



# **STATE WORK STUDY**

## **PROGRAM MANUAL**

**2011-2012**



**WASHINGTON**  
OPPORTUNITY PATHWAYS

**STATE WORK STUDY**  
**Higher Education Coordinating Board Staff**

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**STATE WORK STUDY  
2011-2012 PROGRAM MANUAL**

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**UPDATES FOR 2011-2012**  
**STATE WORK STUDY (SWS)**  
**PROGRAM MANUAL**

**The effects on SWS in the 2011-13 Operating Budget are significant and include:**

- An overall biennial cut to program funds of approximately 66 percent/\$30 million. Program reductions were partially offset by recognizing the impact of 2011-12 tuition and fee increases, which added back approximately \$1.1 million over the biennium.
- Compared to 2010-11, SWS funding was reduced by an additional 51.3 percent, which is approximately \$8.2 million.
- The 2011-12 SWS appropriation is now approximately \$7.8 million.
- Policy and operational changes per the following budgetary language:

**From the Agency Detail Budget Notes:**

“Funding for the State Work Study program is reduced. Changes made during Fiscal Year 2011 will become permanent, including increasing the required employer share of wages and discontinuing non-resident student eligibility for the program, and the Higher Education Coordinating Board will adjust employer match rates and revise distribution methods to institutions by considering other factors such as off-campus job development, historical utilization trends, and student need.”

- \$500,000 in separate funding for the SWS Math & Science Teachers (MST) program is suspended for 2011-13.

## **IMPLEMENTATION**

### **Reserves:**

2011-12 SWS initial allocation notification letters were emailed directly to institutions on May 31, 2011.

The distributions are based on program reduction levels, and adjusted to consider historical utilization trends. Initial allocations represent 75 percent of the amount the HECB estimates will be provided to your institution. Once 2010-11 SWS activity is complete, allocations will be recalculated and supplemented to ensure that your institution receives 100 percent of the appropriate amount.

Please note that the HECB does not anticipate significant opportunities to redistribute SWS funds throughout the year.

**Non-resident Eligibility:**

Non-residents are no longer eligible to participate in SWS. Residency determinations for SWS should follow the same process as your institution uses to determine residency for State Need Grant purposes.

**Full-Time SWS:**

In order to maximize student opportunity with significantly reduced resources, full-time SWS at 40 hours a week during school breaks is suspended in 2011-12. Students may still work up to 19 hours per week during school breaks. Regulations related to non-enrolled students still apply.

**Award Averages:**

The HECB strongly encourages institutions to review SWS student earnings in order to ensure that the maximum number of students are being served.

**Special Projects: Community Service, High Employer Demand, Math & Science Teaching:**

Due to the dramatic decrease in program funding and the resulting constraints on the HECB’s ability to fund both separate wage and administrative support allocations for this purpose, SWS Special Projects are discontinued until further notice.

Please note that STEM employers working in high demand fields continue to be incentivized to participate in the program by receiving the lowest employer match rate available at 30 percent.

**Employer Match Rates:**

Employer matching rates are increasing again in 2011-12 in order to provide more assistance to students from a smaller funding base per the direction of the Legislature.

**2011-12 employer types and associated minimum match rates will be as follows:**

<b>For-profit</b>	<b>60%</b>
<b>Public institutions, on-campus Private institutions, on-campus Governmental agencies – city, county, state, federal</b>	<b>40%</b>
<b>Non-profit community service providers School districts STEM - businesses whose primary business activity is in the fields of science, technology, engineering, and/or mathematics</b>	<b>30%</b>



SWS contract renewal instructions will be mailed to all employers with active 2010-11 contracts in the HECB's portal system as soon as possible.

All employers must have approved and active SWS contracts and job descriptions prior to students earning 2011-12 SWS dollars. Institutions must apply appropriate minimum matching rates per employer type as described above and should ensure that their employers are aware of what level of match they will be expected to provide before allowing students to earn SWS funds in 2011-12.

## **OTHER CHANGES**

### **Elimination of Federal LEAP and SLEAP Programs:**

Prior to 2011-12, funding from both the federal Leveraging Educational Assistance Partnership (LEAP) program and Special Leveraging Educational Assistance Partnership (SLEAP) program was utilized to supplement wages for students employed under SWS.

Funding for both the LEAP and SLEAP programs has been eliminated in the 2011-12 federal budget. The elimination of LEAP and SLEAP funding has significant impacts for SWS and its stakeholders:

- Formerly, the comingling of federal Title IV funds from LEAP and SLEAP with SWS funding exempted student earnings from welfare benefit income control calculations.
- With the elimination of LEAP and SLEAP, SWS earnings no longer can be classified as Title IV and will now be counted as income for SWS students in this category.

**Profile of State Work Study Recipients by Sector, 2009-2010**

	<b>Total, All Institutions</b>	<b>4-Yr Public Institutions</b>	<b>Independent Institutions</b>	<b>Community &amp; Technical Colleges</b>
<b>Percent of All Recipients</b>	100 %	33 %	31 %	36 %
Recipients	8,875	2,949	2,726	3,224
Total State Work Study Earnings	\$26,832,181	\$8,288,584	\$8,951,775	\$9,591,822
Average SWS Earnings	\$3,023	\$2,810	\$3,283	\$2,975
<b>Age</b>				
Under 21	42 %	47 %	57 %	25 %
21-23	19 %	25 %	20 %	13 %
24-29	20 %	19 %	15 %	25 %
30-34	7 %	4 %	4 %	13 %
35-39	4 %	2 %	1 %	9 %
40 and Over	8 %	2 %	2 %	17 %
Median Age	21	21	20	26
<b>Gender</b>				
Male	34 %	36 %	33 %	34 %
Female	66 %	64 %	67 %	66 %
<b>WA Residency</b>				
Resident	87 %	91 %	72 %	96 %
Nonresident	13 %	9 %	28 %	4 %
<b>Fall Term Enrollment Status*</b>				
Full-time	94 %	98 %	97 %	87 %
Part-time	6 %	2 %	3 %	13 %
<b>Year in School</b>				
Freshmen	14 %	11 %	11 %	19 %
Sophomore	37 %	14 %	12 %	81 %
Junior	13 %	19 %	22 %	0 %
Senior	21 %	35 %	31 %	0 %
5th Year/Unclassified	1 %	1 %	2 %	0 %
Graduate/Prof/Other	13 %	20 %	21 %	0 %
<b>Race/Ethnicity</b>				
Black/African American	6 %	5 %	5 %	9 %
Asian	8 %	10 %	9 %	6 %
Pacific Islander	2 %	5 %	1 %	1 %
American Indian	2 %	2 %	1 %	4 %
Spanish/Hispanic	9 %	8 %	9 %	10 %
White	61 %	54 %	65 %	64 %
Other	5 %	9 %	2 %	2 %
Unknown	6 %	7 %	8 %	4 %
<b>Dependent Students</b>				
Percent of all Students	47 %	56 %	66 %	23 %
Average Parental Income	\$45,119	\$32,069	\$61,127	\$35,299
Average Family Size	3.97	3.84	4.03	4.12
Average EFC	\$4,333	\$1,947	\$7,614	\$1,694
<b>Independent Students</b>				
Percent of all Students	53 %	44 %	34 %	77 %
Average Family Income	\$12,358	\$8,897	\$15,767	\$12,914
Average Family Size	2.00	1.55	1.53	2.41
Average EFC	\$1,449	\$1,893	\$2,534	\$806
<b>Family Demographics</b>				
Married Without Children	4 %	4 %	5 %	3 %
Married With Children	8 %	4 %	3 %	15 %
Single With Children	14 %	6 %	3 %	31 %
Single Without Children	74 %	87 %	89 %	51 %
<b>Average Total Aid Received</b>	<b>\$21,018</b>	<b>\$19,817</b>	<b>\$33,200</b>	<b>\$11,659</b>
<b>Percent of Funds by Type</b>				
Grant	49 %	50 %	45 %	57 %
Loan	36 %	35 %	45 %	14 %
Work	16 %	15 %	10 %	29 %
<b>Percent of Funds by Source</b>				
Federal (including Loans)	52 %	55 %	49 %	53 %
State	25 %	32 %	15 %	42 %
Other	23 %	14 %	37 %	5 %

