

# *2025-2026*

# Student Employment Program Handbook

For Student Employees

Issued by Eastern Wyoming College's Financial Aid Office

Student Employee Handbook

# **INTRODUCTION**

# **Eastern Wyoming College**

STUDENT EMPLOYMENT PROGRAM

#### MISSION STATEMENT

Student success is our first priority; as a learning community we provide opportunities that enable students to achieve their goals and enrich our unique region through work, partnerships, and student achievement.

The Eastern Wyoming College Student Employment Program is coordinated by:

Financial Aid Office Eastern Wyoming College 3200 West C Street Torrington, WY 82240 307-532-8224

Email: workstudy@ewc.wy.edu

# Eastern Wyoming College is an Affirmative Action/Equal Opportunity Employer

Eastern Wyoming College does not discriminate on the basis of race, color, national origin, sex, age, or disability in admission or access to, or treatment or employment in, its educational programs or activities. Inquiries concerning Title VII, Title IX, and Section 504, and Americans with Disabilities Act, may be referred to the Personnel Director, Eastern Wyoming College, Torrington, WY 82240, or phone (307) 532-8304, or the Wyoming Department of Education, Office for Civil Rights Coordinator, 2nd Floor, Hathaway Building Cheyenne, WY 82002-0050, or (307) 777-6218.

## EXPECTATIONS OF STUDENT EMPLOYEES

#### General

- Pursue employment opportunities.
- Complete all college, federal, and state employment forms prior to beginning work.
- Obtain a Work Authorization Form for each job.
- Report hours worked to supervisor on individual time sheets.
- Work no more than 15 hours per week when classes are in session.
- Check in with the Information Center on the last working day of every month for paychecks or log onto MYEWC for pay advice.
- Contact the Financial Aid Technician with concerns related to student employment.

#### **Attendance**

The College depends on student employees! Students are expected to be reliable, punctual, and dependable in attendance. If a student is not able to work due to illness or other excused absence, he/she <u>must</u> notify his/her supervisor. Unexcused absences may jeopardize the student's employment.

# **Fulfillment of Job Requirements**

Students have a responsibility to perform the job according to the job description provided by the department or agency. Failure to meet expectations could result in the loss of the position.

#### **Work Award Obligations**

Students are asked to remain in their position for a minimum of one semester. This provides the student an opportunity to develop meaningful relationships with his/her supervisor and co-workers, develop a reference for future positions, and allows adequate time to determine if the position is a "match" for the student's interests, skills and abilities.

Students are responsible for working with their supervisors to monitor earnings and to ensure that they are on schedule to complete their work award. For more information, see "Earning Complete Work Awards" on page 5. Fulfillment of a student's work award is contingent on the student's willingness and availability to work. Students are expected to give adequate notice (at least one week) to their employer before terminating employment.

#### Confidentiality

Students are required to adhere to the confidentiality policy and sign a confidentiality statement with their supervisor. The Family Education Rights and Privacy Act (FERPA) of 1974 mandates that information contained in a student's education records must be kept confidential, including, but not limited to:

- Student's Class Schedule
- Academic Transcripts
- Grade/GPA Information
- Student's Social Security Number (SSN) may not be given out or posted in any manner
- Financial Aid Information

# What to Expect from Supervisors

The Student Employment Program expects Supervisors to serve as role models for student employees. Supervisors are also expected to do the following:

- Provide an environment where students will learn transferable life skills and leadership skills
- Provide accurate job descriptions and clear job expectations for student employees
- Utilize a formal hiring process
- \* Complete necessary student employment forms required by the Financial Aid Office (FAO)
- Provide orientation, training, and evaluation for all employees
- Regulate a work-study student's work so that eligibility is not exceeded
- Notify the FAO when a student ceases work
- Notify the FAO when there is a job opening so that it can be posted
- **\*** Evaluate student's performance at least once per year
- Recognize and energize student employees

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#### **PROCEDURES**

# HIRING

#### **Job Postings**

A list of job openings on campus and at approved community service agencies can be found online on the EWC website at: <a href="https://ewc.wy.edu/work-study/">ewc.wy.edu/work-study/</a>. Other student employment info and required forms can be found online at ewc.wy.edu/financial-aid/work-study/.

