FY2021 CPI Data Collection
DATA ELEMENTS

June 4, 2020
<table>
<thead>
<tr>
<th>REVISION DATE</th>
<th>DATA ELEMENTS AFFECTED</th>
<th>COMMENTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>06/04/2020</td>
<td></td>
<td>Initial Data Element Detail</td>
</tr>
</tbody>
</table>
DATA ELEMENTS

ANNUAL CONTRACT FOR SALARY FOR CERTIFIED EMPLOYEES

ANNUAL CONTRACT SALARY FOR CERTIFIED EMPLOYEES is the salary amount including all supplements in dollars and cents. The ANNUAL CONTRACT SALARY FOR CERTIFIED EMPLOYEES must be greater than or equal to the state minimum salary. It is the salary an employee would have earned if the employee had been employed for a full year. ANNUAL CONTRACT SALARY FOR CERTIFIED EMPLOYEES is reported in CPI RECORD TYPE = "B"; for all active Certified personnel.

Example 1: A teacher who is hired in January will have an ANNUAL CONTRACT SALARY FOR CERTIFIED EMPLOYEES based on 190 days (or whatever the full year number of days is for the particular system), even if the employee works for only 93 days this year.

Example 2: A 230 day employee is hired in the middle of the year and works only 201 days this year. The ANNUAL CONTRACT SALARY FOR CERTIFIED EMPLOYEES will be what the employee would have earned if they worked all 230 days.

Example 3: A teacher works on a half-day basis for the whole school year. The ANNUAL CONTRACT SALARY FOR CERTIFIED EMPLOYEES will be what the employee actually earns on the half-time contract; the CONTRACT DAYS FOR CERTIFIED EMPLOYEES will be 190.

ANNUAL WORK DAYS FOR CLASSIFIED PERSONNEL

ANNUAL WORK DAYS FOR CLASSIFIED PERSONNEL is the total number of days that a classified employee was contracted to work during the current fiscal year. The ANNUAL WORK DAYS FOR CLASSIFIED PERSONNEL must correspond with the TOTAL ANNUAL SALARY FOR CLASSIFIED EMPLOYEES. ANNUAL WORK DAYS FOR CLASSIFIED PERSONNEL is reported in CPI RECORD TYPE = "B"; for all active Classified personnel.

ASSIGNMENT CERTIFICATE TYPE

ASSIGNMENT CERTIFICATE TYPE is the type (B, T, DT, etc.) of certificate for the assignment. See Certificate Type Code Table for a list of ASSIGNMENT CERTIFICATE TYPES currently in use. ASSIGNMENT CERTIFICATE TYPE is reported in CPI RECORD TYPE = ‘C’; for all active Certified personnel.

The ASSIGNMENT CERTIFICATE TYPE must match the information on file at the Professional Standards Commission (PSC).

ASSIGNMENT CONSOLIDATED FUND FLAG

ASSIGNMENT CONSOLIDATED FUND FLAG identifies whether an employee is being paid with the Consolidated FUND CODES. Valid values are Y and N. ASSIGNMENT CONSOLIDATED FUND FLAG is reported in CPI RECORD TYPE = ‘C’.

ASSIGNMENT FIELD CODE

ASSIGNMENT FIELD CODE is the field code printed on the employee’s certificate authorizing the employee to have a particular assignment. See Field Code Table for a list of all the field codes currently
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issued by the Professional Standards Commission. ASSIGNMENT FIELD CODE is reported in CPI RECORD TYPE = ‘C’; for all active Certified personnel.

ASSIGNMENT FIELD CODE = ‘998’ should be used for any employee whose paperwork for a new or renewal certificate has been completed and sent to PSC, but for whom the new certificate has not yet been issued.

ASSIGNMENT FUND CODE
ASSIGNMENT FUND CODE is a code for the source of funds from which the employee’s salary is paid by Assignment. See Fund Code Table for a list of all of the fund codes. ASSIGNMENT FUND CODE is reported in CPI RECORD TYPE = “C01”; for all active Certified personnel.

ASSIGNMENT JOB CODE
ASSIGNMENT JOB CODE is a code that describes the general area of employment for each assignment. See Job Code Table for a list of all of the Job Codes. ASSIGNMENT JOB CODE is reported in CPI RECORD TYPE = “C01”; for all active Certified and Classified personnel.