Source: 2009-2010 Unit Record as submitted to HECB by institutions. The total number of need-based recipients is an unduplicated count. Many students often attend more than one institution. Private vocational schools do not meet necessary criteria to participate in State Work Study.  
\*Only includes students who enrolled fall term

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Student Financial Assistance

**Access.**  
**Affordability.**  
**Achievement.**

“State Work Study provided me with a unique opportunity to experience what it’s like to put classroom learning to work in real life situations... I’ve developed a better work ethic, improved my interpersonal skills, and have a deeper understanding of what it takes to get things done in my field.”

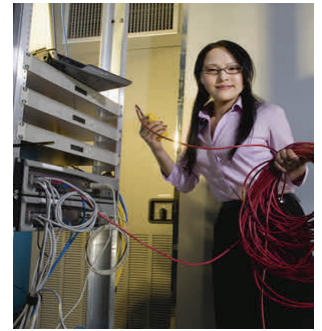
**SWS Student Teacher**

“Without State Work Study, our business would not have made nearly the progress, or been able to sustain the level of growth, especially in this difficult economic environment. Many of the students we’ve helped train over the years have been hired on as full time employees after graduation. SWS is a win-win for both employers and students.”

**SWS Employer,  
web-hosting and design**



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## Washington State Work Study Program

### Program Overview

For the past 36 years, the State Work Study (SWS) program has helped students earn money for college, while gaining valuable work experience, often in jobs related to their academic and career goals.

In 2009-10, about 8,650 students earned nearly \$27 million—roughly \$20 million from the state, and \$7 million leveraged through matching dollars from participating employers. SWS students earn an average of \$3,000 annually by working up to 19 hours per week.

### Program Purpose

- SWS provides low- and middle-income students with an opportunity to help themselves pay for college now, through leveraged earnings, instead of postponing those costs through increased loan burdens.
- Participating students gain employment experience in fields directly related to their studies, resulting in improvements to persistence, degree completion, and future job market competitiveness.
- SWS employers benefit from increased business productivity, preview potential new employees, and play a crucial role in developing the work force skills that will position Washington’s economy for sustained future growth.
- Both undergraduate and graduate level students who demonstrate financial need are eligible.

### Benefits to Students

The work study experience tests academic learning, builds workplace skills valued by employers, and differentiates future graduates in an increasingly competitive job market. SWS provides an alternative to high levels of student borrowing, reducing debt burdens for future taxpayers.

State Work Study improves persistence among financially needy students. Research indicates that students who work between 10 and 19 hours per week are more likely to persist than non-working students. When the work experiences are related to their academic program or vocational area, students are even more likely to stay in school.

# Washington State Work Study Program

## Benefits to Washington

Because the state and employers share the cost of student wages, the state can leverage its financial aid resources to provide additional aid to needy students, thereby increasing access and affordability for more Washington citizens.

In 2010-11, an estimated \$7 million in additional student aid will be generated through employer matching contributions, or a 34 percent return on investment for Washington taxpayers.

Additional benefits include:

- SWS employers in Washington save money on wages and increase business productivity.
- SWS helps students prepare for careers and find jobs after graduation.
- Employers often hire former SWS students as employees.

## Program Results

- Interest from nearly 2,000 employers, and thousands of graduate and undergraduate students typically outstrips program resources.
- 83 of participating students reported that SWS has been critical to their ability to successfully pursue a degree.
- 71% of participating students indicated that they would not be able to afford to stay in school without SWS.
- 86% of participating students said that SWS helped clarify their educational and career goals.
- 94% of participating students believe that SWS work experiences have made them more marketable for future employers.

“It’s really hard for new graduates to get jobs if they don’t have practical experience that sets them apart from all the other applicants vying for limited employment opportunities.

Through my State Work Study position in the information technology area, I am developing a range of skills while in school that I believe will give me a lot more choices in my career path once I’ve graduated.”

**SWS Student  
Technology Assistant**

## Emerging Issues

- State Work Study program funding was reduced 31.4 percent, (\$7.4 million) during 2010-11, as a result of continuing state revenue shortfalls.
- Major policy changes on non-resident eligibility and employer match rates also were directed by the Legislature as a means of reducing the impact to needy resident students.
  - Employer participation levels may be negatively impacted based on lower reimbursements, reduced numbers of awarded students, lower award levels, and increased competition for student hires.
  - Only resident students will be eligible for SWS after 2010-11.

## More Information

For more information on the Washington State Work Study Program, please contact Jeffrey Powell at [jeffreyp@hecb.wa.gov](mailto:jeffreyp@hecb.wa.gov) or 360-704-4150.

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**STATE WORK STUDY**  
**2011-2012 PROGRAM TIMELINE**

<b>June 2011</b>	<p>2011-2012 Contract and job description renewal process begins, employers notified.</p> <p>2011-2012 75% initial allocation notifications emailed to institutions.</p> <p>2010-2011 Yearend reports from public institutions for regular State Work Study, High Employer Demand, Community Service Projects, and Math &amp; Science Teachers are due June 30.</p>
<b>July 2011</b>	<p>Final cash requests for 2010-2011 due July 15.</p> <p>Final timesheets for 2010-2011 due July 15.</p> <p>Final timesheet reconciliation for 2010-2011 due July 15.</p> <p>2010-2011 Three percent administrative allowance payments to public institutions will begin once yearend reports are submitted and reconciled.</p>
<b>August 2011</b>	<p>2011-12 100% Initial allocation notifications emailed to institutions.</p>
<b>October 2011</b>	<p>2010-2011 Unit Record Report (URR) data due.</p>
<b>November 2011</b>	<p>2011-2012 Survey round.</p>
<b>January 2012</b>	<p>2011-2012 Survey round.</p> <p>1099's are mailed to employers who hire from private institutions.</p>
<b>April 2012</b>	<p>2012-2013 contract and job description renewal process begins, employers notified.</p> <p>2011-2012 Survey round.</p>



# CHAPTER 1

## INSTITUTIONS

### **ELIGIBILITY WAC 250-40-030 (5)**

To participate in the State Work Study (SWS) program, the institution must:

1. Be located in Washington State and have delivered onsite instruction for at least 20 consecutive years.
2. Be fully accredited by one of these six regional accrediting agencies:
  - Northwest Commission on Colleges and Universities
  - Western Association of Schools and Colleges
  - Middle States Association of Colleges and Schools
  - New England Association of Schools and Colleges
  - North Central Association of Colleges and Schools
  - Southern Association of Colleges and Schools
3. Operate as a non-profit.
4. Participate in federal student aid programs.
5. Demonstrate continued administrative capability to administer SWS in accordance with published rules and guidelines.
6. Maintain a valid *Institutional Agreement to Participate in State Aid Programs*.