The Federal Work-Study and Institutional Employment programs at EWC provide part-time work positions for students. To be eligible, students must be accepted, registered as degree-seeking at Eastern Wyoming College, and meet eligibility requirements as established in the EWC Satisfactory Academic Progress Policies for Financial Aid. Because Federal Work-Study is a need-based program, **students must complete the Free Application for Federal Student Aid (FAFSA) to determine eligibility.** 

The application provides a consistent method for the supervisor to review all applicants interested in the position, and allows the student to provide an initial overview of his/her skills and abilities. Students must complete an online application (available on the EWC website) to be considered for a Work-Study position. Completed applications will be e-mailed to the Financial Aid Technician and to the supervisor for that position.

\*\*\*Students are encouraged to seek career advice and assistance from: the EWC Counseling/Testing Center, TEB133, (307) 532-8288.

#### Interviewing

Interviews are a significant part of the hiring decision. The interview is used to determine if the applicant's skills, abilities, and interests on the application or resume are a good match for the position. It is also an opportunity for the supervisor to gain additional information not provided in the application or resume.

#### **Returning Students**

Eligible returning students may wish to secure employment for the following academic year before leaving for summer break. An eligible student is one who has worked during the academic term prior to the subsequent fall (i.e., employed during 2024-2025 and seeking employment for academic term 2025-2026 and, for Federal Work-Study positions, continues to have financial need (as determined by the FAFSA calculations). Students do not have to have Federal Work-Study eligibility to obtain Institutional Employment, except for certain community service positions. Returning students are still required to complete a *Work Authorization Form* in the Fall from the Financial Aid Office prior to beginning work for the academic year.

#### **FAFSA Completion**

All students must have submitted a FAFSA and completed all necessary paperwork in order to have a position.

#### **Institutional vs. Federal Awards**

The FAO will determine whether or not a student is eligible to work. If the student is eligible he/she will be paid with Federal Work-Study (FWS) funds. If the student does not have Federal Work-Study eligibility, he/she will be paid from Institutional Employment (IE) funds. In general, the policies and procedures for employing students through Institutional Employment (IE) are structured after the FWS guidelines, except IE earnings are not considered a financial aid resource when the FAO packages a student's Federal financial aid awards.

#### **Work Authorization Forms**

Eligible students must complete a *Work Authorization Form* (available in the FAO) <u>each year</u>, indicating how many hours the position offers a week and for whom they will be working. Completed *Work Authorization Forms* are due in the FAO **before** a student may start work. This is to ensure that all required paperwork is complete.

A sample Work Authorization Form is available in the Appendix.

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# **WORK AWARDS**

#### **Declining Work Awards**

A student may choose to decline his/her Work-Study award for a semester or year. Other aid may be adjusted as a result. Requesting a Work-Study position after previously declining it may also impact other award eligibility. Contact the FAO for more information.

### **Earning Complete Work Awards**

Fulfillment of the work award depends on the student's willingness and availability to work. The work award reflects *potential* earnings. Only hours actually worked will be paid. A reduction in hours worked will reduce the earned amount of the student's work award. The department is expected to provide opportunities for the student to earn the number of hours for which he/she has been hired on the Work Authorization Form.

Please keep in mind that ALL HOURS WORKED during the academic year, August through May, count towards a student's maximum earnings limitation.

Federal regulations state that the College cannot provide financial assistance to students in excess of their calculated financial need. All students are aware of what they can earn according to their aid award and should not expect to be paid for more. Once a student reaches his/her maximum eligibility, he/she must stop working immediately. Departments and students are encouraged to plan ahead in order to avoid termination at an inopportune time.

The Financial Aid Office keeps a cumulative total of the amount earned by each student worker. It is recommended that the Department and the student also keep a cumulative record of the amount earned so that a work schedule may be adjusted accordingly.

A supervisor may "lend" their Work-Study student to another department or supervisor who may need additional help or did not receive a Work-Study position. The hours a Work-Study student is on "loan" will count towards their total eligibility. Students do not receive additional Work-Study hours when they are on "loan" to a different department or supervisor.

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# **POLICIES**

#### Working more than one job

Students are generally permitted to have only one job. If students are not getting enough hours to earn their award amount, then they may apply for a second job after the second week of the semester. Both jobs combined MUST NOT EXCEED the maximum number of hours for which a student is eligible as awarded.

Students must coordinate their work schedules with <u>both</u> supervisors to ensure they do not exceed their overall work award and are never scheduled to work during class time.

# **Sharing employees**

#### Volunteering in a department

Students are not eligible to volunteer in a position that normally receives monetary compensation. This includes students who are not eligible for a work award and students who have reached their work award limit.

