

# Staff Education Organization Employment Association (Tennessee v5.3)

Last Modified on 03/11/2024 8:46 am CDT

Tool Search: Ed-Fi

This association indicates the education organization an employee, contractor, volunteer or other service provider is formally associated with typically indicated by which organization the staff member has a services contract with or receives compensation from.

## Object Triggering

Action	Business Rules
Post	<p>Staff must meet the following conditions to report:</p> <ol style="list-style-type: none"> <li>Have a District Assignment record with Assignment Code is not null. <ul style="list-style-type: none"> <li>Assignment must overlap the configured scope year.</li> </ul> </li> <li>Staff member has an Ed-Fi ID is not null.</li> <li>Staff member has an Email Address is not null.</li> </ol> <p>Do NOT report a record if any one of the following scenarios are true:</p> <ol style="list-style-type: none"> <li>There is not an Ed-Fi ID and Email Address for the staff person.</li> <li>The staff records are not active based on the Scope Year logic listed below.</li> <li>If the record is being triggered from a District Assignment record and it is marked as Exclude.</li> <li>If the record is being triggered from a District Assignment record and the School is marked as Exclude.</li> </ol>
Put	<p>When any field not part of the natural key is changed:</p> <ul style="list-style-type: none"> <li>End Date</li> </ul>
	End Date
Delete/Post	<p>When any field part of the natural key is changed:</p> <ul style="list-style-type: none"> <li>Start Date</li> <li>Employment Status Descriptor</li> </ul>
Delete	When all District Assignment records are deleted.
Delete	When Ed-Fi ID is deleted.
Delete	When Email Address is deleted.

## Resource Toggle/Resync

Action	Business Rule
None	If a resource is toggled to 'OFF' after data has sent, all sent data will remain in the ODS but no new data will send.
Resync	If a record is in the Ed-Fi Identity Mapping table and not in the ODS, it will be deleted from the Ed-Fi Identity Mapping table.
Resync	If a record is in the ODS and it does not have a matching record in Campus or the Ed-Fi Identity Mapping table, it will be deleted from the ODS.
Resync	If a mapping is changed in Resource Preferences, a resync will need to be done to reflect the changes.

## Natural Key Changes/Cascading Updates, Deletes

Action	Business Rule
Delete/Post	Natural Key changes:
	If the School Number/Ed-Fi School Number changes or the Ed-Fi ID changes, a delete/post will occur with the cascading deletes from the School ID/Ed-Fi ID Change triggers.
Delete/Post	If the Start Date or Employment Status Descriptor changes, the record will delete and repost

Action	Business Rule
N/A	Cascading update: There are no dependent resources

## Scope Year

Business Rules
A record will report when a person has a District Assignment or District Employment record that is aligned to a scoped year
Report when a staff has an active District Assignment or District Employment record that overlaps with the School year Start and End Dates If School Year Start Date is NULL, 7/1/xxxx will be the default start date used If School Year End Date is NULL, 6/30/xxxx will be the default end date used
Data will only send for the years that have valid configuration

## Event Queue Detail

Campus Table	Ed-Fi Action	Fields
employment	Post/Put/Delete	The primary table used for sending data for this resource
employmentassignment	Post/Put/Delete	The primary table used for sending data for this resource

## Object Data Elements

Data Element Labels in bold are part of the Natural Key and are required data elements for Data to send to Ed-Fi

Data Element Label	Business Requirement	Business Rules	M, C or O	Data Source GUI Path	Database Field
id	The unique identifier of the resource		M		
<b>employmentStatus Descriptor</b>	The descriptor defines the type of contact.	Always report 'Other'.	M		
<b>hireDate</b>	The actual date of the employee's hire or change of status.	Report the Start Date of the active District Employment record.	M	Census > People > District Employment > Start Date	employmentassignmentStartDate
credentialReference	A reference to the related Credential resource	1. This is optional, does not report	O		
<b>educationOrganization Reference</b>	A reference to the related EducationOrganization resource.  The following EIS 060 Staff Member definitions apply: <ul style="list-style-type: none"> <li>District ID - The TN Department of Education assigned District Number</li> </ul>	1. Reports the State District Number. Leading zeros are removed.	M	System Administration > Resources > District Information > State District Number	District.number

Data Element Label	Business Requirement	Business Rules	M, C or O	Data Source GUI Path	Database Field
staffReference	A reference to the related Staff resource	1. Reports the data that is part of the Natural Key for the Staff resource	M		
department	The department or suborganization the employee/contractor is associated with in the Education Organization	1. This is optional, do not report	O		
endDate	The date used to terminate employees state SSO account.	Report the End Date of most recent District Employment record.	O	Census> People> District Assignment> End Date	employmentassignment
fullTimeEquivalency	The ratio between the hours of work expected in a position and the hours of work normally expected in a full-time position in the same setting	1. This is optional, do not report	O		
hourlyWage	Hourly wage associated with the employment position being reported	1. This is not collected in SIS, do not report	O		
offerDate	Date at which the staff member was made an official offer for this employment	1. This is not collected in SIS, do not report	O		
separationDescriptor	Type of employment separation; for example: Voluntary separation, Involuntary separation, Mutual agreement, Other, etc.	1. This is not collected in SIS, do not report	O		
separationReasonDescriptor	This descriptor defines the reasons for terminating the employment	1. This is not collected in SIS, do not report	O		

Data Element Label	Business Requirement	Business Rules	M, C or O	Data Source GUI Path	Database Field
<b>_ext.tdoe.submittedForSchoolYearTypeReference.SchoolYear</b>	The key for School Year.	Use the School Year tied to the configured year to identify the End Year and report the End Year.	M	System Administration > Ed-Fi > Ed-Fi Configuration > Connection > School Year	SchoolYear.endYear
<b>_ext.tdoe.submittedByEducationOrganizationReference.educationOgranizationID</b>	The identifier assigned to an education organization.	Reports the State District Number. Leading zeros are removed.	M	System Administration > Resources > District Information	district.number
_etag	A unique system-generated value that identifies the version of the resource		O	district.number	

## Type/Descriptors

▶ [Click here to expand...](#)