### **Agreement to Participate WAC 250-40-070 (8)**

The *Institutional Agreement to Participate in State Aid Programs* documents an institution's agreement to abide by program statutes, rules, and guidelines.

Participating institutions must notify the HECB within 30 days of changes in eligibility to participate in federal aid programs, accreditation status, or program review findings.

### **POLICIES & PROCEDURES**

Each spring institutions must submit copies of their satisfactory academic progress (SAP) policy, repayment policy, student budgets, and if requested, award packaging policy for HECB approval in order to continue participation in state aid programs for the following fiscal year. Additional supporting documentation may be requested.

### **Satisfactory Academic Progress WAC 250-40-040 (2) (d)**

At the end of each term, the institution must review the progress of each SWS recipient to determine if the student is maintaining satisfactory progress, is on probation, or denied further assistance as defined in the HECB approved SAP policy. The institution's policy shall include a process for reinstating ineligible students.

***Probation Status:*** A student completes at least 50 percent, but less than 100 percent of the minimum credits for which the aid was calculated and disbursed. The institution must limit the number of terms of probation allowed. A student in probation status may continue SWS employment.

***Denied Status:*** A student who does not meet the institution's minimum qualitative (grade point average) standard, exceeds the institution's maximum time frame policy, or fails to complete at least 50 percent of the minimum number of credits for which aid was disbursed. The student is denied further participation in SWS.

***Reinstatement:*** The financial aid administrator may document the use of professional judgment on a case-by-case basis to evaluate a student's extenuating circumstances and reinstate eligibility.

## **TECHNICAL ASSISTANCE**

***New Administrators:*** Institutions with new student employment administrators should contact the HECB for training options. SWS program staff will make every effort to provide individualized training and fund-management guidance.

***Supervisors:*** The HECB encourages aid administrators to provide employer supervisor training including a focus on recruitment, quality job descriptions, comparable pay, interviewing, student eligibility, training and evaluation, and an overview of the SWS paperwork necessary to claim reimbursement.

## **REPORTS & RECORDS**

### **Program Review WAC 250-40-070 (10)**

The HECB will periodically review administrative policies and practices to ensure institutions and employers are in compliance with program rules and guidelines. If such a review reveals a failure in compliance, the HECB may suspend, terminate, or place conditions on program participation, and may require reimbursement to affected students or the HECB.

The burden for repayment is on the institution. The institution must maintain intact and accessible records of student's application, award eligibility calculation, and expenditure of SWS funds.



In addition, the following student employment records are required for program review purposes:

1. Copies of all contracts, business profiles, and job descriptions approved by the institution.
2. Documentation of wage comparability or non-comparability.
3. Completed and signed time sheet records for each pay period.
4. Records of all reimbursements made to the employer for the student.
5. Documentation of unusual expenses in over-earning situations.

### **Records Retention**

Records relating to the SWS program must be maintained in accordance with RCW 40.14. This law requires that all documentation substantiating a student's eligibility for and receipt of SWS funds must be maintained for six years in accordance with the Washington State's Record Retention Schedule.

If an institution keeps its records in an electronic format, it must maintain source documents supporting the calculations and rationale for the student's award, as well as the required information listed above.

### **Unit Record Report**

Each institution participating in the SWS program is required to submit a Unit Record Report (URR) for each student who received federal, state, or other financial aid on the basis of financial need.

When reporting SWS information, use actual earnings not just the reimbursed portion of the wages. The format requires separate reporting of on and off campus earnings. In cases where the institution acts as "employer of record," the preference is for these earnings to be reported as off campus. SWS's most recent profile based on URR information is available on page iv in the front section of this manual.

### **SWS Data Compilation** WAC 250-40-070 (7)

The HECB will request periodic reports on predicted SWS funding needs to ensure a proper distribution of funds among participating institutions.

The HECB will periodically gather information describing the students served and student employment details for program evaluation and in response to legislative inquiries.

## **Public Institution Fiscal Reporting**

**Monthly Expenditures & Cash Requests:** Using the cash request feature of the HECB's online portal, institutions must report both the amount of funds expended to date and the amount of funds required to reimburse SWS employers. **Cash requests are due by the 15<sup>th</sup> of each month.** The institution must submit expenditure information monthly even if not requesting additional funds.

**Year End Report:** Institutions must submit an annual expenditure report at the end of the fiscal year by the HECB specified deadline, usually mid-July. In order to determine the public sector administrative allowance, the HECB considers this report final, even if the institution subsequently amends reported expenditures. An institution forfeits all claims for reimbursement of compensation paid to students not included on the Year End Report.

**Administrative Allowance:** (see Chapter 4) WAC 250-40-070 (5)

Subject to the availability of funds, public institutions will be provided an administrative allowance equal to three percent of the institution's annual SWS expenditures, including subprograms. The allowance is to be used for costs associated with direct administration of the SWS program.

**IRS Reporting:** Institutions are responsible for producing the IRS 1099 form for SWS reimbursements made to for-profit non-incorporated employers, sole proprietors, and partnerships. See Chapter 3 – Employers for more information.

## **Private Institution Fiscal Reporting**

Private institutions must reconcile reimbursed time sheets, at least every 30 days, using the reconciliation feature of the HECB's online portal. Institutions must notify the HECB of discrepancies between institutional and HECB records.

## **MAINTENANCE-OF-EFFORT** WAC 250-40-070 (6)

State funds provided under this program may not replace institutional funds that would otherwise support student employment.

## **INSTITUTIONS AS EMPLOYERS**

See Chapter 3 – Employers for detailed requirements for institutions participating in the SWS program as employers.

## CHAPTER 2

### STUDENTS

#### ELIGIBILITY

To participate in the State Work Study (SWS) program, a student must be eligible and awarded SWS funds by the institution.

To be eligible, a student MUST:

- Submit an approved FAFSA (Free Application for Federal Student Aid)
- Be a resident of the state of Washington
- Demonstrate financial need
- Enroll at least half-time in an eligible program
- Maintain satisfactory academic progress
- Not owe a repayment or be in default in any state or federal aid program
- Not pursue a theology degree

***False information:*** Any student awarded SWS funds as a result of a willfully false statement or failure to reveal any material fact, condition, or circumstance affecting eligibility will be subject to applicable civil and criminal penalties.

#### **Washington Residency RCW 28B.15.012-013**

Students are eligible to receive SWS service if they are *residents* of the state of Washington as defined in RCW 28B.15.012-013.