## Working for a relative

Eastern Wyoming College adheres to the following practices regarding working with a relative:

- A person is not permitted to directly supervise a relative.
- A person is not permitted to sign and verify a time card of a relative.

These practices are in place to avoid potential conflicts of interest.

#### Temporary work - employment during fall/spring breaks

Students may be authorized to work during breaks on a case-by-case basis as long as the college is open and a supervisor is available to monitor and approve hours. Departments may opt to pay for temporary employment from their departmental part time budgets during breaks.

#### **Drug-free workplace**

All student employees receive information regarding EWC's position on Drug and Alcohol Policy as required by the Drug Free Workplace Act. All students must sign and return the certification that they have received this information. (See example in Appendix)

#### Scheduling

Students <u>must</u> provide their supervisor with a copy of their class schedule each semester and provide updated schedules if classes change. Students can NOT work while they are scheduled to be in class. If a class day is cancelled or released early, the student MUST have written documentation from the instructor of the cancelled class before hours are submitted for approval.

#### **Job Concerns**

Concerns with the job (e.g., work schedule, job expectations, not getting enough hours to fulfill his/her work award) should first be discussed with the supervisor. Contact the FAO if the situation cannot be resolved.

#### Performing duties unrelated to the job description

Student employees may not perform work unrelated to their job description. Examples include: typing personal correspondence/dissertations/manuscripts; working on projects for a supervisor's non-college business; running personal errands; babysitting; or any similar non-job related requests. Contact the FAO with any questions or concerns.

## Dress code for student employees

Students are expected to be appropriately attired for the position. Some departments may have a specific dress code to follow. Ask the supervisor what his/her expectations are in regards to the dress code.

#### **Office/Department Conduct**

Students are expected to be courteous and display professional behavior in all jobs at all times. This includes showing respect for the supervisor, coworkers and others; obeying rules and policies; and completing tasks efficiently and accurately. Students are not allowed to use cell phones or other electronic devices unless expressly allowed by the supervisor.

#### Meal and other breaks

Please remember that the College does not pay for lunch or dinner breaks. Therefore, students who work a large number of hours in one day should not include time taken for lunch or dinner when recording their hours worked for that particular day.

#### Confidentiality

Students are required to maintain EWC's confidentiality policy.

#### Jury duty

Eastern Wyoming College supports student civic involvement. If a student is summoned for jury duty and is required to report for duty, a leave of absence will be provided for the time actually served during the student's regularly scheduled work hours. The student's schedule may be altered at the supervisor's discretion to accommodate the conflict between jury duty and the student's regular work shift.

#### Vacation/Sick Leave

Student employees are not eligible for paid vacation or sick leave.

## **Orientation and Training**

Departments are expected to have training and orientation for all student employees. The orientation session should include departmental policies and expectations, staff introductions, departmental tours, safety information, scheduling, and specific training for the particular job (e.g., telephone etiquette for a position where the employee will be answering the telephone). Departments are <u>required</u> to provide necessary safety training for student employees.

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#### JOB TERMINATION

If a student decides to quit a job, he/she should give at least a one week advance notice to the supervisor so that a replacement may be found.

#### **Voluntary termination:**

Student employees may voluntarily terminate their jobs at their own discretion. Reasons for student resignation might include:

- Course work overload
- Class scheduling conflicts
- Other job opportunity
- Graduation
- Co-op or intern opportunity

- Conflict with employer or co-workers
- Unsatisfactory performance

# Involuntary termination with notice:

Supervisors may terminate students' jobs with notice for a number of reasons. These reasons may include:

- Federal Work-Study earning maximum met. Federal regulations state that the College may not provide
  assistance to students in excess of their calculated financial need. Thus, when students earn the entire work
  award, they must be released from their job. Requests for consideration of special circumstances must be
  discussed with the Director of Financial Aid.
- Elimination of a position
- Lack of funding
- Scheduling conflicts

## Involuntary termination without notice:

Supervisors have the right to terminate student employees <u>without</u> notice for students found to be in violation of College behavioral standards. Some examples of violations include, but are not limited to:

- Breach of confidence
- Timesheet falsification
- Repeated unexcused absences or tardiness
- Thef
- Use of drugs or alcohol during or immediately prior to the work shift

#### Dismissal guidelines

It is recommended that the student should be given two written warnings before being dismissed from the job. Supervisors may enforce more rigid guidelines, as long as the policy is communicated (preferably in writing) to the student when he/she is hired.

