

Student Employee Handbook



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Introduction

This handbook applies to work study employees and student help employees. This handbook does not apply to part-time hourly employees. Policies and procedures in this handbook may be amended at any time.

Work study employees are employees that are eligible for Federal and State work study funding by meeting the specified Financial Aid requirements. Work study employees must be enrolled in 6 credits or more (or qualify based on intent to enroll - see Intent to Enroll Section below). Student help employees are student employees that are paid directly from departmental budgets and do not need to be enrolled in a specified number of credits to be student help.

The following positions are suited for work study positions (see the position descriptions in Appendix):

- [Campus Early Childhood Program Specialist](#)
- [Campus Custodian](#)
- [Campus Grounds & Nursery Specialist](#)
- [Campus Food Service Worker](#)
- [Campus IT Intern](#)
- [Campus Office Assistant](#)
- [Campus Tutor 1](#)
- [Campus Tutor 2](#)
- [WorkFirst Work Study](#)

Training for LCC Faculty & Staff Hiring Student Employees

Faculty and staff involved in hiring and supervising or mentoring student employees must follow College policy and procedures on non-discrimination and equitable hiring practices. Additionally, they must complete bias training every two years. The Success as a Selection Committee training or [Best Practices for Hiring Part-time Employees](#) in Canvas meet this requirement.

The following are additional resources and training to support equitable and inclusive hiring practices and oversight for student employees:

- [Implicit Bias Test](#)
- [Inclusive Team Survey](#) (make a copy and share with your team)
- Inclusive Leadership article: "[Why Inclusive Leaders are Good for Organizations, and How to Become One](#)" by Juliet Bourke and Andrea Titus, Harvard Business Review
- [PRACTICING INCLUSION: Icebreakers and Team builders for diversity](#)
- [Values Exercise](#) for team building

Tips for Interviewing Student Employees

It is highly recommended that supervisors conduct interviews for all part-time positions including work study or student help. Not only does this give you the opportunity to learn about the

candidate and their experience and skills, it also gives the candidate the opportunity to learn more about the position and the team. While interviews often are conducted in person, consider offering other options such as zoom or via phone to promote equitable and inclusive hiring practices. Avoid hiring without an interview just because someone recommended the student to you. Additionally, have at least one other person present to conduct the interview with you and consider using a screening matrix. This helps prevent biases from impacting our hiring decisions. To obtain a screening matrix, contact HR. They can help you create one.

Prep interview questions in advance of the interview. Stick to the interview question set for all candidates you are interviewing. It is okay to ask follow-up questions based on the responses given by the candidates. During the interview, create a welcoming environment for the candidate. Be respectful, kind, and aware of your body language. For some candidates, this work study or student help position could be their very first job. Help them envision what this position would be like and how they could grow professionally from it. And be sure to give candidates a timeline of when they should expect to hear back from you!

If you are taking notes during the interview, make sure your notes are professional, appropriate, and only relate to the candidate's ability to do the job.

When reviewing candidates with others that are present for the interview, discuss strengths and weaknesses. Acknowledge any biases you may have. Focus on the candidates' ability to perform the duties of the position. Check out this [article](#) on types of biases and how to avoid them.

Hiring Student Employees

Follow these steps to hire a student employee:

1. Verify department funds are available for the position.
 - a. Work study: The department must have received a work study allocation from their Dean or VP AND the student must have a work study award with amounts provided by the Financial Aid department.
 - b. Student help: funds will be charged directly to the department budget.
2. Post position and interview students (see tips for interviewing above).
3. Supervisor must notify HR about the student they want to hire. The student will need to complete the LCC Background Check Authorization Form so HR can check their background. HR will notify the supervisor listed on the background check form with the results.
4. Once the background check is complete and HR has approved the hire, the supervisor can offer the position to the student.
5. When the position is accepted, complete the appropriate employment forms (see a. And b. below). These forms are only good through June 30th of each year and must be renewed at the beginning of each fiscal year (July 1st) to continue working.
 - a. **Work Study**—complete the supervisor section of the Work Study Employment Referral form located on the Forms A-Z webpage). Send the form to Financial

