsu.edu/human_resources/classcomp/pdf/JCATDetails.pdf	Non-Exempt	\$8.00	\$25.00	Hourly Rate	TMS
Tx9xx	Other	Temp, Non-NCSU Student	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.	See below	See below	See below	See below	
TN910	Other	Temp Non-NCSU Student	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.	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
TSW9xx	Student Workers	Student Worker	An individual who is enrolled at least half-time for the current or upcoming semester at NC State University, and whose student status is their primary role (the work they perform is secondary/incidental to their primary role as a student). Does not include Graduate TA's & RA's on the Graduate Student Support Plan (GSSP).	Non-Exempt	See Below	See Below	Hourly Rate	
TSW910	Student Workers	Student Worker, Enrolled @ NCSU	An individual who is enrolled at least half-time for the current or upcoming semester at NC State University, and whose student status is their primary role (the work they perform is secondary/incidental to their primary role as a student).	Non-Exempt	\$7.25	\$30.00	Hourly Rate	STW
TSW912	Student Workers	Work Study Student	A Student Worker as defined above who is being paid from the federally funded work study program.	Non-Exempt	\$7.25	\$20.00	Hourly Rate	STW
TSW914	Student Workers	Student Int (Frml Credit Prog)	A Student Worker as defined above who is being paid for performing work that is part of a formal credit intern program.	Non-Exempt	\$7.25	\$20.00	Hourly Rate	STW
Tx96X	Global Training Initiative							
TN960	Student Workers	GTI Intern	An individual who is part of a GTI certificate program (the work must be incidental to their primary field of study in their home country. A minimum of 32 hours must be worked each week to meet the immigration requirements).	Exempt	\$7.25	\$30.00	Hourly Rate	STW

** Student Status verification form is available at http://www.ncsu.edu/human_resources/forms/employment/temp_terms.pdf