Residency determinations for SWS should follow the same process as your institution employs to determine residency for State Need Grant (SNG) purposes.

The HECB requires institutions to resolve any conflicting residency information between their financial aid, admissions, and registration offices. The HECB will periodically compare residency-related data reported on the FAFSA (such as mailing address, state of legal residence, driver's license state) and request that schools either confirm eligibility or resolve conflicting information.

#### **Financial Need WAC 250-40-040 (1) (a) & (2) (a-c)**

The student must demonstrate *financial need* as calculated using the Federal Methodology formula. Financial need is the difference between the student's Cost of Attendance and the family's ability to pay these costs as determined by the Expected Family Contribution (EFC) from the FAFSA. The student's award(s), in combination with other forms of aid, may not exceed the calculated financial need.

**Foster Youth WAC 250-40-040 (3) (a)**

Students, who are *former foster youth*, are no more than twenty-four years of age and were a dependent of the state of Washington at the time they turned eighteen as defined in RCW 28B.92.060 (6) should be prioritized for SWS funding. Institutions which have exhausted their funds may contact the HECB to determine if additional funding is available to serve these students.

**Half-time Enrollment in Eligible Program WAC 250-40-040 (1) (b)**

The student must enroll at least half-time as an undergraduate, graduate, or professional student. *Half-time* is one-half of the credit or clock hour defined by the institution as full-time progress.

Students must enroll in an *eligible program*, approved by the U. S. Department of Education for participation in Title IV financial aid programs, that leads to either:

- An associate, baccalaureate, undergraduate professional or graduate degree.
- A postsecondary vocational certificate or degree in a program of at least 600 clock hours, 16 semester or 24 quarter credit hours. Program completion must prepare the student for gainful employment in a recognized occupation.

*Remedial coursework* needed to prepare for degree or certificate completion requirements is permissible.

**Satisfactory Academic Progress WAC 250-40-040(1) (c) & (2) (d)**

Students must maintain satisfactory academic progress (SAP). Institutions determine the student's SAP status based on their HECB-approved policy, which includes both qualitative (grade point average) and quantitative (credits) criteria.

At the end of each term, the institution must examine the SAP status of each SWS recipient to determine if SWS participation can continue. See the Satisfactory Academic Progress section of Chapter 1 – Institutions for more details.

**Aid Repayment/Default WAC 250-40-040 (1) (e)**

Students are ineligible if they owe a repayment on a state or federal financial aid program or are in default on a state or federal student loan program.

**Theology Exclusion WAC 250-40-040 (1) (d)**

Students are ineligible to receive state financial aid to pursue a degree in theology. Each institution must determine whether the student is pursuing this type of degree in light of Washington State Constitution, Article 1 § 11, that no “public money or property shall be appropriated for or applied to any religious worship, exercise or instruction”.

To apply this constitutional prohibition, the institution may look to Washington Supreme Court decisions that interpret the constitutional provision as prohibiting “that category of instruction that resembles worship and manifests a devotion to religion and religious principles in thought, feeling, belief, and conduct, i.e., instruction that is devotional in nature and designed to induce faith and belief in the student.”

## **AWARDING**

### **Need Analysis Adjustment**

The financial aid administrator may use professional judgment to adjust resources to more accurately reflect the family's individual financial situation during the academic year. In general, adjustments shall be consistent with changes made for federal aid or the reasons for the variance shall be documented. Such adjustments include but are not limited to: reduction in income due to the job loss of the primary wage earner; death of a parent or spouse; a business closure; emergency expenses; and use of current-year rather than base-year information.

### **Coordination with Other Resources**

Student earnings within the SWS program are no longer excluded from welfare benefit income control calculations, as there are no longer integrated Federal Title IV S/LEAP funds within SWS and the exclusion was based on this factor previously (please see the Program Update at the front of this manual for more information).

### **Monitoring Eligibility**

If a student's academic or financial aid eligibility changes, the institution will confirm the student continues to be eligible for the program. If appropriate, the institution may adjust the student's SWS award.

The institution will communicate any change in eligibility to the employer in a timely manner.

### **Over-Awards**

The SWS award should not exceed the student's calculated need. The student will not be considered over-awarded if additional funds are received after the institution awards SWS, provided that total resources exceed financial need by \$300 or less.

If a student's resources exceed their need by more than \$300, the institution will take the following steps:

1. Decide if the student needs the money to pay for educational costs which were unanticipated when financial aid was awarded to the student.
2. Cancel any un-disbursed loan and/or grant, other than Pell Grant, equal to the excess earnings and terminate the student from the SWS program (if the student's earnings still exceed need by \$300). Reduce a future term award in the same award period.
3. Consider the remaining amount over-awarded for future access to aid.
4. Document the steps taken in dealing with the student's over-award.

## **FULL-TIME STATE WORK-STUDY: SUSPENDED in 2011-12**

The primary purpose of full-time SWS employment has been to provide students who are not enrolled or enrolled less-than-half-time, with an opportunity to save money for the upcoming period of enrollment.

However, In order to maximize student opportunity with significantly reduced resources, full-time SWS at 40 hours a week during school breaks is suspended in 2011-12.

Students may still work up to 19 hours a week during school breaks. Regulations related to non-enrolled students still apply (see below).

### **Eligibility**

An eligible student may work up to the 19 hours average per week maximum during any one term (fall, winter, spring, or summer) which the student is on official break from regular class enrollment, and the student intends to enroll half-time or more in the following term.

To be eligible, the student will:

1. Demonstrate need for the upcoming term including the calculated contribution from SWS savings requirement (see Savings Requirement section below for more details);
2. Indicate intent to enroll at the institution the following term. The student's written statement is acceptable documentation; and
3. Meet other student eligibility criteria as listed in this Chapter.

A student who is enrolled half-time or more during the official break is considered to be in "student status" and is limited to working no more than an average of 19 hours per week, but does not need to meet the Savings Requirement.

### **Summer Term Need Analysis**

For a SWS eligible student enrolled in a summer term that begins before June 30, the institution can base need analysis either on the current or up-coming year.

### **Savings Requirement**

Forty percent of a student's non-enrolled/less than half-time enrollment period SWS earnings should be applied as a resource toward upcoming educational costs. The 40 percent savings expectation cannot be replaced with an unsubsidized loan or waived in calculating PLUS loan eligibility.

All other eligibility criteria specified in WAC 250-40-040 and restrictions on student placement and compensation specified in these guidelines apply to break period SWS program eligibility.

## **STUDENT RESPONSIBILITIES**

### **Interviews**

Once a student has been notified of eligibility for SWS, they may interview with eligible employers. The institution will provide the student with information regarding the job selection process.

### **Employment Obligations**

A student employed in a SWS position accepts responsibility to fulfill employment obligations. The student will complete the student section on time sheets and submit the time sheet by the employer's deadlines. The student and supervisor will track the hours worked to prevent an over-award.

### **Changes in Eligibility**

Students must report any changes affecting their SWS eligibility, enrollment, or financial aid status to the institution and employer.





