



SOUTHEASTERN
COMMUNITY COLLEGE

**Federal Work-Study Handbook
For Students and Supervisors**

Effective 7/1/19

Table of Contents

SCC MISSION, VISION AND VALUES	3
FEDERAL WORK-STUDY OVERVIEW	4-5
About the Federal Work-Study Program.....	4
Eligibility.....	4
Hiring Process.....	4-5
SCC POLICIES	5-7
Non-Discrimination Statement.....	5
Handling of Confidential Information.....	5
Drug-Free Workplace.....	6
Use of Alcohol.....	7
Smoking Policy.....	7
RESPONSIBILITIES	8-11
Separation of Responsibilities.....	8
Supervisor Responsibilities.....	9
Student Responsibilities.....	10
Shared Responsibilities.....	11
Work Schedule.....	11
Orientation.....	11
Safety and Security.....	11
PAYROLL PROCEDURES	12
Payroll.....	12
SEPARATION	13
No Longer Interested.....	13
Terminated by Supervisor.....	13
Terminated by Financial Aid Office.....	13
ADDITIONAL INFORMATION	14
Summer Work-Study.....	14
Concurrent Employment.....	14
Additional Questions.....	14

SCC MISSION, VISION AND VALUES

Mission

Southeastern Community College provides accessible, quality programs and services which promote student success and economic vitality.

Vision

Southeastern Community College, a visionary leader in lifelong learning, embraces diversity, transforms lives, strengthens communities, and inspires individuals to excellence.

Values

Excellence: We are committed to the highest standards in all aspects of teaching, learning, and service.

Integrity: We encourage honesty, respect and personal accountability among and between students, staff, and stakeholders.

Stewardship: We are effective and vigilant stewards of our financial, physical, and human resources.

Continuous Improvement: We promote evidence-based decisions and systems within a culture of empowerment and teamwork.

FEDERAL WORK-STUDY OVERVIEW

About the Federal Work-Study Program

Federal Work-Study (FWS) is a program which provides part-time employment opportunities to eligible students to assist with the costs of post-secondary education. Students fill out a job application and are selected to go on interviews, as with any job. The program is designed to provide students with an opportunity for employment arranged around class schedules.

Jobs may be on-campus or off-campus at non-profit organizations, with at least one FWS student employed as a reading tutor for children of preschool and/or elementary age or with a family literacy program. Off-campus positions must first be approved by the Financial Aid Office, and a contract signed.

The salary for students participating in the work study program is reviewed annually and is published on the Part-Time Hourly Salary Schedule. No student will receive less than minimum wage. *Effective July 1, 2019, wage rates are as follows: \$9.50/hour for on-campus positions and \$10.50/hour for off-campus positions. (Tentative)*

The student's cost of attendance is based upon their educational program. A budget is constructed which reflects the student's maximum earning potential. Eligible students are usually allocated \$1,000 per semester that can be earned through work-study employment. This translates to approximately 105 hours per semester for on-campus positions and 95 hours for off-campus positions. The amount of hours available may be increased or decreased depending on the student's level of unmet need and the funding level of the department's work-study budget.

Eligibility

Students must complete an ISIR on file with the Financial Aid Office, have federal student aid eligibility, and demonstrate financial need to be eligible for the Federal Work-Study program. They must also meet Satisfactory Academic Progress standards at the end of every semester, and maintain half-time (6 credit hours) or greater enrollment. Exceptions to the half-time enrollment policy can be made at the discretion of the Financial Aid Director. Along with the job application, students must complete a Federal Work-Study Agreement and payroll documents.

Hiring Process

Work-study openings will be posted online as well as on campus bulletin boards. Some positions are advertised by word of mouth. Upon completion of a Federal Work-Study application, the Financial Aid Office will check the student for eligibility to work a FWS position. The Financial Aid Office will contact the department supervisor and share the application and the maximum number of available hours with the supervisor.

It is the supervisor's responsibility to select a few students and conduct interviews with them. The supervisor will notify all interviewed students of their decision. Once a student is chosen, the supervisor should instruct the student to report to the Financial Aid Office. There, the student will complete a Federal Work-Study Agreement and a Paycheck Mail Authorization. They will also be given a packet of paperwork that needs to be turned in to Human Resources. Human Resources will also need to take a copy of identity and employment eligibility documents such as social security card, driver's license, or passport. Human Resources will e-mail the Financial Aid Office and the supervisor when the paperwork has been processed and the student is approved to begin working.

