



# Fair Labor Standards Act (FLSA)

Updated || October 17, 2024

## Job Codes Exempt from FLSA Salary Threshold

The titles listed below are titles of non-employees and employees Exempt from the FLSA overtime requirements either as Not Subject to FLSA, Teachers, Doctors, or Lawyers. The Teacher, Doctor and Lawyer exemption reasons can only be used if it's the employee's primary job duty.

Job Code	Title	Threshold Exemption Reason in HRS
AN011	Veterinarian	Doctor
AN013	Chief Veterinary Medical Director	Doctor
AN017	Attending Veterinarian	Doctor
AR013	Marching Band Director (Inst)	Teacher
AT015	Strength and Conditioning Assistant Coach	Teacher
AT019	Head Strength and Conditioning Coach	Teacher
CC001	Coach	Teacher
CC002	Associate Coach	Teacher
CC003	Assistant Coach	Teacher
CP021	Attorney I (Inst)	Lawyer
CP022	Attorney II (Inst)	Lawyer
CP024	General Counsel/Chief Legal Officer (Inst)	Lawyer
CP059	Attorney III (Inst)	Lawyer
CP060	Deputy Chief Legal Officer (Inst)	Lawyer
CP089	Deputy General Counsel (Inst)	Lawyer
FA020	Professor	Teacher
FA030	Associate Professor	Teacher
FA040	Assistant Professor	Teacher
FA050	Instructor	Teacher
HS013	Clinical Counselor	Doctor
HS035	Physician	Doctor
HS074	Radiation Oncology Medical Physicist	Doctor
HS106	Medical Services Director	Doctor
HS123	Medical Services Director (B)	Doctor
HS124	Medical Services Director (C)	Doctor
IC001	Adjunct Professor	Teacher
IC002	Adjunct Associate Professor	Teacher
IC003	Adjunct Assistant Professor	Teacher
IC004	Adjunct Instructor	Teacher
IC005	Clinical Adjunct Professor	Teacher



<b>IC006</b>	Clinical Associate Adjunct Professor	Teacher
<b>IC007</b>	Clinical Assistant Adjunct Professor	Teacher
<b>IC008</b>	Distinguished Clinical Professor	Teacher
<b>IC009</b>	Clinical Professor	Teacher
<b>IC010</b>	Clinical Associate Professor	Teacher
<b>IC011</b>	Clinical Assistant Professor	Teacher
<b>IC012</b>	Clinical Instructor	Teacher
<b>IC013</b>	Distinguished Professor (CHS)	Teacher
<b>IC014</b>	Professor (CHS)	Teacher
<b>IC015</b>	Associate Professor (CHS)	Teacher
<b>IC016</b>	Assistant Professor (CHS)	Teacher
<b>IC017</b>	Instructor (CHS)	Teacher
<b>IC018</b>	Professor Emeritus	Teacher
<b>IC019</b>	Associate Emeritus Professor	Teacher
<b>IC020</b>	Assistant Emeritus Professor	Teacher
<b>IC021</b>	Instructor Emeritus	Teacher
<b>IC022</b>	Professor L/I	Teacher
<b>IC023</b>	Associate Professor L/I	Teacher
<b>IC024</b>	Assistant Professor L/I	Teacher
<b>IC025</b>	Professor of Military Science	Teacher
<b>IC026</b>	Associate Professor of Military Science	Teacher
<b>IC027</b>	Assistant Professor of Military Science	Teacher
<b>IC028</b>	Instructor of Military Science	Teacher
<b>IC029</b>	Visiting Professor	Teacher
<b>IC030</b>	Visiting Associate Professor	Teacher
<b>IC031</b>	Visiting Assistant Professor	Teacher
<b>IC032</b>	Visiting Instructor	Teacher
<b>IC036</b>	Visiting Lecturer	Teacher
<b>IC037</b>	Instructor L/I	Teacher
<b>OT008</b>	Teaching Supervisor	Teacher
<b>PD001</b>	Graduate Intern/Trainee	Not Subject to FLSA
<b>PD003</b>	Postdoctoral Fellow	Not Subject to FLSA
<b>PD004</b>	Postdoctoral Trainee	Not Subject to FLSA
<b>PD014</b>	Postdoctoral Scholar	Not Subject to FLSA
<b>RE004</b>	Instrumentation Technologist I	Teacher
<b>RE051</b>	Instrumentation Technologist II	Teacher
<b>SA001</b>	Advanced Opportunity Fellow	Not Subject to FLSA
<b>SA002</b>	Fellow	Not Subject to FLSA
<b>SA003</b>	Housefellow/Resident Assistant	Not Subject to FLSA
<b>SA004</b>	Lecturer (SA)	Teacher
<b>SA009</b>	Research Assistant	Not Subject to FLSA
<b>SA010</b>	Scholar	Not Subject to FLSA
<b>SA011</b>	Teaching Assistant-Standard	Teacher
<b>SA012</b>	Teaching Assistant-Senior	Teacher



<b>SA013</b>	Trainee	Not Subject to FLSA
<b>SA018</b>	Teaching Assistant	Teacher
<b>TL001</b>	Instructional Administrator	Teacher
<b>TL003</b>	Teaching, Learning, and Technology Specialist I	Teacher
<b>TL004</b>	Teaching, Learning, and Technology Specialist II	Teacher
<b>TL007</b>	Continuing Education Program Instructor	Teacher
<b>TL009</b>	Teaching, Learning, and Technology Specialist III	Teacher
<b>TL011</b>	Preceptor	Teacher
<b>TL015</b>	Early Childhood Education Associate Director	Teacher
<b>TL017</b>	Early Childhood Education Development Specialist	Teacher
<b>TL018</b>	Early Childhood Education Director	Teacher
<b>TL019</b>	Early Childhood Education Teacher	Teacher
<b>TL020</b>	Lecturer	Teacher
<b>TL021</b>	Music Coach	Teacher
<b>TL022</b>	Teaching Professor	Teacher
<b>TL024</b>	Teaching Specialist	Teacher
<b>TL025</b>	Teaching Faculty I	Teacher
<b>TL026</b>	Teaching Faculty II	Teacher
<b>TL027</b>	Teaching Faculty III	Teacher
<b>TL031</b>	Teaching Faculty IV	Teacher
<b>TL033</b>	Athletics Learning Specialist	Teacher
<b>TL055</b>	Teaching Assistant Professor	Teacher
<b>TL056</b>	Teaching Associate Professor	Teacher
<b>TL059</b>	Professor of Practice (Non-Credit)	Teacher