- Aid. Once Financial Aid verifies eligibility, they will send the form to HR/Payroll. The supervisor, Financial Aid, and the student **must sign** the referral form. Please note that LCC typically runs out of Federal Work Study prior to June.
- b. **WorkFirst Work Study** – There is a specific referral form for WorkFirst work study students located on the [Forms A-Z](#) webpage. WorkFirst will complete the eligibility section, then the supervisor must complete the supervisor section and submit to HR. WorkFirst, the supervisor, and the student **must sign** the referral form.
 - c. **Student Help**—complete the [Student Help Action Form](#). Please be sure to include the full budget number with the Fund Code, Class Field, and Department Code. If you do not know what your department's budget number is, reach out to your Dean/VP for that information. The student and supervisor **must sign** the form and send to Ava Ransford in HR **prior** to the new hire orientation.
6. Next step will be onboarding the new student employee.

Onboarding Student Employees

All student employees must complete a new hire orientation with HR **BEFORE** or on their first working day. Contact Ava Ransford, aransford@lowercolumbia.edu, or x2125, in HR to set up the orientation. Federal law requires employees to complete and sign Section 1 of the Form I-9 no later than the first day of employment, but not before accepting a job offer.

For the Form I-9, student employees must bring documents to validate their eligibility to work in the U.S (i.e. driver's license AND social security card OR passport). If a new employee does not provide the SS card as part of their I-9 documentation, per Policy 253, LCC requires that new hires present their social security card in person and a copy will be maintained in Payroll. This ensures their SSN is entered correctly in ctcLink and we have accurate spelling of their legal name for tax reporting purposes.

The employee ID for ctcLink and e-mail will be provided to the employee within 1-3 days of their new employee orientation with HR. HR will provide instructions on how to set up their account.

Students will receive a list of required trainings located in Canvas and Get Inclusive. The trainings will be assigned within a month of the hire date. The Right to Understand is due in 30 days and FERPA is due in 90 days. All this information is discussed during the new employee orientation and shared again when accounts are set up in Canvas and Get Inclusive.

Reminders & General Info about Student Employees

International Students:

All students using International Programs funds to work at your department should be following the steps for hiring an international student. If an international student reaches out but is not following the proper steps, please reach out to Marie Boisvert, mboisvert@lowercolumbia.edu or international@lowercolumbia.edu.

International Students will email the supervisor with their resume and cc International Programs. If the student looks like a good fit, please schedule a formal interview. This is of course so you can get to know them, but also for them to practice at this important skill. If they are not a good fit, please also let them know. If you do choose to hire them, please:

Process for Hiring International Students

1. Send them an email to let them know they are hired and cc international@lowercolumbia.edu.
2. Provide them a **hard copy** of an employment offer letter. An offer letter template can be obtained from International Programs. The original letter with a physical signature is needed for the student to obtain their social security card.
3. Once the student has the offer letter, they will make an appointment with International Programs to go to the Social Security Office to order their social security card.
 - a. If starting work between January 1 and October 31, International students must have already **applied** for a social security card (or ITIN) prior to starting work.
 - b. If starting work between November 1 and December 31, international students must have already **obtained** a social security card (or ITIN) prior to starting work.
4. Once the student has received their social security card or documentation indicating their social security card request is in process, they can schedule an orientation with Ava Ransford in HR to complete new hire paperwork.
 - a. If the documentation indicating their social security card request is in process is provided for the orientation the student will need to provide a copy of their social security card when they receive it in the mail to HR.

International Programs can only pay for the five hours a week per student. If your department would like to hire the students for additional hours beyond the five hours, the funding will have to come from your own budget for these additional hours.

Students should enter hours worked that International Programs is paying for with the TRC code “**10 OEX-OASI Excludable Pay**” in ctcLink.

