CONTINGENT-CATEGORY I EMPLOYMENT AGREEMENT

Your Contingent-Category 1 appointment will begin   and is authorized until
 unless terminated in accordance with this Agreement. Your appointment may be
terminated by the University at any time that such termination is determined to be in the best interests of the
University. Your title in this appointment is   . You will be paid at a rate of
            per hour. If you are not a U.S. citizen or a permanent resident, you must have a valid visa or
Employment Authorization card that permits employment during the contract period. You must provide your
departmental/laboratory payroll representative with your choice from the List of Acceptable Documents from those
listed on the INS Form I-9 (the federal employment eligibility verification form). It is your responsibility to ensure
that these supporting documents are valid for the entire duration of the employment term. Your duties in this
position are described on the second page of this form. The conditions for employment for this appointment are as
follows:

1. This Employment Agreement shall serve as the formal contract specifying the terms and conditions of your appointment.
    A copy of this agreement will be kept in your employee file.

2. Your appointment is non-permanent and may be authorized for a maximum period of six months at one time. If your
    appointment is for 20 hours per week or more (50% or more of full-time employment) lasting for a period of six
    consecutive months, you shall be eligible for contract renewal to a lifetime maximum of 12 months under Contingent-
    Category I in that position (e.g., after the expiration of the original 6-month appointment, the contract may be renewed for
    six months, one time only).

3. If you are appointed to a non-exempt title or if you are appointed to an exempt title and you are paid on an hourly basis,
    you must be compensated at time and one-half for any hours over 40 in a workweek. If you are appointed to an exempt
    title and are paid on a bi-weekly, salaried basis, you shall not be entitled to payment for overtime hours worked.

4. Because of the nature of a Contingent-Category I appointment, your work schedule may be variable. You are not
    guaranteed to be scheduled to work.

5. You are not eligible to receive benefits, including, but not limited to, paid leave (annual, sick, personal, and holiday),
    participation in the group health plan, nor in a retirement or pension system.

6. You shall not be entitled to receive service credit for the time served in Contingent-Category I unless you have worked
    50% or more full-time, on a consecutive basis, immediately preceding appointment through a competitive process to a
    regular position (no break in service). The term "service credit" applies to completion of probation (provided the regular
    appointment is to the same position in the same department), and annual leave earnings rate. Service credit is not
    applicable to any retirement rights.

7. A Cost of Living Adjustment (COLA) may be applied as provided for regular employees. If your employment agreement
    is renewed, a salary increase may be considered, consistent with that provided for regular employees in similarly-situated
    job classes and employment categories.

8. You shall have the required mandatory deductions via payroll deduction, e.g., Maryland and Federal Income Tax
    withholding, and Federal Insurance Contributions Act (FICA), which included Social Security and Medicare.

Acceptance:
        My signature indicates that I have read and understand the conditions of employment for a Contingent Category I
appointment as defined in University of Maryland Board of Regents Policy VII-1.40, Policy on Contingent Status Employment for
Non-Exempt and Exempt Staff Employees.

Contingent 1 Employee Name (printed or typed)	Employee Signature	Date

Lab/Unit	Appointing Authority	Date

CONTINGENT-CATEGORY I EMPLOYMENT AGREEMENT
University of Maryland Center for Environmental Science

Position Description

The duties for this Contingent-Category I position include the following:

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