

HR Questions & Concerns for Regionals

September 13, 2017; NARAC Conference

Questions to consider:

1. FLSA – same for regionals & non-regionals?
2. Performance Review – same for regionals and non-regionals?
3. On-boarding/training – same for regionals & non-regionals?
4. State taxes if your school is in a different state than where you live

Survey says.....

- 31 different schools responded
- Respondents represented 7 different regional groups
- Majority of respondents are not the only regional employed by their school
- All who responded are full-time employees
- 50% of respondents work at a school that fully implemented FLSA
- 50% reported that their school partially implemented FLSA
- 70% reported new work time tracking
- 50% indicated overtime pay is now being paid to some, and pay bumps to some but not all
- 10% reported loss in staff positions
- Most respondents reported that with FLSA – however it was or wasn't implement - regionals & non-regionals were treated pretty much the same
- Only 20% of respondents indicated their performance is reviewed any differently than their on-campus colleagues.
- 70% of respondents indicated they are trained in exactly the same way as their on-campus colleagues, but some other comments received:
 - Regionals trained for one week and non-regionals for 2
 - Not much formal training for regionals at all
 - Different training sessions ARE offered for regionals
 - Regionals are trained by their regional supervisor, not trained by an on-campus supervisor
- 43% indicated their school withholds state tax for the state in which they live, despite the fact that their school is not located in their home state