## **CHAPTER 3**

### **EMPLOYERS**

#### **ELIGIBILITY**

To participate in the State Work Study program, eligible employers must agree to adhere to the terms of the SWS contract. The following types of employers may be **eligible** to participate in the program:

- Institutions of postsecondary education.
- Appropriately licensed nonprofit organizations.
- For-profit business entities (employer producing goods or providing a service for sale or release to others).
- State and federal agencies.

The following types of employers may **not be eligible** to participate:

- Any church or entity which has a direct association with a controlling sectarian organization (i.e. church sponsored day-care centers or educational institutions). However, religiously affiliated hospitals may be allowed to participate if certain conditions are met, please contact the HECB directly for more information.
- Any employer who does not comply with appropriate federal, state, and civil rights laws.
- Any employer who will not pay comparable pay rates.
- Any elected official who would use the student's work to enhance their political goals.
- Students who own or are part owners of a business.

#### **Positions Offered by the Employer**

Work performed by a student may not be sectarian related and may not involve any partisan or non-partisan political activity.

Each position offered by the employer must be reviewed for compliance with the following conditions:

- The position will have a clear connection to the educational and/or career interests of potential student employees.
- It will not result in displacement of regular workers.
- The rate of pay will be comparable to that of other employees in the organization engaged in similar work.
- It will be non-sectarian and non-political.

It cannot be assumed that any or all positions offered by an eligible employer satisfy program requirements. An employer may meet general eligibility requirements, but have positions that are not eligible. See Chapter 4 – Jobs & Wages for more information regarding review of job descriptions.

### **Institutions as Employers**

Public and nonsectarian private institutions of higher education do not have to complete a SWS contract in order to employ SWS students on-campus. The institution is bound by the provisions of the Institutional Agreement to Participate and all SWS rules, regulations, and guidance. See Chapter 4 – Jobs & Wages for more information on procedures for on-campus employment at these institutions.

### **Full-time Equivalents and Work Study**

For state agency employers or public institutions, according to the State Administrative and Accounting Manual (SAAM) issued by the Office of Financial Management (OFM), work study placements (state and federal) are not counted towards an agency's budgeted full-time equivalents (FTEs) in the state's financial system. They are to be charged in and remain in the specially created Program 690.

### **Out-of-State Employers**

Prior approval will be granted on an individual basis by the HECB SWS staff before a student may be employed by an out-of-state employer.

### **International Employers**

If an employer's parent company is a foreign company, but the subsidiary company is located in the United States, that employer may be eligible as long as the student is paid in U.S. currency and is employed in the United States. Other international placements are permitted and encouraged. Contact the HECB for assistance in developing these positions.

### **Religiously Affiliated Employers**

A form to assist in determining if an employer is religiously affiliated is located in Chapter 7 - Resources. If there are further questions about the eligibility of a potential sectarian employer, the employer may be asked to submit their Articles of Incorporation and By-laws.

Religiously affiliated hospitals may now be eligible to participate in SWS in certain circumstances. Please contact the HECB directly for specific procedures.

## **EMPLOYER SELECTIONS**

Institutions, and students with the institution's permission, should develop SWS jobs with eligible employers following required job placement priorities (see Chapter 4 – Jobs & Wages).

Institutions or students may base their selection of an employer on the following criteria:

1. Nature of the business and/or position.
2. Employment opportunities compatible with institutional role and mission.
3. Educational experience for the student.
4. Environment that enhances the learning experience.
5. Training in areas of future career opportunity.
6. Employer's past compliance with program requirements, such as supervision, time sheet timeliness, and fiscal solvency.

### **Employer Handbook and Brochure**

To assist in promoting the program to potential employers, an Employer Handbook and Brochure are available in print and on the HECB website at: [www.hecb.wa.gov/employers](http://www.hecb.wa.gov/employers).

## **EMPLOYER CONTRACT**

Off-campus employers interested in hiring SWS students must enter into a contract with the HECB or a public institution acting as its agent. The contract and business profile confirm eligibility to participate and willingness to comply with all program requirements, including legal requirements for the HECB, the institution, and the employer.

The HECB requires employers to complete only **one** contract to participate in the SWS program. The contract cannot be modified by employers. Students must not begin work until the employer contract and job description are approved. Work a student performs without a contract and job description in place may not be reimbursed.

The contract without renewal expires June 30 of the year it is filed. To participate in the SWS program after the initial year, an off-campus employer may complete the annual contract renewal extending the terms and conditions of the contract for the following year. See Chapter 7 - Resources for a copy of the contract.

### **Business Profile**

All employers must complete the business profile which is included with the employer contract. The information provided on the profile is essential for determining eligibility and the contract will not be approved without it. See Chapter 7 - Resources for a copy of the business profile.

## **Institutions as Employer of Record**

An institution may act as the “employer of record” even if actual placement of the student will be elsewhere. For example, a public college may, stand as the employer for a student who works off-campus, in order to ease administration.

## **Employer Contract Submission**

Public institutions, acting as the HECB’s agent, may enter into a contract with an eligible off-campus employer. The public institution should provide a copy of the approved contract to the HECB to add to the contract list in the Portal. This allows the employer to renew their contract online in the HECB’s annual renewal process.

Private institutions must submit contracts to the HECB for final approval.

## **Online Contract and Job Description Renewal Process**

The HECB maintains a list of SWS employer contracts in the Portal. Please refer to the HECB portal website (<https://fortress.wa.gov/hecb/portal/>) to verify if an employer already has a valid contract to avoid duplicate paper work.

The annual renewal process typically begins in early April. The HECB notifies each eligible employer listed in the Portal how to renew online. The notification includes the following information:

- Renewal instructions
- Website address
- User Name
- Password

New employers submitting a contract and/or job description for the current fiscal year from **April 1** through **June 30** will be automatically renewed for the next fiscal year.

## **IRS W-9 and 1099 Forms**

The SWS contract is also used in place of a W-9 in order to meet IRS tax reporting requirements. The IRS considers SWS reimbursement to for-profit, non-incorporated employers as income. Each active employer of this type, typically sole proprietors and partnerships, will receive an IRS 1099. **An employer in this category should be made aware of this provision.**

Public institutions are responsible for producing IRS 1099 forms for SWS reimbursements made to eligible employers. The HECB is responsible for producing IRS 1099 forms for eligible employers who hire from private institutions.

## **Terminating the Employer Contract**

SWS contracts may be terminated by the HECB if the employer fails to comply with its provisions or by the employer if it chooses not to continue participation.

### **Mediating Employer Conflicts WAC 250-40-070(10)**

In the event of a conflict between an employer and a student, the institution is asked to review the terms of the contract with the employer and make every attempt to resolve the conflict. If no agreement can be reached, the institution may refer the case to HECB SWS staff for final resolution.

Violations of program requirements may result in corrective action requiring an employer or institution to make monetary restitution either to student employees, or to the HECB, as appropriate to the infraction.

## **ADMINISTRATIVE REQUIREMENTS**

Following approval of the contract and job descriptions (see Chapter 4 – Jobs & Wages) the employer may recruit and hire SWS eligible students.

### **Civil Rights Laws**

The Civil Rights Act (CRA) of 1964 prohibits employers from discriminating against employees and job applicants based on race, religion, sex, color, or national origin. Employers that fail to comply with the CRA face severe penalties.

