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STUDENT ASSISTANT EMPLOYMENT GUIDE

DEFINITION AND PURPOSE OF THE STUDENT ASSISTANT CLASSIFICATION:

The classification and qualification standard for Student Assistants (class codes 1868, 1870, 1874, 1150 and 0100) has been established by the Chancellor's Office, Faculty and Staff Relations to describe typical positions filled by students while they are enrolled at the University. (FSA 81-13, Supplement No. 1.). The Student Assistant program is designed to meet three primary objectives:

1. Provide the University with part-time help in a variety of instructional and administrative programs;
2. Provide a means and opportunity to supplement the students' income and assist them in their educational expenses;
3. Provide students with work experience, preferably related to their academic majors.

Students assigned to these classifications may be employed on a part-time or temporary basis in any of the University's departments. They may be assigned to clerical, technical, maintenance, para-professional, or other duties related to the instructional or administrative functions of the University.

NOTE:
The student assistant classification shall not be used in lieu of other established classifications. Assigning a student assistant to perform the full scope of duties and responsibilities as a regular employee would be an inappropriate use of the classification standard, (FSA 84-61; FSA 81-13, Supplement No. 1).

GENERAL

CLASSIFICATIONS

Classification Code 1868: Student – Non Resident Alien

The classification of Student Assistant (class code 1868) provides temporary on-campus employment for students who are enrolled and attending classes at CSU, East Bay. Employment as a student assistant is permissible between quarters if the student is making normal progress towards a degree. Departments are instructed to use the following guidelines when utilizing the 1868 classification:
Students who are enrolled in at least 6 undergraduate units, (4 units for students enrolled in a graduate program).

Students should not work more than 20 hours per week.

Earnings are excluded from retirement benefits and Social Security taxes per the Internal Revenue Service, (IRS) Code Section 3121(b) (10).

**Classification Code 1870: Student - Resident**

The classification of Student Assistant (class code 1870) provides temporary on-campus employment for students who are enrolled and attending classes at CSU, East Bay. Employment as a student assistant is permissible between quarters if the student is making normal progress towards a degree. **Departments are instructed to use the following guidelines when utilizing the 1870 classification:**

Students who are enrolled in at least 6 undergraduate units, (4 units for students enrolled in a graduate program).

Students should not work more than 20 hours per week.

Earnings are excluded from retirement benefits and Social Security taxes per the Internal Revenue Service, (IRS) Code Section 3121(b) (10).

**Classification Code 1874: Bridge Student Assistant**

The classification of "bridge" Student Assistant (class code 1874) provides temporary on-campus employment for students who do not meet the 1870 classification provisions. **Departments are instructed to use the following guidelines when utilizing the 1874 classification:**

Students who were enrolled for at least 6 units in the preceding quarter and worked as a Student Assistant and are either taking a recess quarter off in which they are not enrolled as students or are enrolled in less than 6 units. **Students are restricted to one "bridge" quarter per academic year (Summer - Spring).**

The Bridge Students can work up to 40 hours a week.

Earnings are subject to a mandatory retirement contribution of 7.5% and a Medicare tax of 1.45% per Internal Revenue Service regulations.

**Classification Code 1150: Instructional Student Assistant**

The Instructional Student Assistant performs grading, tutoring or instruction for majority of work hours during academic term. All other conditions are the same as Classification Code 1870 above except that the Instructional Student Assistant is a member of Unit 11, a part of the UAW.
Classification Code 0100: Youth Summer Aid

The Youth Summer Aid works during the month of June, July and August only.

CONDITIONS:

Individual departments shall be responsible for advertising and hiring student assistants.

It is the responsibility of the hiring department to verify Student Assistant enrollment via the CMS/PeopleSoft systems each quarter and to notify Payroll if a Student Assistant no longer meets the specific classification criteria. If a Student Assistant becomes ineligible during any given month, the department should cease employment and the student will be paid for any hours worked in the classification they occupied prior to termination. Verification of enrolled units is essential in order to determine the appropriate class code.

Equitable salary treatment for all students performing comparable tasks shall be maintained throughout the campus. Department heads and supervisors will be responsible for ensuring that students are paid in accordance with the established classification and pay schedule, (refer to pgs 5 - 7). Hiring departments shall be prepared to provide supporting documentation for hiring a student at ranges II, III or IV should a Human Resources audit occur.