ASSIGNMENT PERCENTAGE OF TIME
ASSIGNMENT PERCENTAGE OF TIME is the percentage of the employee’s total time (as reported in the CERTIFIED EMPLOYMENT BASIS field and/or in the CLASSIFIED EMPLOYMENT BASIS filed) spent on an assignment. The total of all the ASSIGNMENT PERCENTAGES OF TIME must equal 100%. ASSIGNMENT PERCENTAGE OF TIME is reported in CPI RECORD TYPE = “C01”; for all active Certified and Classified personnel.

ASSIGNMENT SCHOOL CODE
ASSIGNMENT SCHOOL CODE is a code that identifies the school or work location for each assignment. See the DOE Facilities Database for a list of valid school codes. ASSIGNMENT SCHOOL CODE is reported in CPI RECORD TYPE = “C01”; for all active Certified and Classified personnel.

ASSIGNMENT SUBJECT MATTER CODE
ASSIGNMENT SUBJECT MATTER CODE is a code that identifies each subject matter area in which a certified employee is working. It may be the first two digits of every subject matter area in the State Course Numbering System, or it may consist of a letter that represents the course being taught. See the Subject Matter Code Table for a list of all of the valid subject matter codes. ASSIGNMENT SUBJECT MATTER CODE is reported in CPI RECORD TYPE = “C01”; for all active Certified personnel.

A Subject Matter code denoting an actual curriculum area must be used if the employee’s ASSIGNMENT JOB CODE(S) between ‘080’ and ‘199.’

A Subject Matter code of ‘808’ is used for those Special Education Teachers who are not the teacher of record in a classroom of regular education instruction.

ASSIGNMENT TYPE CODE
ASSIGNMENT TYPE CODE identifies whether each assignment is certified (C) or classified (N). ASSIGNMENT TYPE CODE is reported in CPI RECORD TYPE = “C01”; for all active Certified and Classified personnel.
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BIRTH DATE
BIRTH DATE is the date of employee's birth. It must be in the format YYYYMMDD. BIRTHDATE is reported in CPI RECORD TYPE = "A01"; for all active personnel, both Certified and Classified, as well as for all terminated personnel.

CERTIFICATE LEVEL
CERTIFICATE LEVEL is the highest current valid certificate level (1, 2, 4, 5, 6, or 7). CERTIFICATE LEVEL is reported in CPI RECORD TYPE = "B01"; for all active Certified personnel.
CERTIFICATE LEVEL must match the information on file at the Professional Standards Commission (PSC).

CERTIFIED EMPLOYMENT BASIS
CERTIFIED EMPLOYMENT BASIS is a number less than or equal to 2.000 when combined with CLASSIFIED EMPLOYMENT BASIS. This number indicates full-time, part-time, or over-time status.
CERTIFIED EMPLOYMENT BASIS is reported in CPI RECORD TYPE = "B01"; for all active Certified personnel.
Example: The CERTIFIED EMPLOYMENT BASIS for an employee who is a full-time Teacher (Certified assignment) and also a half-time Bus Driver (Classified assignment) is 1.000. The CLASSIFIED EMPLOYMENT BASIS for this same employee is 0.500.

CLASSIFIED EMPLOYMENT BASIS
CLASSIFIED EMPLOYMENT BASIS is a number less than or equal to 2.000 when combined with CERTIFIED EMPLOYMENT BASIS. This number indicates full-time, part-time, or over-time status.
CLASSIFIED EMPLOYMENT BASIS is reported in CPI RECORD TYPE = "B01"; for all active Classified personnel.
Example: The CLASSIFIED EMPLOYMENT BASIS for a two-thirds Federal Programs Director (Classified assignment) and a one-third Title 1 Director (Certified assignment) is 0.667. The CERTIFIED EMPLOYMENT BASIS for this same employee is 0.333.

CONTRACT DAYS FOR CERTIFIED EMPLOYEE
CONTRACT DAYS FOR CERTIFIED EMPLOYEE is the total number of days this year (between July 1 and June 30), for which the employee is employed by the system (regardless of when an employee begins employment) and paid the annual contract salary entered in the ANNUAL CONTRACT SALARY FOR CERTIFIED EMPLOYEES field. (See examples for ANNUAL CONTRACT SALARY above.)
CONTRACT DAYS FOR CERTIFIED EMPLOYEE is reported in CPI RECORD TYPE = "B01"; for all active Certified personnel.

EMPLOYEE CODE
EMPLOYEE CODE is the 9-digit EMPLOYEE CODE of the employee. EMPLOYEE CODE is reported in all CPI RECORD TYPES for all employees.

EMPLOYEE TYPE
The EMPLOYEE TYPE is an important indicator of the category an employee falls into for processing data. Each value identifies the employee as part of a specific population. Certain populations do not require all record layouts. The EMPLOYEE TYPE determines which records are uploaded without
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error, so this data is critical for the correct processing of employees. See the “A” record layout for further details regarding edits and their associated error codes.