#### STEP 1:

Supervisor completes Warning/Termination Notice each time a warning is given. The form should indicate in the designated place whether it is a first or second warning.

#### STEP 2:

Supervisor sends a copy of the warning to the Financial Aid Director each time a warning is issued. The supervisor should keep a copy for his/her record so that he/she can keep it as documentation to support any dismissal of a student.

### STEP 3:

If the problem happens a third time, the student should be dismissed. The form should then be marked for dismissal and sent to the Financial Aid Director.

#### STEP 4:

The FAO staff will advertise the job opening per the supervisor's request and try to find a replacement. When the student is terminated from a campus job, the FAO staff is not obligated to find a replacement job for the student although he/she still has the opportunity to pursue other employment if he/she desires.

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#### PAYROLL PROCEDURES

## **Earnings**

Campus positions are paid at a base rate, (\$10.00) per hour of work performed. Students are paid once a month, on the last day of the month. If the last day of the month falls on the weekend, the paychecks will be distributed on the Friday prior to the last day of that month. Paper paychecks will be mailed. Direct deposit pay advices are available to view and print using MyEWC Self Services

Students have the ability to choose how to use their student employment or Federal Work-Study earnings; however, earnings are to be used for valid educational expenses per the agreement signed on the FAFSA.

#### **Taxes**

All earnings are subject to statutory state and federal income tax regulations. Students enrolled at least half-time (six credits) during the academic year are exempt from FICA/Medicare (Social Security) taxes. During the academic year, gross earnings are applied to the student's work award; net earnings are issued to the student by check or direct deposit. The maximum gross amount a student may earn for the academic year is stated in the work award and Work Authorization Form.

# **Tax Withholding Forms**

Students are responsible for completing and signing their employment forms and returning them to the Financial Aid Office. These forms include, but are not limited to:

W-4 form (federal tax withholding form)
I-9 form \* (Employment Eligibility Verification Form)

All students must possess a valid United States Social Security Number. International students who do not possess a valid U.S. Social Security Number must apply for and receive a Social Security card prior to any earnings being paid.

\* NOTE: Department of Homeland Security/U.S. Citizenship and Immigration Services regulations require the I-9 to be completed within three (3) days of hire in order for the employee to continue working. Students are not authorized to work without returning all payroll forms to the FAO.

#### **Timesheets**

Federal student employment guidelines require hours worked to be documented on a time sheet. Students can only be paid for hours actually worked and may not be paid for sick leave, vacation pay, funeral leave, or holiday pay. Please remember that the college does not pay for meal times. Therefore, students who work a large number of hours in one day should subtract time taken for lunch or dinner from the total hours worked for that day. Timesheets are completed with the total number of hours worked by the student and must be electronically signed by the student and electronically approved by the supervisor by the 16<sup>th</sup> day of each month. A timesheet must be completed each month for each job worked. (See example of electronic time entrance in appendix.)

<u>Late timesheets will not be processed until the following month</u>. It is the **student's** responsibility to make sure he/she has his/her times electronically entered and their timesheet electronically signed by the 15<sup>th</sup>. It is the supervisor's responsibility to electronically approve the timesheet by the 16<sup>th</sup>.

**NOTE:** Students cannot work when they are scheduled to be in class. Supervisors MUST have a copy of each student's schedule and ensure that time reported as worked on the timesheet DOES NOT coincide with class times on student's schedule. If a student is working during a cancelled class, the supervisor must have proof that the class is not in session.

Federal and state financial aid and payroll regulations governing the monitoring, reporting, authorization, and disbursement of student employment earnings are very explicit. The policies of the Eastern Wyoming College's Student Employment Program must operate under these regulations. Violations could result in financial penalties and/or the loss of Title IV financial aid for Eastern Wyoming College.

Misrepresentation of hours on a student's time sheet will result in immediate dismissal of the student.

The weekly pay period is Sunday through Saturday. Overtime is not permitted for student employees and is defined as when a student works more than forty (40) hours in one week.

If the supervisor is unable to electronically sign the student's timesheet on the date it is due, arrangements must be made for an authorized staff person, who is able to verify the hours worked, to sign in the supervisor's absence.

The exact number of hours the student worked for the day should be recorded on the timesheet. Students cannot "lump" hours together (i.e., if a timesheet is late, total hours for the previous month should not be listed on one day). This could result in apparent scheduling conflicts with the student's class schedule.

