

E-2d(2)      PROCEDURE    Position Types, Benefits

**Position Types**

Positions are defined as “regular”, “temporary” or “seasonal” according to the following:

**Regular Position:** A position, regardless of full-time equivalency, with a normal expectation of an ongoing commitment. Normally, a regular position has a fixed number of hours on a regular schedule.

**Temporary Position:** A position, regardless of full-time equivalency, for a specific purpose or Assignment. A temporary position is normally expected to be completed in one year or less and employment may be terminated at any time without cause.

1. All adjunct faculty positions are temporary, for one term only and do not automatically renew for additional terms.

**Seasonal Position:** A position, regardless of full-time equivalence, is classified as temporary and short term in nature. The duration of the position must be less than 120 calendar days. Seasonal employees are not eligible for fringe benefits and employment may be terminated at any time without cause.

**Positions Qualifying for Benefits**

Positions are defined as “qualifying for benefits” and “not qualifying for benefits” according to the following:

**Qualifying for Benefits:** A position qualifies for benefits, if the full-time equivalency factor for the position is 0.75 or greater. The position may be regular or temporary. The position may be full-time or part-time.

**Exceptions:**

1. Those employees who were less than three-fourths (3/4) time as of July 1, 1986 and were receiving benefits will be eligible for the same fringe benefits provided they maintain continuous employment at or above the July 1986 level.
2. Employees with an FTE status of less than 0.75 may voluntarily participate in the College’s Group Supplemental Retirement Account (GSRA) and/or 457(b) Deferred Compensation plan and/or Group Retirement Account (GRA) without College match.

**Not Qualifying for Benefits:** A position does not qualify for benefits if the full-time equivalency factor for the position is less than 0.75. The position may be regular or temporary. The position must be part-time.

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