International Program funds are only available to students enrolled full-time. If you are charging hours to the international budget for a student worker during the summer, be sure that student is enrolled full-time.

WorkFirst Work Study

The WorkFirst Program supports parents who are receiving Temporary Assistance for Needy Families (TANF). One avenue of support is placing eligible students into WorkFirst work study positions. WorkFirst will work with supervisors for placement and complete the award section of the referral form.

Work Study Referrals & Student Action Forms

Referrals and action forms **must be renewed and sent to Payroll** at the beginning of each fiscal year, July 1st, even if the student is not changing positions.

Pay for Work Study & Student Help

Work study employees are paid at an hourly rate of \$14.89, which is based on the classification. Student help employees are paid based on Washington's minimum wage, which is currently \$14.49 per hour.

Additionally, we have two levels of student tutors: Student Tutor 1 and Student Tutor 2. Student Tutor 1s are paid at minimum wage, \$14.49 per hour. Student Tutor 2s are paid at \$14.99 per hour.

Benefits and Leave Information

Student employees are not eligible for medical, dental, or retirement benefits. Student employees are eligible for non-compensable paid sick leave to care for their health and the health of their qualifying family members. Paid sick leave is accrued at a rate of 1 hour for every 40 hours worked. Here are the authorized uses of paid sick leave:

- Employee's mental or physical illness, injury, or health condition
- Employee's preventative care
- Care for a family member with an illness, injury, health condition, and/or preventative care
- Closure of employee's place of business or child's school/place of care by order of public official for any health-related reasons
- If the employee or employee's family member is a victim of domestic violence, sexual assault, or stalking.

Employees may carry over a max of 40 hours as of December 31 into the next calendar year. See [Paid Sick Leave Procedure](#) for more information. **Note: Students in a state work study position with a third-party employer are not eligible for paid sick leave through LCC.*

Hours of Work

Student employees may not work on holidays or during campus closure days. Student employees are limited to 19 hours or less per week. However, during breaks in between the quarter, students may work up to 40 hours per week. There may be exceptions where supervisors can seek approval from their VP and HR for student employees to work up to 40 hours per week during their off quarter. These students must have a completed intent to enroll form. For work study employees, please ensure they have the financial aid allocation to support working the increased hours prior to having them work more than 19.

It is the supervisor's responsibility to track and monitor hours for work study employees to ensure they do not work more hours than they were awarded funding. In the event they go over

the work study award, they will be converted to student help and must be paid out of the department's budget. Similarly, please make sure your budget supports an increase in hours over breaks for student help employees prior to allowing them to work more than 19 hours per week. It is best practice to use the [work study tracking tool](#) to track hours worked each quarter/award amounts as work study funding may change. (You'll need to download to Excel or make a copy of the google doc as it's view only mode). Additionally, work study pay rates may change in January of each calendar year as minimum wage increases each year. Be sure to incorporate that into the tracking [work study tracking tool](#). You can reach out to Financial Aid at any time for an updated award amount for your work study student.

Federal work study funds are typically exhausted by March or April. Payroll will notify supervisors when this occurs. Please keep in mind that sometimes there are changes to award amounts throughout the year. **Be prepared to find other funding options, reduce hours, or potentially discontinue employment for the student.**

For WorkFirst work study students, WorkFirst is responsible for any overpayment.

Intent to Enroll

Work study employees must be enrolled in 6 or more credits to be eligible for work study employment. However, they may be eligible to work as work study in a quarter they aren't taking classes as long as they complete the [intent to enroll form](#) and will be taking 6 or more credits in the next quarter. This does not apply to student help employees. Students only need to be enrolled in a minimum of a one credit class to be eligible to work as a student help employee.

Break & Rest Periods

Student employees shall be provided breaks in accordance with Washington State law. The break should be not less than 10 minutes on LCC's time for each 4 hours worked. Breaks should be scheduled as close to the midpoint of the shift as possible. Students working more than 5 consecutive hours in a continuous shift must be provided a 30-minute unpaid break near the midpoint of their shift.