Supervisors are required to keep copies of completed monthly timesheets in order to monitor their student's hours to make sure the student does not work more than his/her award allows. Timesheets MUST be submitted within 30 days of the last recorded day of work. Please remember that a student can work no more than 15 HOURS PER WEEK during the school term and may not exceed awarded amount.

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#### **COMMUNITY SERVICE POSITIONS**

Community service positions are available off campus. Students **MUST** be eligible for the Federal Work-Study Program to be eligible for these positions. Eastern Wyoming College currently has a partnering contract with Lincoln Elementary School, The Practice After School Program. A list of available jobs is available online at <a href="ewc.wy.edu/work-study/">ewc.wy.edu/work-study/</a>. Students applying for a Work-Study job at Lincoln Elementary, The Practice After School Program must undergo a background check before being allowed to work. These positions have a hire wage at \$15.00 per hour.

# Appendix

Sample	Work Authorization I	Form
, Award Year:		
	ZEmploy	ver - Please Print
ろ Student Employee _		
4. Last 4 Digits of Soci	al Security No. Or Studen	t ID
5. Hours per week for t	his position	
	لSignat	ure of Employer
7FA Approval	<u></u>	

# COMPLETING THE WORK AUTHORIZATION FORM

The Work Authorization Form is used to track where students work and the number of hours they are hired to work. Any incomplete forms will be returned to the supervisor for completion. Please be sure to complete the **entire** form to prevent delays in student authorization and pay.

- 1. **Award Year -** Determines from what award year the student is being paid. (2015-2016)
- 2. **Employer -** The person for whom the student will be working. (Please Print)
- 3. **Student Employee -** Student's name. (Please Print)
- 4. Social Security No. or Student ID Student's last 4 social security number or Student ID
- 5. **Hours per week -** This is the number of hours the student is going to work per week in this position.
- 6. **Signature of Employer -** The Supervisor's signature acknowledges that she/he has hired the student.
- 7. FA Approval Financial Aid staff will initial here stating that the student is now ready to begin work.

Name: Last, First, MI	(Please Print)	

# EMPLOYEE CERTIFICATION OF NOTIFICATION REGARDING A DRUG-FREE WORKPLACE AT EASTERN WYOMING COLLEGE

I certify that I have been provided information describing the standards of conduct that proposession, use, or distribution of illicit drugs and alcohol. I have also received informat sanctions, health risks, assistance programs, and college disciplinary sanctions for associated with illicit drugs and alcohol abuse.	tion regarding legal
Employee's Signature	Date
**************	
I certify that I have been provided a copy of, or online access to the EASTERN WYOMINSTUDENT EMPLOYMENT HANDBOOK.	NG COLLEGE
Employee's Signature	 Date



# **Eastern Wyoming College**

3200 West C Street

Torrington, WY 82240

# **CONFIDENTIALITY STATEMENT**

TO STUDENT AND SUPERVISOR: You both must complete this confidentiality statement. If a Work-Study/Institutional Employment student works with student or family personal records or information, or if he/she might come in contact with such information, the student hired must complete and sign this statement. The supervisor must then sign it and return it to the Financial Aid Office.

# STUDENT EMPLOYEE STATEMENT OF UNDERSTANDING OF THE FAMILY EDUCATIONAL RIGHTS AND PRIVACY ACT

(Print Student's Name) understand that by the virtue of memployment as a Work-Study/Institutional Employment student at Eastern Wyoming College, I may have access to, or come in contact with, records which contain individually identifiable information, the disclosure of which is prohibited by the Family Educational Rights and Privacy Act (FERPA) of 1974.			
I acknowledge that I fully understand that the intention person could subject me to criminal and civil penalties	•		
I further acknowledge that such willful or unauthorized policy and could constitute just cause for disciplinary a regardless of whether criminal or civil penalties are im-	action including termination of my employment		
Student's Signature	Date		
Supervisor's Signature			

# AUTOMATIC DEPOSIT AUTHORIZATION

I hereby authorize Direct Deposit of my paycheck as follows:

Date of check to be deposited(Or show ALL if applicable)
Name of Bank
Address of Bank
Bank Routing Number
Account Type (checking or savings)
Account Number
Printed Name
Signature
Date

Please attach a check that has been marked "VOIO" if depositing into a checking account.

