

EMPLOYMENT TYPE	LEGAL DEFINITION  (MCA 2-18-101)	TIME LIMITS	ANNUAL VACATION LEAVE (MCA 2-18-611)	ANNUAL SICK LEAVE (MCA 2-18-618)	HEALTH BENEFITS	BACKGROUND CHECK	PROCESS
<b>Seasonal Employee</b>	A permanent employee who is designated as seasonal, who performs duties interrupted by the seasons, and who may be recalled without the loss of rights or benefits accrued during the preceding season.	Seasonal	Seasonal employees earn vacation credits. However, seasonal employees must be employed for 6 qualifying months before they may use the vacation credits. In order to qualify, seasonal employees shall immediately report back for work when operations resume in order to avoid a break in service.	Full-time seasonal employees are entitled to sick leave benefits provided they work the qualifying period (90 calendar days)	A position with the expectation of working over 20 hours per week for more than six consecutive months is benefit-eligible for health insurance. The cost of a health insurance package is \$13,000 annually.	N/A	FVCC does not hire Seasonal employees
<b>Short-Term Worker</b>	(a) is hired for an hourly wage; (b) may not work for more than 90 days in a continuous 12-month period; (c) is not eligible for permanent status; (d) may not be hired into another position without a	May not work for FVCC for more than 90 calendar days in a continuous 12-month period.	A short-term worker may not earn vacation leave credits, and time worked as a short-term worker does not apply toward the person's rate of	A short-term worker may not earn sick leave credits.	No	No	<a href="#">Student/Temp Status Change and Term Authorization</a> online

	competitive selection process; and (e) is not eligible to earn the leave and holiday benefits or the group insurance		earning vacation leave credits.				
<b>Temporary Employee</b>	(a) is designated as temporary by FVCC for a definite period of time not to exceed 12 months; (b) performs temporary duties or permanent duties on a temporary basis; (c) is not eligible for permanent status; (d) is terminated at the end of the employment period; and (e) is not eligible to become a permanent employee without a competitive selection process.	For a definite period of time not to exceed 12 months.	Temporary employees earn vacation leave credits but may not use the credits until after working for 6 qualifying months.	Full-time temporary employees are entitled to sick leave benefits provided they work the qualifying period (90 calendar days)	A position with the expectation of working over 20 hours per week for more than six consecutive months is benefit-eligible for health insurance. Per the Affordable Care Act, a position that works on average over 30 hours per week during the course of the College's administrative period (July-May) is eligible for health insurance upon reemployment with the College. The hiring department is responsible for the cost (\$13,000 annually.)	Yes	Hired on a PAR. Must be hired with a designated timeframe of less than 12 mos.

<b>Student Employee</b>	Must be currently enrolled at FVCC. May be work-study or non work-study.	May only work 19 hours or less per week. May work more hours during breaks	Not eligible	Not eligible	Not eligible for health insurance under the ACA/MCA.	No	<a href="#">Student/Temp Status Change and Term Authorization online</a>
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\* A position with the expectation of working over 20 hours per week for more than six consecutive months is benefit-eligible for health insurance. The cost of a health insurance package is \$13,000 annually. \*\* A position that works on average over 30 hours per week during the course of the College's administrative period (July-May) is eligible for health insurance upon reemployment with the College. The hiring department is responsible for the cost of health insurance.