

# Staff Education Organization Employment Associations (Georgia 3.6.1)

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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 Logic

This table describes logic for triggering syncing of this object.

Action	Trigger
Post	<p>When a person has a District Employment record with the District Staff check box checked and an Employment Status populated and mapped to an Ed-Fi Code <b>OR</b> when a person as a District Assignment record with Type populated and mapped to an Ed-Fi Code.</p> <ul style="list-style-type: none"> <li>Do NOT report a record if any one of the following scenarios are true:               <ol style="list-style-type: none"> <li>There is not a Social Security Number 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> <li>If data is sent prior to the Exclude check boxes are checked, the data will remain and the user will need to use the Delete Tool to remove data.</li> <li>The Employment Status / Type field is not mapped in Resource Preferences</li> </ol> </li> <li>If school staff member has more than 1 qualifying District Assignment record, a record will generate for each eligible School/Start date</li> <li>If a staff member has a District Employment record that is marked as District Staff and a District Assignment record, the staff member will get multiple records. One with an Ed Org Reference Number = to the District Number and one with an Ed Org Reference Number = to each school they have an eligible District Assignment record for.</li> </ul>
Post/Delete/Put	<p>A Post/Delete will occur if the natural key is changed. A Put will occur otherwise.</p> <ul style="list-style-type: none"> <li>When the following information on the District Employment changes:               <ul style="list-style-type: none"> <li>Employment Status</li> <li>Start Date</li> <li>End Date</li> </ul> </li> <li>When the following information on the District Assignment changes:               <ul style="list-style-type: none"> <li>Start Date</li> <li>End Date</li> <li>Exclude</li> <li>Type</li> </ul> </li> </ul>
Delete/Post	<p>If there are two District Assignment records that create the same natural Key and 1 is Deleted, the remaining record will be posted</p>
Delete	<p>When a District Assignment record is deleted</p>
Delete	<p>When a District Employment record is deleted.</p>

## School Exclude, Calendar Exclude, Resource Toggle and Resync Logic

This table describes the School Exclude, Calendar Exclude, Resource Toggle and Resync logic of this object.

Action	Trigger
None	<p>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.</p>
Resync	<p>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.</p>
Resync	<p>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.</p>
Resync	<p>If a mapping is changed in Resource Preferences, a resync will need to be done to reflect the changes.</p>

## Natural Key Changes, Cascading Updates, and Deletes Logic

This table describes the Natural Key Changes/Cascading Updates and Deletes logic of this object.

Action	Trigger
Delete/Post	Natural Key change: <ul style="list-style-type: none"> <li>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.</li> </ul>
Delete/Post	If the Start Date or Employment Status Descriptor changes, the record will delete and repost.
Delete/Post	Cascading update: There are no dependent resources.

## Scope Year Logic

This table describes scope year logic of this object.

Logic
<p>A record will report when a person has a District Assignment or District Employment record that is aligned to a scoped year.</p> <ul style="list-style-type: none"> <li>Report when a staff has an active District Assignment or District Employment record that overlaps with the School year Start and End Dates. <ul style="list-style-type: none"> <li>If School Year Start Date is NULL, 7/1/xxxx will be the default start date used.</li> <li>If School Year End Date is NULL, 6/30/xxxx will be the default end date used.</li> </ul> </li> <li>Data will only send for the years that have valid configuration.</li> </ul>
Data will only send for the years that have valid configuration.

## Resource Preferences

This table describes the Resource Preferences of this object.

Data Element Label	Mapping Needed
Separation Reason Descriptors	Employment Exit Reason
Level Of Education Institution Descriptors	Employment Baccalaureate Degree Instituti

## Event Queue Detail

This table describes the Event Queue Detail of this object.

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

This table describes data elements sent within the Staff Education Organization Assignment Association resource.

Data Element Label	Business Requirement	Business Rules	M, C or O	Data Source GUI Path	Data
id	The unique identifier of the resource		M		