# **Work-Study Employee Job Aid: Time Entry**

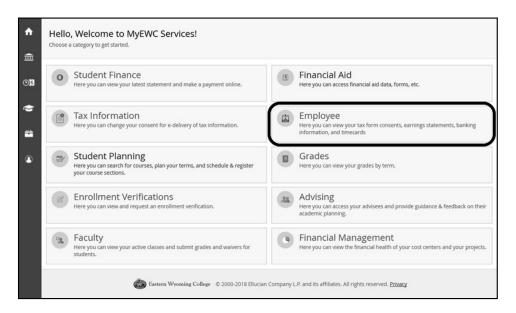
Updated: January 9, 2019

For monthly payroll processing, part time employees, tutors, and workstudy students enter their hours worked using this online tool each pay period.

# **Procedure:**

Enter your time online through MyEWC Services.

1. Login to MyEWC, then click "MyEWC Services." This tool takes a while to load, please be patient. You will see several panels that link to other information.



- 2. Click the "Employee" panel. Further employee options appear.
- 3. Click the "Time Entry" panel.
- 4. A list of available weeks in the pay period will display. An indication will display for any weeks that have been submitted for approval. Click the appropriate week to enter time.



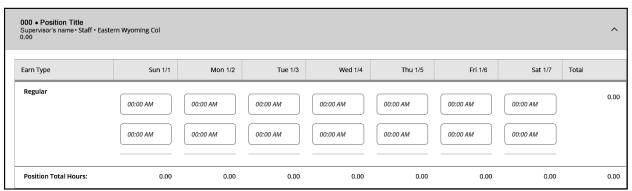
Time Entry

Here you can fill out your timecards.

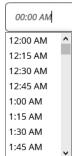
5. Depending on your position, you will be entering "clock-in" and "clock-out" times for each day of the week or you will enter a total number of hours for each day of the week. Both processes are explained next.

# **Clock-in/Clock-out Entry**

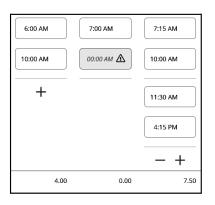
This time sheet displays two time boxes for each day. The top is for "clock-in" and the bottom is for "clock-out."



a. Click the top box to enter your "clock-in" time for a particular date. You may type numbers in military style, like 800 or 1430, standard time with AM or PM, or you can select the time from the drop-down list that appears. Note that a "warning" symbol appears if you don't fill in both the "in" and "out" times. No need to worry, just be sure to complete the time entry for that day.

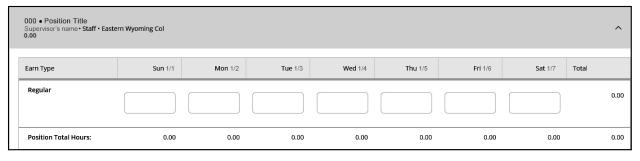


b. If you need to enter additional "in" and "out" times for one day, click the "+" symbol that appears below the initial in/out boxes to make another pair of in/out boxes display. You can add as many pairs of in/out boxes as necessary. If you mistakenly added an extra pair of boxes, you can click the "—" symbol to remove them.



## **Total Hour Entry**

This time sheet displays a single time box for each day. Enter the total hours worked for each day.



a. Click the box below the day of the week to enter the hours for that day. You can enter whole hours or a decimal value.

6. After entering time, click the "Save" button in the navigation area above where you entered your time. You can continue to enter time in this weekly period, you can navigate to another week by clicking the or buttons in the navigation



area, or you can return to the list of available weeks by clicking the link for "All Time Sheets" in the navigation area.



7. If desired, you can leave a comment regarding the week's time. Click the "Comments" button found below where you entered the time for each week. Click the "Send" button to send the message to your





supervisor.

8. When finished entering time for any week (or the entire payperiod), click the "Submit for Approval" button found below where you



entered the time for each week. Clicking this button only submits that week for approval. All weeks in the pay period, even those with 0.00 (zero) hours, must be submitted before your hour submission is complete for the pay period.

# **Notes:**

✓ Be sure to "Sign Out" of MyEWC Services, then "Log Out" of MyEWC and close your web browser when finished.

 $\sim 17 \sim$  Revised 7/25

For technical support, please contact Aaron Bahmer at (307) 534-2912 or toll-free at 877-392-4678, option 3. For payroll support, contact Lori Moore at (307) 532-8307.

 $\sim 18 \sim$  Revised 7/25