Dual Student Positions

Generally, student employees should be limited to one student position at a time. However, there may be instances where a student employee has two positions in different departments. They are still restricted to 19 hours per week combined between the positions. It is the responsibility of the supervisors for both positions to monitor their hours worked and work study allocation if applicable.

Accommodations for Student Employees

Lower Columbia College will provide reasonable accommodations required by law to employees with disabilities to enable them to enjoy the terms, benefits, privileges, and conditions of

employment to those similarly situated non-disabled employees. Student employees can request accommodations by contacting LCC Human Resources.

Separation of Student Employees

When a student employee is resigning or separating from their position, the Supervisor must notify Payroll of their separation so we can deactivate accounts and process their separation in Payroll.

Rehiring Student Employees

A student employee who is separated in ctcLink due to not working recently and who does NOT have hours worked in the current fiscal year (July - June) will need to:

- Have their background checked again.
- Complete new hire paperwork (except I-9 if they were hired within the last 12 months)

If a student employee is separated in ctcLink, but has hours in the current fiscal year, they may need to complete new hire paperwork again (i.e. W4). HR will give guidance on which paperwork, if any, needs completed for a rehire.

Appendix

Campus Early Childhood Program Specialist

The Campus ECPS position provides support to the Lead Teacher / Teacher Assistants in Early Childhood classrooms within our Head Start/EHS/ECEAP Programs and the Early Learning Center. Under the direction of other teachers in the classroom, the Campus ECPS will contribute to children's social, emotional, and physical development through activities, free time, field trips, meal/snack times, and outside play.

Campus Custodian

The Campus Custodian position helps maintain a safe, clean campus environment by cleaning various buildings, offices, classrooms, showers, restrooms, windows, etc. The Campus Custodian stocks supplies, empties, and cleans waste baskets and recycle bins.

Campus Grounds & Nursery Specialist

The Campus Grounds & Nursery Specialist helps maintain grounds and landscapes for LCC's campus. Duties may include lawn maintenance, planting, trimming, weeding, and watering flowers and shrubs, operating a variety of manual tools and equipment.

Campus Food Service Worker

Under supervision of the Kitchen Manager, the Campus Food Service Worker prepares, stores, and serves food within the food services at LCC. The Campus Food Service Worker adheres to all food safety and sanitation techniques and campus procedures. The position may post menus, maintain kitchen equipment, maintain inventory, etc.

Campus IT Intern

The Campus IT Intern position provides support to the IT Services department. Under the direction of more experienced employees, the Campus IT Intern performs a variety of routine tasks, including deploying and troubleshooting computers, printers, and mobile devices. The Campus IT Intern also responds to service requests and enters notes in the helpdesk system.

Campus Office Assistant

The Campus Office Assistant performs a variety of clerical, repetitive, and routine duties to support the department. Duties may include acting as receptionist, answering phones, filing, making copies, greeting the campus community and the public, data entry, and working on entry level projects.

Campus Student Tutor 1 and Tutor 2

LCC has a peer-to-peer tutoring program led by the Tutorial Center Program Coordinator. All new tutors start as level 1. After completion of 10 hours of training (6 of which is tutor-trainer led and synchronous) and 25 hours of tutoring experience, tutors move to level 2 and receive the pay increase.

The vision of the Tutoring Center is to be a resource for students by providing a welcoming and collaborative learning environment to foster academic success and lifelong learning. Tutors are current students who have excelled in their coursework and have a passion for helping others achieve academic success by cultivating independent learners. Tutors work with students independently and in groups to help them grasp course content as well as the study skills necessary to succeed in their academic courses.

WorkFirst Work Study

WorkFirst students are TANF eligible students and may work on campus or off campus depending on the job. Positions are coordinated through WorkFirst Programs.