A Student Employment Action Form (SEAF) shall be initiated as soon as a student is hired. The student should report to the Payroll Office to complete the sign-in procedure. Students should not begin work until the sign-in procedure is completed.

A student assistant is not eligible for permanency and can be terminated at the discretion of the employing department. Student Assistants work on an “at will” basis.

A student assistant is not eligible to compete for internal promotional opportunities offered to regular University personnel.

WORK-STUDY STUDENT EMPLOYEES

Class code 1871: Federal Work-Study Student Assistant (on-campus)

Route to Financial Aid for approval.

Class Code 1872: Federal Work-Study Student Assistant (off-campus)

Route to Financial Aid for approval. Off-campus Federal Work-Student employers are contracted through the Office of Financial Aid only.

Class Code 1151: Federal Work-Study Instructional Student Assistant

Performs grading, tutoring or instruction for majority of work hours during academic term – route to Financial Aid for approval.

The employment guidelines listed in this document also pertain to federal work-study
employees, with the exception of the section covering "Work Hours." The Federal Work-Study Program is administered by the Office of Financial Aid. A document entitled "GUIDELINES FOR FEDERAL WORKSTUDY" for the current fiscal year will be posted on the Federal Work-Study webpage along with other pertinent details at http://www.csueastbay.edu/csuh_students/workstudy/workstudy.html.

HUMAN RESOURCES INFORMATION

COMPENSATION:

Student assistants are paid an hourly rate and are entitled to receive appropriate payment for every hour of work performed. Supervisors are responsible for clearly defining the duties and work schedules in advance, maintaining accurate records and ensuring that appropriate documents are submitted to the Payroll Office to facilitate timely processing of the student's pay vouchers.

DEDUCTIONS:

Class Code 1868 and 1870 - Federal and State taxes based on the 1871 and 1872 student employee's Student Payroll Action Request (SPAR) information. This is the link to the form: http://www.documents.dgs.ca.gov/osp/pdf/std457.pdf.

Class Code 1874 - Federal and State taxes based on employee's SPAR information, 7.5% contribution to the Part-time, Seasonal, Temporary (PST) retirement plan administered by the Department of Personnel Administration and 1.45% Medicare tax is deducted.

Class Code 1150 and 1151 student assistants have R11 union dues deducted.

RETIREMENT CONTRIBUTION REFUNDS:

In order to request a refund of retirement contributions, a Part-time, Seasonal, Temporary (PST) retirement plan participant must be separated from all CSU or state employment for 90 days. Refund forms are available in Human Resources.

WORK HOURS:

CSU regulations restrict student employment to a maximum of 20 hours per week. If a student works for more than one department, it is primarily the responsibility of the student and the supervisor to monitor and limit work hours in all departments to 20 per week. Employing departments are strongly encouraged to participate in monitoring student assistant work hours on a monthly basis.

BREAKS:

Students are entitled to take a fifteen minute break for every four consecutive hours worked. Rest breaks must be taken during the second or third hour of each four hour work period. Students
must be given a minimum of a half-hour unpaid lunch break when scheduled to work six consecutive hours or more. Students shall not work more than eight hours in one day.

**BENEFITS:**

Student assistants are not eligible for employment benefits, such as paid holidays, sick leave, vacation credits, life and medical insurance.

Students are covered by worker's compensation in the event of a job related injury.

**INJURY ON THE JOB:**

All work related injuries to a student assistant employee, regardless of how minor, must be reported to the supervisor. The injured student should be referred to Student Health Services for treatment. The supervisor must complete a *Supervisor's Report of Injury* (P.O. Form 66) and forward it to Human Resources.

**CLASSIFICATION GUIDELINES**

**CLASSIFICATION LEVELS OF STUDENT ASSISTANT POSITIONS**

The classification level of a position is determined strictly by the duties and responsibilities required to perform the job and not by the innate ability of an incumbent, the incumbent’s longevity on the job, or the availability of departmental funding. A job description that briefly outlines the duties of the position must be developed and the level determined prior to filling the position. The job description should be kept on file in the hiring department should a Human Resources audit occur.

