

	MURFREESBORO CITY SCHOOL BOARD POLICY		
	Descriptor Term: SEASONAL EMPLOYEES AND TEMPORARY EMPLOYEES	Descriptor Number: PER 33	Date Adopted: 9/01
		Revision Adopted:	

An employee eligible for benefits is a person employed to work a minimum of thirty (30) hours per workweek for a continuous period of six (6) months or more. A full-time employee is a person employed to work a minimum of thirty (30) hours per week for a continuous period of six (6) months or more who is not employed as a temporary employee for a limited term. Other employees are either part-time or temporary employees and shall not be entitled to benefits.

A temporary employee is a person employed for a specific purpose(s) which is recognized to be of limited duration at the time of employment. A temporary employee often is a seasonal employee, but may not be. A temporary employee is not entitled to benefits.

The definition of a seasonal employee is controlled by the Fair Labor Standards Act (FLSA). A seasonal employee of the Murfreesboro City School System is generally an employee in the Maintenance Department, usually a member of the yard crew. A seasonal employee may be a full-time employee, part-time employee, or temporary employee.

There are two considerations under FLSA in determining whether employees are engaged in seasonal activity:

1. Whether the activity is a regular and recurring aspect of the employee's work; and
2. Whether the projected overtime hours during the period of significantly increased demand are likely to result in the accumulation of more than 240 hours of compensatory time hours.

No matter how the employee is classified, the employee is an employee at will.