The current valid values and required records are:

* Note: OCGA 47-3-127.1 was formerly referred to as Senate Bill 327 or SB327.

**Employee Types** are defined as follows:

<table>
<thead>
<tr>
<th>VALID VALUES</th>
<th>POPULATION</th>
<th>REPORT RECORDS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Blank/null</td>
<td>Regular – hired by local district</td>
<td>A, B and C</td>
</tr>
<tr>
<td>B</td>
<td>Regular – OCGA 47-3-127.1* hired by local</td>
<td>A, B, and C</td>
</tr>
<tr>
<td>P</td>
<td>Third-party contract employee – hired by</td>
<td>A and C</td>
</tr>
<tr>
<td>L</td>
<td>Long-term substitute</td>
<td>A</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>DEFINITION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Regular - direct contract</td>
</tr>
<tr>
<td>Regular – SB327 direct contract</td>
</tr>
</tbody>
</table>

A third–party contract is an agreement between a district and a vendor that provides either instructional or special education services to the district/school via the company’s employees (see Job Code below). The **third-party contract employee** is an employee of the company and only his/her services are purchased by the district. An example of this is a district providing speech therapy services through a private company. The speech therapist is an employee of the private company. The therapist is not directly hired by the district. A third-party contract employee cannot earn T&E dollars. Some examples of: **JOB CODES TO REPORT:**

Report for Job Codes 085 to 200 (teachers)
(exclude 080 Lottery Pre-School Regular Ed Teacher) AND
Report those specified as providing special education services to students:
Adapted PE (485, 149); Audiology (481); Counseling (301, 306, 438); Diagnostic Services (479); Occupational Therapy (483); Physical Therapy (482); Psychological Services (404, 405, 406); Interpreter (437); Speech Path (480); School Health/Nurse (486); School Social Work (300, 412); Orientation and Mobility (484); Pre-School Paraprofessional (453); School Aide Paraprofessional (436)
### DATA ELEMENTS

<table>
<thead>
<tr>
<th><strong>Long-term substitute</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><em>Definition changed to align with Title II-A requirements as of FY 2015.</em></td>
</tr>
<tr>
<td>A long-term substitute is an employee hired directly by the district. This person typically has an hourly service agreement to “fill in” for a vacant permanent position for a period of four (4) consecutive weeks (20 consecutive school days) or more. Long-term substitute teachers are the sole “teachers of record” and there are no teachers under contract for the classes. Reports on long-term substitutes should not include persons substituting for teachers under contract who are away temporarily and expected to return, such as teachers on medical or maternity leave.</td>
</tr>
<tr>
<td><strong>Reference</strong></td>
</tr>
<tr>
<td>ESEA/NCLB TITLE I, PART A LEA HANDBOOK (page 71) Note: A long-term substitute cannot earn T&amp;E dollars.</td>
</tr>
</tbody>
</table>

**ETHNIC HISPANIC**  
An ethnicity flag that is used to identify a person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race. The term “Spanish Origin” can be used in addition to “Hispanic/Latino or Latino.”

**ETHNIC HISPANIC** must be ‘H’ (Hispanic) or ‘N’ (not Hispanic).  
(NOTE: This ethnicity indicator is separate from the race indicators. Individuals shall have the opportunity to identify themselves as being of or belonging to more than one race. If an individual identifies more than one race, and also flags ETHNIC HISPANIC as “H” (yes), that person is counted as Hispanic. See also: RACE)

**FIRST NAME**  
FIRST NAME of the employee; FIRST NAME is reported in CPI RECORD TYPE = “A01”; for all active personnel, both Certified and Classified, as well as for all terminated personnel.

**FISCAL YEAR**  
FISCAL YEAR is the Georgia fiscal year to which each record corresponds. It must be in the format YYYY. FISCAL YEAR is reported in all CPI RECORD TYPES for all employees.

**GENDER**  
GENDER is a code (M Male or F Female) which identifies the employee's gender. GENDER is reported in CPI RECORD TYPE = “A01”; for all active personnel, both Certified and Classified, as well as for all terminated personnel.

**LAST NAME**  
LAST NAME of the employee. LAST NAME is reported in CPI RECORD TYPE = “A01”; for all active personnel, both Certified and Classified, as well as for all terminated personnel.