Some positions may change as students acquire more duties and responsibilities. In such cases, if the duties of the position fit into a higher classification, the pay level should be changed accordingly by submitting a SEAF with a description of the change. To determine the salary increase for a class change; refer to the guidelines under Salary Administration.

Four classification levels (Student Assistant I, II, III and IV) are provided to assist supervisors in making classification determinations. Each class has a separate salary range. The classification level must be determined by analyzing the duties and responsibilities of the position before any salary placement can occur. A general description and examples of duties within each class level are listed on pages 6 and 7.

**STUDENT ASSISTANT I**

Assignment does not require experienced or upper division student.

Job is learned relatively quickly and does not entail a great deal of responsibility.

Uses common sense, general skills, and average knowledge.

Subject matter is routine and repetitious and can be learned after a brief orientation.
Work involves little or no independent judgment, problem solving, decision making or recommendations.

Works under immediate supervision.

**EXAMPLES OF STUDENT ASSISTANT I DUTIES**

Data entry; filing; receptionist duties; stocking shelves; delivering office supplies; sorting and delivering mail; shelving books; entry level grounds workers, custodians and general maintenance workers; trainees in laboratories and libraries; graders who utilize answer keys.

**STUDENT ASSISTANT II**

Works independently or with only general supervision.

Jobs are routine and require some prior experience, training or knowledge.

May be assigned a variety of tasks of above average difficulty or that require some experience, training or skill.

**EXAMPLES OF STUDENT ASSISTANT II DUTIES**

Cashiering; accounting; clerical; word-processing; apprentice trades; trained grounds workers and custodians; graphics assistants; trained library assistants; tutors; lab assistants requiring skill and knowledge; readers of subjective material representing more than simple concept and theory understanding.

**STUDENT ASSISTANT III**

Works independently using specialized skills at a high level of competence.

May supervise one or more student assistants.

May be assigned a variety of special or difficult tasks, or carry responsibility for a segment of a program or project requiring judgment, maturity, or other special qualifications.

**EXAMPLES OF STUDENT ASSISTANT III DUTIES**

Research/laboratory assistance; advanced library assistance; advanced typing/word-processing; stenography/transcribing; reading of subjective materials; unsupervised tutoring; Class II driving; entry level computer operations; programming assignments; and entry level skills related to the trades.

**STUDENT ASSISTANT IV**

Works independently using specialized complex skills at an "expert" level.
May supervise several student assistants with varying levels of expertise. May be assigned a variety of special or difficult tasks, or carry substantial responsibility for an entire program or project or a major segment of such program or project requiring judgment.

May be assigned academically demanding duties and responsibilities in a laboratory, research, or instructional support program which requires knowledge and understanding typically gained with a Bachelor's Degree in a relevant field.

EXAMPLES OF STUDENT ASSISTANT IV DUTIES

Advanced level research project leader, computer analyst/programmer, computer network administration assistant.

SALARY ADMINISTRATION

There are four separate salary ranges which correspond to the Student Assistant classifications. Each salary range has a minimum and a maximum rate. The pay rate within the salary range for the appropriate class level is determined by the Student Assistant Pay Scale.

Students shall be assigned a pay rate according to the current pay scales for student assistants.

New appointments should normally be placed at the minimum of the appropriate salary range. The supervisor should consider such things as unusual recruiting difficulties, the student's prior work-related experience, and specialized skills before appointing at a rate above the minimum of the range.

Appointments above the Student Assistant I level should be supported by a brief job description kept on file in the hiring department and subject to Human Resources audit.

After successful completion of six months and 400 hours performing the same, or similar, type of work within a department, a student may be considered for an increase within their salary range. This increase is based solely on the amount of time a student has performed his/her current duties and on satisfactory work performance.

STUDENT ASSISTANT LEVELS AND SALARY RANGES

Please go to the following link on the Payroll Office website for the current Student Assistant salary ranges:

http://www.aba.csueastbay.edu/BusAndFinance/New_Forms_Instructions/departments/forms/PRSEAF.pdf
INSTRUCTIONAL STUDENT ASSISTANTS

Please go to the following link on the Payroll Office website for the current Instructional Student Assistant salary ranges:

http://www.aba.csueastbay.edu/BusAndFinance/New_Forms_Instructions/departments/forms/PRSEAF.pdf