

# **NM Ed-Fi Suite v3.5.4, Data Standard v3.3.1-b: Staff Education Organization Employment Associations**

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# NM Ed-Fi Suite v3.5.4, Data Standard v3.3.1-b: Staff Education Organization Employment Associations

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## Summary

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

Action	Business Rule(s)
Post	<p>Report a record when a person has a District Employment record that overlaps the configured year.</p> <ul style="list-style-type: none"> <li>• A maximum of one record will report per staff per year.</li> <li>• If multiple District Employments are active, report data from the most recent:                             <ul style="list-style-type: none"> <li>◦ Latest Start Date</li> <li>◦ Latest End Date                                     <ul style="list-style-type: none"> <li>▪ NULL is considered latest</li> </ul> </li> <li>◦ Highest District Employment ID</li> </ul> </li> <li>• Do not report a record if the any of the following exclusions are present:                             <ul style="list-style-type: none"> <li>◦ SSN is NULL.</li> </ul> </li> </ul>

Delete /Post	A DELETE / POST will be performed if the data element being altered is part of the resource's natural key. A PUT will be performed otherwise.
Put	<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> <li>• When the following information on an Identity record changes:             <ul style="list-style-type: none"> <li>○ Social Security Number</li> </ul> </li> </ul>
Delete	<ul style="list-style-type: none"> <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>• When a District Employment is deleted.</li> </ul>

Required Resources (Upstream)

The following resources must be sent prior to this resource:

- Staffs
- Local Education Agencies (Pre-populated)
- Schools (Pre-populated)

Dependent Resources (Downstream)

The following resources are dependent on this resource (must be sent after this resource):

- N/A

Error Log

The following are potential Tier 1 (Ed-Fi API generated) or custom (Campus generated) errors you may receive when posting, updating, or deleting this resource. Please keep in mind that the "Error Message" below may not match your exact error message.


Error Message	Possible Causes / How to Fix

Object Data Elements Logic

Data element labels below in **BOLD** are part of the natural key of this resource and are required data elements for the record to send through Ed-Fi.

- The Mandatory / Conditional / Optional column indicates what the state requires for each data element.

	<b>Data Element Label</b>	<b>Business Rule(s)</b>	<b>Mandatory (M)</b> <b>Conditional (C)</b> <b>Optional (O)</b>	<b>Data Source</b> <b>GUI Path</b>	<b>Database Field</b>	<b>Uses Template Logic</b>  (✓ / ✗ / EXT)
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1	<p><b>employmentStatusDescriptor</b> (string)</p>	<p><i>Reflects the type of employment or contract.</i></p> <hr/> <p>Reports based on the following priority order:</p> <ul style="list-style-type: none"> <li>• If District Employment has the District Staff checkbox checked:             <ul style="list-style-type: none"> <li>◦ Reports the <b>Code</b> of the <b>Qualification Status</b> value selected.</li> <li>◦ Reports <b>N</b> (Non-certified Personnel) if NULL.</li> </ul> </li> <li>• Otherwise reports based on the primary District Assignment:             <ul style="list-style-type: none"> <li>◦ Reports the <b>Code</b> of the <b>Qualification Status</b> value selected.</li> <li>◦ If NULL, reports based on the <b>Type</b>:                 <ul style="list-style-type: none"> <li>▪ Certified reports as <b>C</b> (Certified Personnel).</li> <li>▪ All other situations report as <b>N</b> (Non-certified Personnel).</li> </ul> </li> <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> </li> </ul>	M	<p>District Employment</p> <p>District Assignment</p>	<p>CustomEmployment .value</p> <p>EmploymentAssignment .alternateType</p> <p>EmploymentAssignment.type</p>	
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2	<b>hireDate</b> (date)	<p><i>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. The Original Hire Date will never change. Required for Certified staff.</i></p> <hr/> <p>Report the <b>Teaching Start Year</b>.</p> <ul style="list-style-type: none"> <li>• If NULL, report the District Employment Start Date.</li> </ul>	M	District Employment	Employment .teachingStartYear  Employment .startDate	✘
3	<b>educationOrganizationReference</b> (reference)	<p><i>A reference to the Local Education Agencies or Schools resource associated with the Staff Education Organization Employment Association being reported.</i></p> <hr/> <p>Reports the <b>Ed-Fi District Number</b>.</p>	M	District Information	District.entityID	✔
4	<b>staffReference</b> (reference)	<p><i>A reference to the Staffs resource associated with the Staff Education Organization Employment Association being reported.</i></p> <hr/> <p>Reports the fields that are part of the Natural Key for the Staffs resource.</p>	M	N/A	N/A	✔