**LOCAL YEARS OF SERVICE**  
LOCAL YEARS OF SERVICE is the total number of years that an employee has been employed. It is the number of years that is used by the local system to determine employee benefits and local salary. LOCAL YEARS OF SERVICE is not a required field; zeroes (0)'s are allowed for CPI data transmissions. LOCAL YEARS OF SERVICE is reported in CPI RECORD TYPE = “B01”; it may be reported for all active personnel, both Certified and Classified.

**MIDDLE NAME**  
MIDDLE NAME in the name of the employee. MIDDLE NAME is reported in CPI RECORD TYPE =
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"A01"; for all active personnel, both Certified and Classified, as well as for all terminated personnel. This data element is optional.

OTHER LEAVE
OTHER LEAVE is the total number of days of other paid and unpaid leave used between July 1 and June 30; it is not included in SICK LEAVE, STAFF DEVELOPMENT LEAVE, or VACATION. OTHER LEAVE includes military leave, jury duty, court or legal leave, administrative leave, etc. If leave is accumulated in fractions of days, it must be rounded to the nearest whole number of days for CPI reporting. OTHER LEAVE is reported in CPI RECORD TYPE = "D01"; for all active personnel, both Certified and Classified, as well as for all personnel who were terminated during the FISCAL YEAR reported.

Note: Include any unpaid leave, including FMLA off payroll in OTHER LEAVE.

PAYROLL YEARS OF EXPERIENCE FOR CERTIFIED EMPLOYEE
PAYROLL YEARS OF EXPERIENCE FOR CERTIFIED EMPLOYEE is the number of years of experience for payroll as approved by the local Superintendent. PAYROLL YEARS OF EXPERIENCE FOR CERTIFIED EMPLOYEE is reported in CPI RECORD TYPE = "B01"; for all active Certified personnel.

PAYROLL YEARS OF EXPERIENCE FOR CERTIFIED EMPLOYEE should be 3 or greater if the ASSIGNMENT JOB CODE = 400, 401, 402, 440, 441, 600, 610, 615, 620, 621, 625, 640, 670, 671, or 672.

PRIMARY ASSIGNMENT JOB CODE
PRIMARY ASSIGNMENT JOB CODE is the ASSIGNMENT JOB CODE for which each type of leave is reported: Certified Employee Leave, Food Service Employee Leave, Maintenance/Custodial Employee Leave, Bus Driver Leave, and Other Classified Employee Leave. PRIMARY ASSIGNMENT JOB CODE is reported in CPI RECORD TYPE = "D01"; for all active personnel, both Certified and Classified, as well as for all personnel who were terminated during the FISCAL YEAR reported.

RACE INDIAN
One of the five race indicators that can be set to yes or no for an employee; more than one race indicator can apply per employee. RACE INDIAN must be 'I' (yes) or 'N' (no). A person having origins in any of the original peoples of North and South America (including Central America), who maintains a tribal affiliation or community attachment.

RACE ASIAN
One of the five race indicators that can be set to yes or no for an employee; more than one race indicator can apply per employee. RACE ASIAN must be 'S' (yes) or 'N' (no).

A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including. For example: Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

RACE BLACK
One of the five race indicators that can be set to yes or no for an employee; more than one race indicator can apply per employee. RACE BLACK must be 'B' (yes) or 'N' (no).
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A person having origins in any of the original peoples of the Black racial groups of Africa.

**RACE PACIFIC**
One of the five race indicators that can be set to yes or no for an employee; more than one race indicator can apply per employee. **RACE PACIFIC** must be ‘P’ (yes) or ‘N’ (no).

A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

**RACE WHITE**
One of the five race indicators that can be set to yes or no for an employee; more than one race indicator can apply per employee. **RACE WHITE** must be ‘W’ (yes) or ‘N’ (no).

A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

**RECORD TYPE**
**RECORD TYPE** is a code that identifies record layout. See the CPI File Layout and Edits for the specific **RECORD TYPE** (‘A01,’ ‘B01,’ ‘C01,’ ‘D01’) codes to be used. **RECORD TYPE** is reported in all CPI RECORD TYPES for all employees.

**REPORT PERIOD**
**REPORT PERIOD** is the CPI annual reporting cycle (1, 2, or 3) to which each CPI record corresponds. **REPORT PERIOD** is reported in all CPI RECORD TYPES for all employees.

**SICK LEAVE**
**SICK LEAVE** is the total number of days of paid sick leave used between July 1 and June 30. **SICK LEAVE** includes personal leave, maternity leave, and family medical leave (FMLA).

**SICK LEAVE** includes Sick Leave Bank days used (does not include days contributed). If leave is accumulated in fractions of days, then it must be rounded to the nearest whole number of days for CPI reporting.