Data Element Label	Business Requirement	Business Rules	M, C or O	Data Source GUI Path	Data
<b>employmentStatus Descriptor</b>	This descriptor defines the type of employment or contract	<ul style="list-style-type: none"> <li>Report the Ed-Fi Code mapped to the <b>Employment Status</b> if reporting from the District Employment.</li> <li>Report the Ed-Fi Code mapped to the <b>Type</b> if reporting from the District Assignment.</li> </ul>	M	District Employment > Employment Status  OR  District Assignment > Type	
<b>hireDate</b>	The month, day, and year on which a contract between an individual and a governing authority specifies that employment is to begin (or the date on which the agreement is made valid). NEDM: Contract Beginning Date	<ol style="list-style-type: none"> <li>When reporting from the District Employment record, report the District Employment Start Date</li> <li>When reporting from the District Assignment record, report the District Assignment Start Date</li> </ol>	M	Census > People > District Assignment > Start Date	empl
credentialReference	A reference to the related Credential resource	<ol style="list-style-type: none"> <li>This is optional, does not report</li> </ol>	O		
educationOrganizationReference	A reference to the related EducationOrganization resource	<ol style="list-style-type: none"> <li>If the District Employment record as the District Staff check box checked, report staff with the District Number.</li> <li>If reporting from the District Assignment record, report the SchoolID</li> </ol>	M	System Administration > Resources > District Information > State District Number  OR  System Administration > Resources > School > State School Number	
<b>staffReference</b>	A reference to the related Staff resource	<ol style="list-style-type: none"> <li>Reports the data that is part of the Natural Key for the Staff resource.</li> </ol>	M		
department	The department or suborganization the employee/contractor is associated with in the Education Organization	<ol style="list-style-type: none"> <li>This is optional, do not report.</li> </ol>	O		
endDate	The month, day, and year on which a contract between an individual and a governing authority ends or is terminated under the provisions of the contract (or the date on which the agreement is made invalid). NEDM: Contract Ending Date	<ol style="list-style-type: none"> <li>When reporting from the District Employment record, report the District Employment End Date               <ol style="list-style-type: none"> <li>If NULL, do not report</li> </ol> </li> <li>When reporting from the District Assignment record, report the District Assignment End Date               <ol style="list-style-type: none"> <li>If NULL, do not report</li> </ol> </li> </ol>	O	Census > People > District Employment > End Date	empl
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	<ol style="list-style-type: none"> <li>This is optional, do not report</li> </ol>	O		

Data Element Label	Business Requirement	Business Rules	M, C or O	Data Source GUI Path	Data
hourlyWage	Hourly wage associated with the employment position being reported	Do not report; this is not collected in SIS.	O		
offerDate	Date at which the staff member was made an official offer for this employment	Do not report; this is not collected in SIS.	O		
separationDescriptor	Type of employment separation; for example: Voluntary separation, Involuntary separation, Mutual agreement, Other, etc.	Do not report; this is not collected in SIS.	O		
separationReason Descriptor	This descriptor defines the reasons for terminating the employment	Do not report; this is not collected in SIS.	C		
highestCompleted LevelOfEducation InstitutionDescriptor	Indicates the Institution or State that conferred Highest Degree.	<ol style="list-style-type: none"> <li>1. If the 'District Staff' checkbox is checked on the District Employment record AND the 'Qualification Status' on the District Employment record = "C: Certified". <ul style="list-style-type: none"> <li>◦ Report mapped EdFi code of 'Highest Degree Institution' using Level Of Education Institution Descriptor.</li> </ul> </li> <li>2. Else, if the 'Qualification Status' = NULL AND 'Type' = 'Certified' on the staff's active primary district assignment. <ul style="list-style-type: none"> <li>◦ Report mapped EdFi code of 'Highest Degree Institution' from reporting DE using Level Of Education Institution Descriptor.</li> </ul> </li> <li>3. Else, do not report.</li> </ol> <p>Note:</p> <ul style="list-style-type: none"> <li>• Primary District Assignment is calculated as follows: <ul style="list-style-type: none"> <li>◦ Look at all active District Assignments - determine which one has the highest total FTE value.</li> <li>◦ If FTE is null or multiple assignments have the same highest value, derive using most recent.</li> </ul> </li> </ul>	C	Census>People>District Employment>Highest Degree Institution	

Data Element Label	Business Requirement	Business Rules	M, C or O	Data Source GUI Path	Data
bacalaureateLevelOfEducationInstitutionDescriptor	Indicates the Institution or State that conferred Baccalaureate Degree.	<ol style="list-style-type: none"> <li>1. If the 'District Staff' checkbox is checked on the District Employment record AND the 'Qualification Status' on the District Employment record = "C: Certified".               <ul style="list-style-type: none"> <li>◦ Report mapped EdFi code of 'Baccalaureate Degree Institution' from reporting DE using Level Of Education Institution Descriptor.</li> </ul> </li> <li>2. Else, if the 'Qualification Status' = NULL AND 'Type' = 'Certified' on the staff's active primary district assignment.               <ul style="list-style-type: none"> <li>◦ Report mapped EdFi code of 'Baccalaureate Degree Institution' from reporting DE using Level Of Education Institution Descriptor.</li> </ul> </li> <li>3. Else report as null/blank.</li> </ol> <p>Note:</p> <ul style="list-style-type: none"> <li>• Primary District Assignment is calculated as follows:               <ul style="list-style-type: none"> <li>◦ Look at all active District Assignments - determine which one has the highest total FTE value.</li> <li>◦ If FTE is null or multiple assignments have the same highest value, derive using most recent.</li> </ul> </li> </ul>	C	Census>People>District Employment>Baccalaureate Degree Institution	
nationalCertified	The data is used to determine if a Staff Member is a National Board Certified Teacher.	<ol style="list-style-type: none"> <li>1. If National Board Certified Teacher is checked, report true               <ol style="list-style-type: none"> <li>1. Else, report false.</li> </ol> </li> </ol>	R	Census > People > District Employment > National Board Certified Teacher	