5	endDate (date)	<p><i>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. Required if Separation Reason is present. All dates must be entered in ISO format (YYYY-MM-DD).</i></p> <hr/> <p>Reports when the Staff's primary District Assignment has a Title of code 00, 20-23, 25, 28, 30, 73-75, 94, 96-97, 101, 103-104, 106, 110, 110S, 139, or 140.</p> <ul style="list-style-type: none"> <li>• Reports the District Employment <b>End Date</b>.</li> <li>• Do not report if NULL or not within one of the above Title codes.</li> <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	District Employment  District Assignment	Employment .endDate  EmploymentAssignment .title	✘
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6	hourlyWage ( <i>number</i> )	<p><i>Hourly wage associated with the employment position being reported. Base salary of staff member budgeted for current year. This is not an hourly wage (as the Ed-Fi field name implies) but an annual salary for 1 FTE. Salary must equate to 1 FTE.</i></p> <hr/> <p>Reports the <b>Salary</b> from the District Employment.</p> <ul style="list-style-type: none"> <li>• Does not report if:             <ul style="list-style-type: none"> <li>◦ District Employment has District Staff checked and Qualification Status is <i>R</i>, <i>S</i>, or <i>T</i>.</li> <li>◦ District Employment does <b>NOT</b> have District Staff checked and Primary District Assignment has Qualification Status is <i>R</i>, <i>S</i>, or <i>T</i>.                 <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> </li> </ul> </li> </ul>	C	District Employment	Employment .salary	✘
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7	separationReasonDescriptor (string )	<p><i>Reason for terminating the employment; for example: Employment in education Employment outside of education Retirement Family/personal relocation Change of assignment.</i></p> <hr/> <p>Reports the Ed-Fi Code mapped to the value selected for <b>Exit Reason</b> on District Employment.</p> <ul style="list-style-type: none"> <li>• Only reports if the endDate data element is reporting a value.</li> </ul>	C	District Employment	Employment . exitReason	✘
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8	highestCompleted LevelOfEducation InstitutionDescriptor ( <i>string</i> )	<p><i>Indicates the Institution or State that conferred Highest Degree. Required for certified staff.</i></p> <hr/> <p>Reports the Ed-Fi Code mapped to the value selected for <b>Highest Degree Institution</b> on District Employment.</p> <ul style="list-style-type: none"> <li>• Only reports if:             <ul style="list-style-type: none"> <li>◦ District Employment has District Staff checked <b>AND</b> Qualification Status is <b>C</b>. <b>OR</b></li> <li>◦ District Employment does <b>NOT</b> have District Staff checked and Primary District Assignment has Type of <i>Certified</i>.                 <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> </li> </ul> </li> <li>• <b>Do not report</b> in all other situations.</li> </ul>	C	District Employment	CustomEmployment . value	EXT
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9	baccaLaureate LevelOfEducation InstitutionDescriptor ( <i>string</i> )	<p><i>BaccaLaureate Degree Institution of staff member. Where they earned their Bachelor's degree. Required for certified staff.</i></p> <hr/> <p>Reports the Ed-Fi Code mapped to the value selected for <b>BaccaLaureate Degree Institution</b> on District Employment.</p> <ul style="list-style-type: none"> <li>• Only reports if:                     <ul style="list-style-type: none"> <li>◦ District Employment has District Staff checked <b>AND</b> Qualification Status is <b>C</b>. <b>OR</b></li> <li>◦ District Employment does <b>NOT</b> have District Staff checked and Primary District Assignment has Type of <i>Certified</i>.                             <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> </li> </ul> </li> <li>• <b>Do not report</b> in all other situations.</li> </ul>	C	District Employment	CustomEmployment . value	EXT
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10	nationalCertified (boolean)	<p><i>The data is used to determine if a Staff Member is a National Board Certified Teacher. "If the teacher is national board certified you will mark the staff as Y = Yes. If they are not you will mark them as N = No. If the staff members are not designated as teachers you will mark them as N = No.</i></p> <hr/> <ul style="list-style-type: none"> <li>• Report <b>True</b> if <b>National Board Certified Teacher</b> is checked on District Employment.</li> <li>• Report <b>False</b> in all other situations.</li> </ul>	M	District Employment	Employment .certified	EXT
11	teacherOr PrincipalYears InDistrict (Placeholder)	<p><i>The total number of years that an individual has previously held a Teacher or Principal position in the current district. "This field is only required for those Staff reported in a TEACHER or PRINCIPAL staff assignment code. Only report years experience for their CURRENT position: If both a principal and teacher, then only report years experience as it relates to their MAIN position, which in this case would be Principal. Only include years experience as a Principal or Teacher, not both. Excludes "Substitute Teaching" years experience. This number should be an integer and reflect any gaps in employment when the staff member left the district. Use normal rounding logic to handle partial years. Use value of 0 until 1 year has been completed for 1st year teachers or principals</i></p>	C	District Employment	CustomEmployment .value	EXT

