

## 6-year review

### AP 7270 Student Workers

Reference: **Education Code Sections 69960(f) and 88003;**  
**California Labor Code Section 2810.5;**  
**IRC Section 3121(b)(10);**  
**34 CFR Section 668.2**

Date Issued: April 11, 2013

Updated: ~~May 21, 2019~~

A student employed by the college and meeting the relevant enrollment criteria below is defined as a student worker. Student workers shall not be part of the classified service and do not earn benefits; however, they are covered by Workers' Compensation for injuries or death incurred while performing services for the district. Student workers are considered at-will employees, with no entitlement rights to any position within the District. They do not accrue vacation hours, receive holiday pay, or qualify for employment benefits. Additionally, student workers are not eligible for annual step progression.

#### **Foster Care Employment Preference**

The Grossmont-Cuyamaca Community College District (District), when hiring for internships and student assistant positions, shall give preference to applicants up to 26 years of age who are, or have been, dependent children in foster care.

#### **Federal and State-Funded College Work-Study Program**

To be eligible for the work-study and/or work experience program, District students must complete the Free Application for Federal Student Aid (FAFSA), be awarded under federal or state methodology, be selected for a position, and complete all required hiring documents prior to the start of work. ~~They must be enrolled in at least 6 units~~ Students enrolled in at least 6 units will have hiring priority and must maintain satisfactory academic progress according to federal guidelines. If required by program needs (e.g. Child Development Center), a Live Scan background check and TB test may be required. ~~Work cannot exceed 40 hours per week.~~

#### **District Student Employees**

In addition to the federal or state-funded college work study programs, the District also employs students who either attend GCCCD or another accredited college or university. Students eligible to work in this employment category must be enrolled full-time (12 units), or a minimum part-time (6 units), or as defined by the program in which they are enrolled.

Student Workers must be enrolled in a minimum of six (6) units during the fall or spring semester, and a minimum of three (3) units in summer. If the six (6) unit minimum is met for fall, the student may continue employment through winter Intersession. Students will be eligible for work during the summer if they meet the full-time eligibility requirements for the prior fall or spring semester; they do not have to be enrolled full-time for summer. Student workers must not exceed 25 cumulative hours of work work fewer than 26 hours

in a work week and must not be academically disqualified or on any form of academic probation.

Students who are academically disqualified or on academic probation in the fall and spring semesters may complete work in the current semester only. If this occurs, the student will not be employed the following semesters until they regain eligibility status and are no longer academically disqualified or on academic probation. Students who fall below the minimum 6 units are not eligible for employment and must stop working immediately.

Additionally, a student employed in this category must be selected for the position and complete all required hiring documents prior to the start of work. Non-GCCCD students must pass a Live Scan background check and TB test. Other program specific needs may require a Live Scan background check and TB test of all student workers (e.g. Child Development Center). An individual working in the category of student worker shall be limited to a cumulative maximum of 6 academic years within the District. Work for any portion of the academic year constitutes as one year. Summer school will count toward only one academic year.

~~Students who fall below the full-time threshold (but maintain 6 units) or are academically disqualified or on academic probation in the fall and spring semesters may complete work in the current semester only. If this occurs, student will not be employed the following semester and until they have reached full-time status and are no longer academically disqualified or on academic probation.~~