**SICK LEAVE** is reported in CPI **RECORD TYPE** = "D01"; and is reported for all active personnel, both Certified and Classified, and for all personnel who were terminated during the **FISCAL YEAR** reported.

**STAFF DEVELOPMENT LEAVE**
**STAFF DEVELOPMENT LEAVE** is the total number of days of paid staff development leave used between July 1 and June 30. It includes local school or district staff development, Educational Leave, Georgia Challenge Grant, Governor's School Leadership Institute, etc. This type of leave is not deducted from the employee’s accumulated sick or personal leave. If leave is accumulated in fractions of days, then it must be rounded to the nearest whole number of days for CPI reporting.

**STAFF DEVELOPMENT LEAVE** is reported in CPI **RECORD TYPE** = "D01"; and is reported for all active personnel, both Certified and Classified, and for all personnel who were terminated during the **FISCAL YEAR** reported.

**Note:** Not all employees can use **STAFF DEVELOPMENT LEAVE**, so it should be reported only for those employees who have used any of this type of leave between the specified dates.

**STATE HEALTH PLAN**
The **STATE HEALTH PLAN** is the collection of health insurance options offered by the Georgia Department of Community Health for state employees and local school system employees.
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School systems are eligible to participate in the program and their employees participate in open enrollment just as state employees do. Most districts offer the insurance; individual participation is optional.

This flag indicates whether the employee has the State Health Plan (Y), another health plan with the district (O), or no health plan with the district (N). Only those employees that have this deduction should report the ‘Y’ or ‘O’ – family members on the plan but not paying for it should report an ‘N’. For example, a husband pays for the plan out of his paycheck and the wife is included in the policy. The husband would report ‘Y’, the wife would be ‘N’.

The ‘O’ option is reported for an employee participating in health insurance provided by the district, (other than the State Health Plan. Example: a charter district or residential treatment center offers a private health insurance such as Blue Cross/Blue Shield.

STATE PAY STEP
STATE PAY STEP is the equivalent step number or step level from the Department of Education’s Georgia Annual Salary Schedule at which the individual's base state minimum salary should be paid. STATE PAY STEP is reported in CPI RECORD TYPE = "B01"; for all active Certified personnel.

SYSTEM CODE
SYSTEM CODE is a number that identifies each school system or RESA. See the DOE Facilities Database for a list of all of the valid system codes. SYSTEM CODE is reported in all CPI RECORD TYPES for all employees.

TERMINATION CODE
TERMINATION CODE is a code that indicates the reason for termination of employment. See Termination Code Table for a list of valid termination codes. TERMINATION CODE is reported in CPI RECORD TYPE = "B01"; and is reported for all personnel who have terminated their employment since the previous CPI report cycle. TERMINATION CODE must equal zero for all active employees.

TERMINATION DATE
TERMINATION DATE is the date (in the format YYYYMMDD) of termination of employment. TERMINATION DATE is reported in CPI RECORD TYPE = "B01"; and is reported for all personnel who have terminated their employment since the previous CPI report cycle.

If an employee should have been reported terminated in the previous collection but was not, the employee should be reported as terminated in the current collection with a termination date of July 4 of the current year for CPI Count-1 or December 25 of previous calendar year for CPI Count-2.

TOTAL ANNUAL SALARY FOR CLASSIFIED EMPLOYEES
TOTAL ANNUAL SALARY FOR CLASSIFIED EMPLOYEES is the "annualized" salary amount for classified employees in dollars and cents. TOTAL ANNUAL SALARY FOR CLASSIFIED EMPLOYEES is reported in CPI RECORD TYPE = "B01"; and is reported for all active Classified personnel.
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VACATION
VACATION leave is the total number of days of paid vacation leave (sometimes called Annual Leave) used between July 1 and June 30. If leave is accumulated in fractions of days, then it must be rounded to the nearest whole number of days for CPI reporting. VACATION leave is reported in CPI RECORD TYPE = "D01"; and is reported for all active personnel, both Certified and Classified, as well as for all personnel who were terminated during the FISCAL YEAR reported.

Note: Since all employees do not earn VACATION leave, it should be reported only for those employees who have earned and have used vacation leave between the specified dates.

<table>
<thead>
<tr>
<th>CPI cycle 1 – October – report the A, B, and C records</th>
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</thead>
<tbody>
<tr>
<td>CPI cycle 2 – March - report the A, B, and C records</td>
</tr>
<tr>
<td>CPI cycle 3 – July – report the A and D records</td>
</tr>
</tbody>
</table>