		<p>Reports when the Staff has any District Assignment in the current configuration year with a Title of code 00, 14-19, 20-23, 25, 28, 30, 73-75, 94, 96-97, 101, 103-104, 106, 110, 110S, 139, or 140.</p> <ul style="list-style-type: none"> <li>• Report <b>0</b> if calculated number is less than 1.</li> <li>• Reports <b>Yrs Experience in District</b>.</li> <li>• If NULL, reports the difference between value reported for hireDate and the value reported for endDate. <ul style="list-style-type: none"> <li>◦ If endDate is NULL, the calculation will use Today's Date.</li> </ul> </li> <li>• The reported value will always be <b>rounded to the nearest whole number</b> if greater than 1. <ul style="list-style-type: none"> <li>◦ Normal rounding rules apply (.5 goes up, .4 goes down).</li> </ul> </li> </ul> <p><b>Do not report</b> in all other situations.</p>				
12	teacherOrPrincipal YearsOverall (number)		C	District Employment	CustomEmployment . value	EXT

*The total number of years that an individual has previously held a Teacher or Principal position overall. "This field is only required for those Staff reported in a TEACHER or PRINCIPAL staff assignment code. Only report years experience for their CURRENT position: If both a principal and teacher, then only report years experience as it relates to their MAIN position, which in this case would be Principal. Only include years experience as a Principal or Teacher, not both. Excludes "Substitute Teaching" years experience. This number should be an integer and reflect any gaps in employment when the staff member left the district. Use normal rounding logic to handle partial years. Use value of 0 until 1 year has been completed for 1st year teachers or principals.*

Reports when the Staff has any District Assignment in the current configuration year with a Title of code 00, 14-19, 20-23, 25, 28, 30, 73-75, 94, 96-97, 101, 103-104, 106, 110, 110S, 139, or 140.

		<ul style="list-style-type: none"> <li>• Report <b>0</b> if calculated number is less than 1.</li> <li>• Reports <b>Yrs Experience in District + Teaching Years Modifier</b>.</li> <li>• If NULL, reports the difference between value reported for hireDate and the value reported for endDate + Teaching Years Modifier. <ul style="list-style-type: none"> <li>◦ If endDate is NULL, the calculation will use Today's Date.</li> </ul> </li> <li>• The reported value will always be <b>rounded to the nearest whole number</b> if greater than 1. <ul style="list-style-type: none"> <li>◦ Normal rounding rules apply (.5 goes up, .4 goes down).</li> </ul> </li> </ul> <p><b>Do not report</b> in all other situations.</p>				
13	credentialReference	This is optional, does not report.	O	N/A	N/A	N/A
14	department	This is optional, does not report.	O	N/A	N/A	N/A
15	fullTimeEquivalency	This is optional, does not report.	O	N/A	N/A	N/A
16	offerDate	This is optional, does not report.	O	N/A	N/A	N/A
17	separationDescriptor	This is optional, does not report.	O	N/A	N/A	N/A



Appendix