### **Interview**

As part of the interview, the student must be informed of the work requirements of the position, and the employer should be informed of the student's ability to fill those requirements so both parties have adequate information to assess the student's ability and interest in filling the position.

### **Supervision**

The employer will agree to supervise, in a reasonable manner, work performed by the SWS student so the responsibilities of the position are fulfilled and the student realizes educational benefits from the position.

An employer may not hire a SWS student if that student will be supervised by, or have his or her time sheet signed by, a member of the student's immediate family. A participating SWS business cannot be owned in part or whole by the student.

### **Employee Evaluation**

While not required, the completion of a student performance evaluation is recommended. An example is provided in Chapter 7 - Resources.

### **Vulnerable Populations**

Students, who have regularly scheduled access to children, the elderly, the disabled, or any other vulnerable population, must comply with state regulations on background checks and fingerprinting.

### **Working in Private Homes**

In most cases students cannot work in private homes. There are some businesses, where a placement could be considered if all the proper licensing, supervision, and payroll systems are present. However, the employer contract requires a supervised work experience, and a safe environment. Employment in private homes does not generally provide workplace experiences the program was created to promote.

### **Reimbursable Hours Worked**

The employer must monitor the number of SWS reimbursable hours worked so the student does not exceed the total dollar amount of the student's award. A student cannot work more than an average of 19 hours per week during 2011-12.

### **Rest and Meal Breaks**

The employer must provide student employees with appropriate rest and meal breaks as required by state labor standards as described in WAC 296-126-092.

### **Payment to Student**

The employer must ensure a daily record of the hours worked by each student is maintained on the appropriate form, generally the SWS time sheet.

The employer must pay each student at least once a month for their total earned compensation less appropriate deductions.

As noted in the contract, payment must be made on a per-hour-worked basis and the hourly rate of pay will be at least equal to the entry-level salary of comparable positions within the employing organization. The student may not be compensated on a completion-of-project basis.

The only exception to this guidance is for on-campus graduate assistants. On-campus graduate assistants can be paid a salary. If paid a salary, the student must attest in writing they have worked the hours they are being paid. The student must be notified whenever the rate of pay increases or decreases. The student must be paid by check or direct deposit, and cannot be paid in cash in order to ensure a proper audit trail.

The employer may not claim reimbursement for the following:

- Wages earned or paid but not submitted to the institution by the specified deadline dates
- Hours worked over the student's award amount
- Deductions
- Commissions
- Bonuses
- Holiday Pay
- Travel reimbursement
- Other special compensation paid to the student

### **Unemployment Compensation**

Eligibility for unemployment compensation can only be determined by the Employment Security Department. As a general rule, SWS students may be eligible for unemployment benefits if a sufficient number of hours have been worked in the "base year." An individual must have worked 680 hours in the last four quarters to be considered eligible for unemployment benefits. These hours may be from any job(s) without regard to SWS eligibility.

### **FICA**

Federal Insurance Contributions Act (FICA) tax is comprised of both Social Security (6.2%) and Medicare (1.45%). It is administered by the Federal Government and generally requires all off-campus employers to make these deductions from the student's wages. The IRS provides for a specific "student worker" exemption to paying FICA, if students are enrolled and regularly attending class and employed at the college they attend.

### **Industrial Insurance (Workers' Compensation)**

Employers should be advised to cover the student under their own insurance program as they provide coverage to all other employees.

### **State Retirement Membership**

SWS students employed in positions at the same public institution they attend may be exempt from membership in the state Department of Retirement Systems (DRS). SWS students working in positions at other public institutions or agencies are eligible for participation in the system.

Participation is determined by examining the number of hours the position represents – not the number of hours worked by the individual student. Generally, a student working in a position exceeding 70 hours per month for five of twelve months is eligible. Consult the employer's human resources personnel for distinction in definitions between "new" and "existing" positions in DRS rules.

**Military Leave**

Students can only be reimbursed for hours worked in the areas outlined in the job description. The organization employing a student who is called for a military assignment cannot seek SWS reimbursement for those hours.

**Wage Garnishment**

SWS wages are considered income and therefore are subject to garnishment.

**Record Keeping**

The employer agrees to make its SWS payroll records available to HECB staff or other State of Washington personnel for audit purposes.



## **CHAPTER 4**

### **JOBS & WAGES**

#### **JOB DESCRIPTIONS**

Eligible employers wishing to hire SWS students must establish separate job descriptions for each available position and with each institution from which it plans to hire students.

Before approving a job description, ensure that the employer has a valid SWS contract posted in the HECB portal.

The job description form must be completed in its entirety and must list specific details about what duties the student will be performing and the educational benefits that will be derived from the position.

#### **Public Institution Job Descriptions**

Public institutions may use the HECB Job Description form or a form the institution develops. However, the institution's form must include:

- Percentage of reimbursement
- Rate of pay
- A complete and accurate description of the specific job responsibilities
- Minimum qualifications
- A statement on the educational benefit to be derived by the student

Public institutions are not required to have job descriptions approved by the HECB, and may post them upon institutional approval. The institution must have a completed job description form for each position (both on-campus and off-campus) filled by SWS students.

#### **Private Institution Job Descriptions**

Private institutions must use the HECB Job Description forms for all positions filled by SWS students.

Private institutions must ensure that employers have fully completed the form with detailed information on job duties and educational benefits that clearly align with student academic or career interests. Once the initial review is completed, the institution must complete the bottom portion and submit the form to the HECB for final approval and processing.

A copy of the approved form will be returned to the institution for posting and a copy will be sent to the employer for their records. All jobs that have been approved will be listed in the portal.

### **Private Institution Position Numbers**

Private institutions assign position numbers to distinguish each job. For example, a company may employ multiple students in the same position; and the institution should assign the same position number, for example 333, for all students in the same position.

Please assign position numbers in the format shown below:

- Numbers **001-699** are for regular SWS placements.
- Numbers **700-799** are for Math and Science Teacher placements (not active in 2011-12).
- Numbers **800-899** are for Community Service Project placements (not active in 2011-12).
- Numbers **900-999** are for High Employer Demand placements (not active in 2011-12).

### **Classification Codes for all Institutions**

The job classification code list contains job titles for a wide array of positions. There are 32 job classification codes, which each include a brief description of jobs within each code. Institutions will identify a classification code from this list and include the code on each job description form.

The data are used to identify the kinds of jobs SWS students are working. For this reason, care should be taken to ensure the job classification code used on each job description form matches that particular job.

### **JOB PLACEMENT PRIORITIES** WAC 250-40-040 (3) (a-c) & (4)

In order to meet the required priorities in placement, the institution may determine which eligible students it will award through the SWS program. Institutions may offer priority in SWS program job placement to full-time students.

