

Categories of Employees Defined

UNCLASSIFIED STAFF/EXEMPT

- These individuals are exempt from the FLSA's overtime provisions and DO NOT have a University Pay Plan pay range maximum.
 - This also includes:
 - Faculty - those employees with a specified academic rank holding a teaching appointment for a fixed term as determined by the president and approved by The Texas State University System (TSUS) Board of Regents
 - Administrative Officers - determined by the president, and include vice presidents, academic deans, and the director of athletics; are exempt from the FLSA's overtime provisions, and do not have a University Pay Plan pay range maximum.

CLASSIFIED STAFF/NON-EXEMPT

- These individuals are covered by the FLSA's overtime provisions and DO have a University Pay Plan pay range minimum and maximum.

FACULTY

- Employees with a specified academic rank holding a teaching appointment for a fixed term as determined by the president and approved by The Texas State University System (TSUS) Board of Regents.
- Please visit the [Faculty Handbook](#) from the Office of the Provost and VP for Academic Affairs office for additional information.

STUDENT EMPLOYEES

- Hold positions reserved only for university students. All student employees, except for selected graduate student employees, are non-exempt and are subject to FLSA overtime provisions.