

Employee Classification Codes in EERP for Payroll (PR-ADM-5)

Office of Education Technology: Division of School Technology Services
Questions: eerp@education.ky.gov

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Overview

This document provides instructions for setting up and reviewing employee classification codes:

- Group/BU Codes
- Location Codes
- Summary Classes
- Job Class Codes

These codes must be established before employees can be added to the system and payrolls processed, since the files contain many of the defaults and codes used in these processes. Group/BU Codes and Summary Classes are maintained from the state level, so additional codes should not be added and existing codes should not be changed. While Location Codes are assigned by the state, districts can add codes in a specific range. With the introduction of Summary Classes, districts are now able to set up additional Job Class Codes as needed.

Reviewing Group/BU Codes

Group/BU Codes represent classifications/groupings of employees. Each employee must be linked to a Group Code. Payrolls can be generated by group code ranges and many reports will provide the option to report on a particular group code. Group/BU Codes are maintained from the state level. Additional codes should not be added and existing codes should not be changed. Below is a list of the state-maintained Group/BU Codes. To review Group/BU Codes in EERP select the Group/BU program in the Payroll Setup menu.

Group/BU Code	Group/BU Description
CERT	Certified Personnel
CLAS	Classified Personnel
SUBS	Substitute Personnel
STDT	Student Personnel
PARA	Para-Professional
BRDM	Board Member
RCER	Retired Certified
RCLA	Retired Classified
UNPD	Unpaid Personnel

Note: Group BUs for retirees returning to work vary based on the position the employee will be filling.

- Retirees returning to work as a Classified staff member (CLAS or RCLA) employees should have a Summary Class Code that falls in the 7000-7999 range.
- Retired employees that retired paying KTRS, return to work in the district in a classified position that requires a four-year degree and will pay KTRS are coded to **RCLA** Group/BU.

- Retired employees that retired paying KTRS, return to work in the district in a classified position that does not require a four- year degree and will pay CERS are coded to **CLAS** Group/BU.
- Retired teachers hired back into a position that requires a teaching certificate will have a Group/BU of **RCER**. They should be pointed to a retired employee salary table. Their rate of pay is a negotiated rate involving maximum amounts set by KTRS.

Location Codes

The Location Code is a general grouping category assigned to each employee. Payrolls are generated by location ranges, checks are sorted by the primary location code found on the employee master file, and many reports will provide the option to print in location sequence. Location Codes are assigned by the state, but districts can add Location Codes between 970 - 999. A list of standard Location Codes is included in [Appendix A](#).

To Add a Location Code in EERP select the **Location Codes** program in the Payroll Setup menu.

1. Select **Add** from the menu.
2. Enter the new Location Code.
3. Enter a Short Description and a Long Description of the new Location Code. (Kentucky school districts do not use the Local Tax Deduction and Payroll Entity Code fields.)

Summary Class Codes

In the past, all Job Class Code numbers were assigned by the KDE. This restriction allowed for consistency in reporting and the ability to aggregate and compare data received by the state. However, this limited districts' ability to use the Job Class Code field for district purposes. For example, a district might need to track high school teachers at a more detailed level than the state-assigned code of 2060 - High School Classroom Teacher.

Districts may add new Job Class Codes, assigning them to the Summary Class matching the statewide standards. Any new Job Class Codes should be carefully planned before this feature is utilized. More information on adding new Job Class Codes is contained in the next section. Districts that do not want to add Job Class Codes should not notice any changes in the setup.

Summary Classes should not be added by the district unless the code is a state-maintained summary class code range. New codes have been added over the years and may not have yet been added to EERP by the district EERP administrator.

Note the following ranges:

Summary Classes	Summary Class Description
0010 to 3999	Certified Job Classes
5000 to 5999	Certified Extra Service Job Classes
7000 to 7999	Classified Job Classes

See [Appendix B](#) for links to a list of Summary Class Codes.

Job Class Codes

The Job Classification Codes describe the types of jobs for which an employee is hired, establishing default information about all the possible jobs a district employee may work. Each Job Class Code requires a Kentucky-specific Summary Class Code. Districts may track employees at a more detailed level if desired by adding new, district-specific Job Class Codes, while still retaining consistency in reporting by assigning a valid Summary Class Code to the new Job Class Code.