Data Element Label	Business Requirement	Business Rules	M, C or O	Data Source GUI Path	Data
teacherOrPrincipal YearsInDistrict	The total number of years that an individual has previously held a Teacher or Principal position in the current district.	1. If staff member has any assignment in the current scope year with a title code = 14-19, 00, 20-23, 25, 28, 30, 73-75, 94, 96, 97, 101, 103-104, 106, 110, 110S, or 139-140 ( <i>teacher or principle</i> ): <ul style="list-style-type: none"> <li>◦ If 'Yrs Experience in District' from the staff's reporting District Employment is populated, report value</li> <li>◦ Else if 'Yrs Experience in District' is null               <ol style="list-style-type: none"> <li>1. Calculate by taking the difference between the original hire date (value calculated for hire date field) and the District Employment End Date (use current date if employment end date is blank)                   <ul style="list-style-type: none"> <li>▪ MUST Report 0 if calculated value is less than one year</li> <li>▪ If &gt;1yr - Report calculated value as a whole number - normal rounding rules apply.</li> </ul> </li> <li>2. Else leave as null/blank</li> </ol> </li> </ul>	C	Census > People > District Assignment > Staff Assignment Code  Census > People > District Employment > Yrs Experience in District  Census > People > District Employment > Original Hire Date  Census > People > District Employment > End Date	

Data Element Label	Business Requirement	Business Rules	M, C or O	Data Source GUI Path	Data
teacherOrPrincipal YearsOverall	The total number of years that an individual has previously held a Teacher or Principal position overall.	1. If staff member has any assignment in the current scope year with a title code = 14-19, 00, 20-23, 25, 28, 30, 73-75, 94, 96, 97, 101, 103-104, 106, 110, 110S, or 139-140 ( <i>teacher or principle</i> ): <ul style="list-style-type: none"> <li>o If 'Yrs Experience in District' from the staff's reporting District Employment is populated, report value</li> <li>o Else if 'Yrs Experience in District' is null               <ol style="list-style-type: none"> <li>1. Calculate by taking the difference between the original hire date (value calculated for hire date field) and the District Employment End Date (use current date if employment end date is blank) THEN add Teaching Years Modifier to the calculated value.                   <ol style="list-style-type: none"> <li>1. MUST Report 0 if calculated value is less than one year</li> <li>2. If &gt;1yr - Report calculated value as a whole number - normal rounding rules apply.</li> </ol> </li> <li>2. Else, leave as null/blank</li> </ol> </li> </ul>	C	Census > People > District Assignment > Staff Assignment Code  Census > People > District Employment > Yrs Experience in District  Census > People > District Employment > Original Hire Date  Census > People > District Employment > End Date  Census > People > District Employment > Teaching Years Modifier	
_etag	A unique system-generated value that identifies the version of the resource		O		
annualSalary	Indicates annual salary for certified and classified employees	Do not report, this is optional.	O		
annualContractWorkDays	Indicates annual contract work days for certified and classified employees	Do not report, this is optional.	O		

Data Element Label	Business Requirement	Business Rules	M, C or O	Data Source GUI Path	Data
employmentBasis	Indicates employee basis for certified and classified employees	Do not report, this is optional.	O		
salaryPayStepDescriptor	Indicates Salary Pay Step	Do not report, this is optional.	O		
staffEmploymentCharacteristics	Collection of Staff Employment Characteristics	Do not report, this is optional.	O		
staffEmploymentIndicators	Collection of Staff Employment Indicators	Do not report, this is optional.	O		

## Type/Descriptor

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### employmentStatusDescriptor

Ed-Fi Code Value	Description	Namespace	Short Description
C	Certified	uri://gadoe.org/EmploymentStatusDescriptor	Certified
N	Classified	uri://gadoe.org/EmploymentStatusDescriptor	Classified