SCC POLICIES

Non-Discrimination Statement

It is the policy of Southeastern Community College not to discriminate on the basis of race, color, national origin, sex, disability, age, sexual orientation, gender identity, creed, religion, and actual or potential parental, family or marital status in its programs, activities, or employment practices as required by the Iowa Code §§ 216.6 and 216.9, Titles VI and VII of the Civil Rights Act of 1964 (42 U.S.C. §§ 2000d and 2000e), the Equal Pay Act of 1973 (29 U.S.C. § 206, et seq.), Title IX (Educational Amendments, 20 U.S.C. §§ 1681 – 1688), Section 504 (Rehabilitation Act of 1973, 29 U.S.C. § 794), and Title II of the Americans with Disabilities Act (42 U.S.C. § 12101, et seq.).

Individuals having questions or complaints related to compliance with this policy should contact Tina Young, Title IX / Equity Coordinator, Southeastern Community College, 1500 W. Agency Road, West Burlington, IA 52655, phone number 319/208-5101, fax 319/208-5005 or the Director of the Office for Civil Rights, U.S. Department of Education, Citigroup Center, 500 W. Madison, Suite 1475, Chicago, IL 60661, phone number 312/730-1560, fax 312/730-1576.

Handling of Confidential Information

Many employees (including work-study employees) will be exposed and have access to information which is of a confidential nature. Such information should not be shared with unauthorized personnel.

Drug-Free Workplace

Pursuant to the Drug-Free Schools and Communities Act Amendments of 1989 and Public Law 101-226, Southeastern Community College adopts the following policy concerning drugs in the workplace. It is the policy of Southeastern Community College to discourage drug abuse among its employees. This intent is consistent with the College's desire to provide a quality educational environment for the public, a healthy workplace, and to promote good health and performance among its employees. It shall be unlawful to possess, use or distribute illicit drugs and alcohol by students or employees on college property or as part of any college activity. The laws of the state of Iowa pertaining to the possession and use of illicit drugs and alcoholic beverages on public property shall be followed. Specifically, this means that it is a violation of the drug and alcohol policy for students and employees to purchase, manufacture, possess, consume or sell such items on campus.

1. Abuse (manufacture, distribution, dispensation, possession or use) of a controlled substance in the workplace is prohibited. For the purpose of this policy, controlled substance shall be construed to mean any substance defined in Chapter 204 of the Iowa Code as being an illegal drug. 2. A copy of this policy shall be distributed to all present and new employees, and be posted on the employee bulletin boards. 3. The Human Resources Office shall develop and deliver a drug-free awareness program to educate employees about the dangers of drug abuse and about the availability of drug counseling and rehabilitation programs. 4. As a condition of employment, each employee must abide by this policy, and must notify this employer (through the Human Resources Office) within five days of any conviction involving a controlled substance in the workplace. The employer shall in turn notify the appropriate Federal government agency within ten days after receiving such notice, as required by law. This requirement only pertains to CONVICTIONS involving CONTROLLED SUBSTANCES which occurred IN THE WORKPLACE. 5. Any employee violating this policy may be suspended without pay for a period of up to six months, and FURTHERMORE, will be REQUIRED to participate in an approved and appropriate drug rehabilitation program at his/her own expense. Failure to comply may result in termination of employment, as may repeat convictions for the same offense or other drug-related offenses. 6. The Board shall cause the establishment of a drug-free zone on sites where instruction is offered at campuses and operations centers.

Use of Alcohol

The use of alcohol is prohibited on College property except as noted below. All Iowa state laws and local statutes regarding the possession, use, and distribution of alcohol must be observed. No employee, student, or visitor may appear on College property if, as a result of the use of alcohol, he/she cannot adequately perform normal functions or if he/she impedes the normal operation of the College. The SCC Foundation maintains a Special Class C Liquor License, which permits the sale and/or consumption of only beer and wine at Foundation approved locations and events. Prior approval is required from the President and SCC Foundation Board Director for any such event. Violation of this guideline by any student will be addressed as outlined in the Judicial Code of Conduct and Student Rights, and by local law enforcement when deemed necessary. Compliance with this guideline shall be a condition of employment. Any workplace related violation shall be reported to Human Resources and addressed per the employee disciplinary procedures. Prior to reinstatement of any employee so convicted, or as a condition of continuing employment, completion of an alcohol abuse or rehabilitation program may be required. Violation of this guideline by a visitor to any College property or sponsored activity will be turned over to local law enforcement. Educational information on alcohol abuse shall be made available to employee and students.