Institutions must establish procedures to make employment opportunities available to eligible students, as funds allow, using the following placement priorities:

- Please note that only students who are *residents* of the state of Washington as defined in RCW 28B.15.012-013 are eligible for SWS funding and placement.
- Students who are *former foster youth*, are no more than twenty-four years of age and were a dependent of the state at the time they turned eighteen as defined in RCW 28B.92.060. Institutions which have exhausted their funds may contact the HECB to determine if additional funding is available to serve these students.
- Placements should directly relate to the student's academic or vocational pursuits whenever possible.
- Placements should provide opportunities for off-campus experience whenever appropriate, including positions in community service and high-demand fields.
- Placements that meet Washington's economic development goals especially those in international trade and relations. Other desirable occupational areas include: science technology and research, engineering, computer science, manufacturing and production, health care, mathematics, and teaching.

## **Elements of an Excellent Placement**

- Provides relevant and beneficial work experience to the student.
- Exposes students to the realities of work in the career field the student is pursuing.
- Interaction with professionals in career paths relevant to the student.
- Pay rates are comparable to what a non-student would earn in the same position.
- Opportunity to exercise knowledge, skills, and abilities gained from the classroom, while at the same time receiving on-the-job training.
- Flexible work schedules that accommodate the needs of both students and employers.

## **ACADEMIC CREDIT**

The SWS program provides work experience which directly relates to the student's academic or career interests whenever possible. Institutions are encouraged to offer academic credit for experience gained through the student's SWS program employment.

## **RESTRICTIONS ON PLACEMENT AND COMPENSATION**

The institution may not recruit an employer who will deny work or subject a prospective student employee to different treatment on the grounds of race, color, sex, national origin, or any other discriminatory practices prohibited by federal or state laws.

### **Displacement**

Employment of SWS students may not result in displacement of employed workers or impair existing contracts for services.

The following rules apply when determining if displacement is present:

1. Students employed by public institutions of postsecondary education cannot fill positions currently or formerly occupied by classified employees.
2. In cases of governmental agencies, students may fill positions which have been vacated as a result of previously implemented adopted reduction-in-force policies in response to employment limitations imposed by federal, state, or local governments.
3. Students cannot fill positions which have been occupied by regular employees during the current or prior year. Use either calendar year or fiscal year, according to the employer's budgetary period. Positions funded through special work incentive programs are not considered regular positions. Therefore, those positions may be filled as they become available without violating the SWS program displacement regulations.

4. Placements cannot impair existing contracts for services, violate any applicable collective bargaining agreements, or fill any positions that are vacant because the employer's regular employees are involved in a labor dispute.

*Labor dispute* is defined as: "Any controversy concerning terms or conditions of employment, or concerning the association or representation of persons in negotiating, fixing, maintaining, changing, or seeking to arrange terms or conditions of employment, regardless of whether or not the disputants stand in the proximate relation of employer and employee." The more common meaning of a labor dispute is a strike, lockout, or other joint job action such as a sickout.

5. When working with employers, institutions will determine whether or not any pertinent collective bargaining agreements exist, and the extent to which such agreements would allow employers to hire students in accordance with this section.

### **Relationship to Formula Staffing**

Public institutions may not budget or use SWS program funds in a manner which results in increases to formula staffing limitations specifically mandated by the Legislature.

### **Rate of Pay**

With the exception of on-campus graduate assistants, students must be paid hourly, and cannot be compensated on a contractual or per-project basis. Students must be notified when their rate of pay has been increased or decreased.

If on-campus graduate assistants are paid a salary, they are not required to complete a time sheet, however they must attest in writing they have worked the hours they are being paid for.

Labor and Industry re-calculates the state's minimum wage in September, and it takes effect the following year on January 1. The 2011 Washington minimum wage hourly rate is **\$8.67**.

Commissions, bonuses, holiday pay, or other special compensation must be paid in full by the employer, and treated by the school as a resource in the financial aid package.

## **COMPARABILITY**

The hourly rate of pay for all SWS students must be at least equal to the entry level rate for non-student employment positions within the employing organization.

### **General Comparability Provisions**

To determine comparability of a SWS position to a regular position, the following attributes of the position will be considered:

1. Overall scope and responsibility.
2. Level of duties and responsibilities.
3. Basic functions.
4. Distinguishing characteristics.
5. Judgment required.
6. Knowledge, skills, and abilities required to do the job.

The nature of work performed determines comparability, as opposed to part-time or student status. Minimum qualifications may not be used as a primary factor in determining comparability.

If a comparable position does not exist within the employing organization, the student must be paid an hourly rate of pay, in keeping with the duties and responsibilities of the position, and as appropriate within the employer's pay schema.

**WA State Department of Personnel Classifications** WAC 250-40-050 (2)

On-campus SWS positions at public institutions must be comparable to a job classification under the Washington State Department of Personnel (DOP) classification plan and receive equal compensation. Information can be obtained at the DOP Web site at: [www.dop.wa.gov/CompClass/Pages/default.aspx](http://www.dop.wa.gov/CompClass/Pages/default.aspx).

While public technical colleges maintain individual personnel systems, they observe the same principle in applying comparability standards. The schemas are sufficiently comprehensive to encompass nearly all positions, with the exception of established exemptions, such as teaching assistants, research assistants, etc.

**Public Institutions – Documenting Non-Comparability**

Public institutions must identify each position that is not comparable to a Department of Personnel classification and document its reason of non-comparability and keep in the student's file. The issue of comparability must be considered independently of funding concerns.

In assessing comparability between SWS program positions and work classified under the DOP, the following expectations should be taken into consideration:

1. "Student status" or enrollment status may not be construed as proof of non-comparability nor be considered as a part of a comparability test.
2. Students who fill positions comparable in scope to work classified by DOP will be paid the prescribed hourly wage rate for that class<sup>1</sup>, regardless of the institution's policy for paying other students or part-time employees.
3. No one task or duty should be isolated in determining comparability or non-comparability. The primary test for comparability between SWS program positions and DOP classified positions is determined from an analysis of the duties and responsibilities described in the appropriate class specification.

To determine comparability, the specification should be considered in its entirety, with a major emphasis being placed on the level of work described within the *Definition, Distinguishing Characteristics, and Typical Work* sections of the DOP specification.

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<sup>1</sup> "Class" – One or more positions sufficiently similar with respect to duties and responsibilities that the same descriptive title may be used with priority to designate each position allocated to the class; that the same general qualification requirements are needed for performance of the duties of the class; that the same schedule of pay can be applied with equity to all position in the same class under the same or substantially the same employment conditions.

4. Even though public institution governing boards may exempt certain categories from DOP jurisdiction, the SWS program requires comparable classifications and wage rates. A job class describes the level of work anticipated for the positions encompassed in a class. Although some job classes encompass several hundred positions, each of which may have a significantly different position description, each is appropriately allocated to the class.

If the overall scope and responsibilities of a SWS position meet the requirements of the *Definition, Distinguishing Characteristics, and Typical Work* of a DOP specification, the SWS position shall be considered comparable.

The fact that a SWS position is assigned a single task listed in the typical work section of the specification shall not of itself determine whether comparability exists. Professional judgment will be required to determine whether some SWS positions are comparable to a position classified by the DOP. The financial aid administrator should seek the assistance of the campus human resources department determining comparability.