It is important to plan adequately before adding additional Job Class Codes. The ranges for Summary Class Codes for Certified, Certified Extra Service, and Classified employees remain the same:

Summary Class Codes	Summary Class Code Description
0010 to 3999	Certified Summary Class Codes
5000 to 5999	Certified Extra Service Summary Class Codes
7000 to 7999	Classified Summary Class Codes

Warning: *It is possible that Summary Class Codes authorized by the state are not in EERP and may have to be added to EERP. Do not use the ranges listed above when adding new district-specific job class codes. If a new, district-specific Job Class Codes is desired, use the 4000 range for adding Certified Job Class Codes, the 6000 range for adding Extra Service Job Class Codes, and the 8000 range for adding Classified Job Class Codes.*

Number ranges to be used when adding new job class codes:

Job Class Codes	Job Class Code Description
4000 to 4999	Certified Job Class Codes
6000 to 6999	Certified Extra Service Job Class Codes
8000 to 8999	Classified Job Class Codes

Keep these ranges in mind when you plan the number of a new Job Class Code and the linked Summary Class.

NOTE: *When adding new Job Class Codes, be sure to enter both a Summary Class and a Risk Code. Employees will not be included on the KSBIT Workers' Compensation Annual Report if a Risk Code is not entered. Other statewide reports will not contain all employees if the Job Class Code is not linked to a Summary Class.*

To Add a Job Class Code select the Job Class Master program from the Payroll Setup menu.

Enter the following fields:

Job Class Master Field	Job Class Master Field Description
Job Class Code	Enter the new job class number, in the correct range (see above).
Short Desc	Enter a 10-character description of the Job Class Code.
Long Desc	Enter a complete description of the Job Class Code.
Summary Class	Select a state-assigned Summary Class in the correct range. This field must be filled in for statewide reports to run correctly.
Group Code	Enter the default Group: CERTified, CLASSified, SUBStitute, STDT (Students), BRDM (Board Member), or PARA (Para-Professionals).
Risk Code	Enter the default Risk Code used on all Employee Recurring Pay records. This field must be filled in for the KSBIT Report to run correctly.
Days Worked	Checkmark ☒ if using Time and Attendance tracking.

Appendix A

Standard Location Codes

Location Code	Location Description
000	District Wide
001	Central Office
002 to 899	School Number as assigned by the state
901	Bus Garage
910	Central Stores/Warehouse
920	Maintenance Shop
930	Family Resource/Youth Services Centers (Can be tied to school number if the center is located at the school. This number would be one number greater than the school number if it is a FRYSC and two numbers greater than the school number if it is a daycare.)
950	Community Service Building
951	Adult Education Building
955	Community Education Facility
960	Child Care Facility
970 to 999	To be assigned locally

APPENDIX B

Summary Classes – Certified

Certified staff job codes information is available in the [KECS LEAD User Guide](#) on the KDE website.

Certified Extra Service Pay (5000 to 5999)

Summary Class	Summary Class Description
5000	Adult Education-XDuty
5105	Head Coach-XDuty
5110	Assistant Coach-XDuty
5115	Athletic Director-XDuty
5120	Attendance Reporter-XDuty
5125	Speech And Drama-XDuty
5130	Music/Vocal-XDuty
5135	Music Instrumental-XDuty
5140	Class Sponsor-XDuty
5145	Gifted Education-XDuty
5150	Recreation Supervisor-XDuty
5160	Extra Curr Activities-XDuty
5165	Secretarial and Clerical-XDuty
5170	Curriculum Study-XDuty
5175	Publication Supervisor-XDuty
5180	Textbook Supervisor-XDuty
5185	Department Head-XDuty
5190	Vocational Activities-XDuty
5195	Tutor-XDuty
5200	Audio Visual Supervisor-XDuty
5210	Principal Service-XDuty
5215	Asst Principal Service-XDuty
5220	Superintendent Service-XDuty
5225	Deputy Supt Service-XDuty
5230	Director Service-XDuty
5235	Coordinator Service-XDuty
5240	Centr Off Superv Svcs-XDuty
5245	Other Services-XDuty
5250	Supervisor of Teachers-XDuty
5255	Military Service-XDuty
5260	Other Experience-XDuty
5270	Book Store Supervisor-XDuty
5275	Snack Bar Supervisor-XDuty
5280	Lunch Room Supervisor-XDuty

Summary Class	Summary Class Description
5285	Student Supervisor-XDuty
5290	Guidance Counselor-XDuty

Summary Classes - Classified

Classified job codes and descriptions guide local school districts in defining positions by the level of training and responsibility. A list of Classified Summary Class Codes can be found on the [School District Personnel Information webpage](#).