Smoking Policy

Southeastern Community College is committed to providing its students, employees, partners and visitors safe and healthy environments. Tobacco products are a proven health and safety hazard, both to the tobacco user and non-smokers who are exposed to secondhand smoke. In addition to causing direct health hazards, smoking and other tobacco use contributes to institutional costs in other ways, including fire damage, cleaning and maintenance costs, and costs associated with employee absenteeism, health care, and medical insurance. In compliance with the state of Iowa's Smoke Free Air Act and Board of Trustees directive, as of July 1, 2008, the use of tobacco products, which includes smokeless and smoking tobacco, is prohibited: In all areas within Southeastern Community College buildings. On all property owned or jointly owned, leased, or operated by Southeastern Community College. In all vehicles owned, leased, or rented by the school. In all private automobiles parked on college property. This policy applies to all employees, students, partners and visitors. All persons in non-compliance of the Smoke Free Air Act and SCC's policy will be considered in violation and subject to disciplinary action.

RESPONSIBILITIES

Separation of Responsibilities

It is important that supervisors and students realize they are jointly responsible for the smooth operation and legal requirements of the Work-Study program. Federal tax-payer funds are used to pay students, therefore the hours worked should be accurately reported, and the work done should be of high quality, consistent with what is expected of any SCC employee.

With that said, Work-Study students are students first and employees second. They must maintain good grades and be enrolled at least half-time while working. There should be a joint effort in setting goals and expectations for the student, and providing tools for him or her to succeed in the workplace. Many students have their first opportunity for paid work within the Work-Study program. The College is responsible for investing in the future, and these students are responsible for representing SCC now and for years to come.

It is important that student workers be as responsible as other employees. This means giving ample notice if schoolwork will affect work hours. Students should not expect to be able to study during work hours. If the student has completed all assignments, s/he may ask to study, but the decision is left wholly to the supervisor as to whether to allow this or not. Since hours under this program are extremely limited and come from taxes, studying should not be a routine part of the student's workday but reserved for times when the student is needed for passive work (for example to answer phones), but no active work (such as filing or setting up a lab) is available.

Supervisor Responsibilities

Supervisors must file job requests with the Work-Study Coordinator as soon as possible when a Federal Work-Study position becomes available so that we can assist in filling that position in a timely fashion. Supervisors must also be willing to provide or update job descriptions as needed.

Set Expectations

- ℵ Convey the need to work and behave according to Southeastern Community College's mission, vision, and values, including abiding by SCC policies.
- ℵ Demonstrate respect for these core values in your work and supervisory style.
- ℵ Develop a mutual understanding with all those you supervise of job requirements and measures of performance.
- ℵ Work with employees to adjust expectations as new challenges arise.

By Being A Leader Who:

- ℵ Respects employees, particularly the privacy of financial aid students.
- ℵ Exhibits trust, honesty, and ethical behavior.
- ℵ Is approachable and available.
- ℵ Listens to employee concerns and suggestions.
- ℵ Is aware of, and promotes safety in the workplace.
- ℵ Communicates effectively with the student.
- ℵ Communicates effectively with the Financial Aid Office.

Student Responsibilities

Meet Expectations

- ℵ Work and behave according to Southeastern Community College's mission, vision, and values, including abiding by SCC policies.
- ℵ Demonstrate respect for these core values in your work ethic.
- ℵ Meet all job requirements and measures of performance.
- ℵ Meet all Financial Aid requirements for employment each semester.

By Being An Employee Who:

- ℵ Respects other employees.
- ℵ Exhibits trust, honesty, and ethical behavior.
- ℵ Expresses concerns and suggestions.
- ℵ Is aware of safety in the workplace.
- ℵ Communicates effectively with the supervisor.
- ℵ Communicates effectively with the Financial Aid Office.

Shared Responsibilities

Work Schedule

When interviewing a student, it is recommended that the supervisor and student discuss the student's current class schedule to ensure that it will meet the department's needs. It is also important to let students know if specific skills will be required to perform the job. It is the supervisor's responsibility to define a work schedule that fits with the student's class schedule, as well as with the department's needs. **Under no circumstance will a student be scheduled to work during class time as this is against federal regulations.**

Orientation

The supervisor should conduct a job orientation with the student to include review of:

- ✂ Department expectations, rules and regulations
- ✂ Scheduled hours
- ✂ Responsibilities and tasks, including procedure for submitting timecards
- ✂ Who to call if they are going to be out sick
- ✂ How to request time off (and how long in advance)
- ✂ What to do if their schedule changes
- ✂ What to do in an emergency, including a discussion of safety and security issues
- ✂ Expected dress attire
- ✂ Confidentiality expectations (FERPA)

Safety and Security

✂ The supervisor will show the Campus Safety & Title IX section of the College website to the student with special attention given to procedures.

<https://www.scciowa.edu/life/safety.aspx>

✂ The supervisor will show the student the fire evacuation route and tornado shelter for the work area.

PAYROLL PROCEDURES

A schedule of pay periods, including timecard due dates and pay dates, will be provided to all work-study employees and supervisors. On pay dates, your check can be picked up at the Financial Aid Office. Pay dates are usually on the 15th and last day of the month. If you do not collect your check on the pay date, it will be held in the Business Office for you to pick up. Any checks not picked up by the following pay period will be mailed to the address you provided on your Paycheck Mail Authorization Form. If you move, it is important that you contact both the Human Resources office and the Financial Aid Office to inform us of the change.

How to Fill Out and Submit Your Work-Study Timecard

Legibly write your full name and the department you work for.

Write in the last date of the pay period - refer to the payroll schedule on the reverse side of this sheet.

Record the times in and out for each day you worked within the pay period. Please use quarter-hour rounding for times in and out. Refer to the chart below for examples:

Actual Time	Round To
8:00 – 8:07	8:00
8:08 – 8:22	8:15
8:23 – 8:37	8:30
8:38 – 8:52	8:45
8:53 – 9:00	9:00

Total up the number of hours worked each day in the column on the right-hand side of the card and record the Grand Total at the bottom.

Sign and date your timecard.

Have your timecard signed by your supervisor. Only the supervisor/supervisors listed on your work-study agreement are authorized to sign your timecard, and it is the work-study employee's responsibility to obtain this signature.

Make sure that your timecard is filled out completely and accurately. **Any errors or missing signatures could result in a delay of payment.**

Submit your timecard to the financial aid office by the published due date. Some supervisors will submit it for you; others leave this up to the student. Make sure you know how your supervisor prefers to handle timecard submission. **Any late timecards will be held for processing until the next payroll.**

Work-study employees must obtain blank timecards directly from the Financial Aid Office. They are not distributed by work-study supervisors.

Separation

No Longer Interested

Students may voluntarily resign from their position at any time. However, it is asked of them to provide the department they are working for at least a two week notice if possible. If a student resigns from their position, it does not prevent them from obtaining the same or another position at a later date. Once the supervisor is made aware of their resignation, the supervisor should notify the Financial Aid Office of the resignation and should advise Financial Aid if they plan to hire a replacement.

Termination by Supervisor

Supervisors may terminate the Federal Work-Study student at any time for unsatisfactory job performance and/or insubordination. Reasons can include but are not limited to: repeated failure to arrive at work on time, failure to complete assigned tasks, or disruption of the department. When possible, the supervisor should call the Financial Aid Office prior to termination, but if not possible, contact us immediately afterward.

Termination by Financial Aid Office

The Financial Aid Office never wishes to terminate a student contract, but must do so at any time a student is no longer eligible for Work-Study. We will attempt to give the student and supervisor advance notice, if possible. Examples of changes in eligibility include: failure to meet Satisfactory Academic Progress (SAP) standards, changes in enrollment status/cost of attendance, additional aid was awarded making the student ineligible for the Federal Work-Study program, all necessary paperwork has not been completed, or changes in funding levels/run out of hours.

Additional Information

Summer Work-Study

Federal Work-Study is available for those students that are attending at least half-time during the summer. In order to continue working after June 30, students must have eligibility for Federal Work-Study for the upcoming fall term and be enrolled at least half-time for the fall. After June 30, students are paid from the new academic year funds. As always, the student must continue to meet SAP after summer grades post in order to continue working.

Concurrent Employment

A Work-Study student may concurrently be employed for two or more supervisors at the College. The student will have a separate Work-Study Agreement and keep a separate record of hours worked for each position.

Additional Questions

Additional questions regarding the Federal Work-Study program can be directed to the Financial Aid Office.

West Burlington Financial Aid Office: 319-208-5014

Keokuk Financial Aid Office: 319-313-1931

We thank you for your interest in the Federal Work-Study program and hope that it is a rewarding experience for everyone!