5. The institution will determine comparable pay rates for SWS program placements in accordance with program rules, regulations, and guidelines. Placements that are considered to be non-comparable are not subject to DOP wage rates. All other placements will be comparable, allocated in accordance with the DOP schema and paid at the rate established for the classified position.

Determination of comparability is an institutional responsibility. Neither student status nor part-time status may be factors in determining comparability. Administrators are encouraged to seek the assistance of institutional human resources staff in meeting SWS comparability standards.

Non-comparability must be documented. The classification of SWS program positions, the institution's determination of comparability to DOP classifications, and the rate of pay assigned each position are subject to audit.

### **Exempt Academic and Tutorial Placements**

To qualify as an exempt academic or tutorial placement, more than 50 percent of the work must involve imparting knowledge to students, conducting research or data analysis under the direction of an instructing supervisor who is a regular employee of the institution. The work will be performed in an instructional department or program.

Tutorial or research positions not supervised by regular employees of the institution or instructional departments or programs, may still qualify as an exempt academic or tutorial placement. To qualify, the institution should examine the quality of supervision and the job description. Both criteria should be at least equal to that regularly expected of placements in academic departments. There is no exception to the minimum 50 percent rule.

## **MAXIMUM HOURS REIMBURSED**

To maintain eligibility for SWS employer reimbursement, undergraduate and graduate students must be enrolled at least half-time and may work no more than an average of 19 hours per week.

In the case of on-campus graduate assistants, the average of 19 hours per week is extended to 20 hours per week.

In prior years, during vacation periods included in the period of the SWS award, the student could work up to 40 hours per week. However, full-time SWS is not allowable during 2011-12. See Chapter 2 for more information.

Student wages paid by employers for hours worked beyond these maximums cannot be reimbursed with SWS program funds.

### **Cooperative Education/Internship**

If a student is enrolled in a cooperative education/internship program requiring employment for more than the average 19 hours per week, the following steps should be taken to ensure the student does not exceed the 19 hour per week average:

1. Total the number of hours worked during the cooperative education/internship experience, including any other SWS employment during the period of enrollment for which the student received an award. Divide the total number of hours worked by the number of weeks in the period of enrollment for which the student has a SWS award.
2. If the number of hours worked does not exceed the 19 hour average over the period of enrollment, the student may work until the award is exhausted or the maximum has been reached.
3. If the number of hours exceeds the 19 hour average over the period of enrollment, the student has reached the maximum number of hours for SWS eligibility. SWS reimbursement will not be made for the additional hours worked.
4. The institution should document or be prepared to reconstruct the detail for program review purposes.

### **Multiple Position Restrictions**

A student may not exceed an average of 19 hours per week when concurrently employed either in two SWS program positions, or in a SWS program position combined with a Federal Work Study (FWS) position. The only exception to the 19 hour per week average is for on-campus graduate assistants, who may work an average of 20 hours per week.

## **TYPES OF WORK PROHIBITED**

Work performed by a student under the SWS program cannot be sectarian-related nor can it involve any partisan or non-partisan political activities. Questions concerning the eligibility of specific positions should be referred to SWS program representatives. See Chapter 3 - Employers for more information regarding allowable positions.

## REIMBURSEMENT RATES

Employer matching rates are increasing again in 2011-12 in order to provide more assistance to students from a smaller funding base per the direction of the Legislature.

2011-12 employer types and associated minimum match rates will be as follows:

For-profit	60%
Public institutions, on-campus Private institutions, on-campus Governmental agencies – city, county, state, federal	40%
Non-profit community service providers School districts STEM - Businesses whose primary business activity is in the fields of Science, Technology, Engineering, and/or Mathematics	30%

SWS contract renewal instructions will be mailed to all employers with active 2010-11 contracts in the HECB's portal system as soon as possible.

All employers must have approved and active SWS contracts and job descriptions prior to students earning 2011-12 SWS dollars. Institutions must apply appropriate minimum matching rates per employer type as described above and should ensure that their employers are aware of what level of match they will be expected to provide before allowing students to earn SWS funds in 2011-12.

Please remember that the reimbursement rate applies only to gross wages, the employer share of employee benefits remain the responsibility of the employer.

### **Employer Share of Student Compensation**

The employer must pay the remainder of the student's gross compensation (if applicable) plus the cost of any employee benefits, including all payments due as an employer's contribution under the State Workman's Compensation laws, federal Social Security laws, State Retirement Laws, and other applicable law. (See Chapter 5 – Reimbursements for additional information).

### **Limitation on the FWS Program as Employer Match**

The FWS program may not be used to provide the employer share of student compensation within the SWS program.



## **CHAPTER 5**

### **REIMBURSEMENTS**

#### **FUNDING**

##### **Initial Reserve**

Each spring, the HECB sends a Reserve letter with the institutions' initial allocation of funds for the upcoming fiscal year. Whenever the HECB can provide funding increases, each institution must formally accept the allocation increase or request a smaller allocation. The financial aid administrator shall sign and return the Reserve letter to the HECB by June 30.

##### **Supplemental Fund Requests**

Throughout the year, typically in August, November, January, March, and May, institutions have the opportunity to request or return funds. SWS staff will email a memo and provide instructions for the survey to request or return funds. Institutions are asked to respond on each survey, regardless if a change to the funding level is requested. Supplemental awards will be made on a funds-available basis.

##### **Return of Funds**

As soon as the institution knows it will not use the entire SWS allocation, it shall notify the HECB and return the unused funds. The sooner the institution returns the funds to the HECB the easier it is to redistribute those funds to institutions with students in need.

##### **Responsibility for Over-Commitment**

An institution that exceeds its allocation of funds must submit its own reimbursements to affected employers at the previously established reimbursement rate.

##### **Monitor Expenditures**

SWS staff monitor institutional expenditures to ensure proper distribution and full utilization of funds. If it is determined an institution is unable to utilize all of the funds allotted for its students, SWS staff, following communication with the institution, may reduce the institution's allocation accordingly.

## **EMPLOYER REIMBURSEMENT – PRIVATE INSTITUTIONS**

Employers should submit two copies of the time sheet at least monthly to the institution. Private institutions will verify time sheet data, assign appropriate position numbers, and submit time sheets in a timely manner to the HECB for reimbursement. Time sheet data is entered into the portal by SWS staff and then processed for reimbursement.

Student employment administrators will certify the accuracy of the time sheet prior to submitting it to the HECB for reimbursement. The original (white) copy should be forwarded to the HECB **within five days of receipt** for reimbursement to the employer. See Chapter 7 – Resources for edits to perform **before** time sheets are submitted to the HECB.

SWS staff will contact the institution by phone or email at least twice a month regarding time sheets with errors. The institution shall resolve errors with the employer and contact SWS staff with the corrected time sheet information within one week. Failure to submit corrections within the specified timeframe may result in institutional liability for employer reimbursement.

Time sheets can be requested from SWS staff or can be downloaded at:  
[www.hecb.wa.gov/employers](http://www.hecb.wa.gov/employers).

## **ELECTRONIC TIME SHEET REIMBURSEMENT**

Institutions are encouraged to apply to submit time sheets electronically. For more information contact SWS staff. The electronic time sheet process is subject to all standard compliance procedures established for the SWS program and referenced in the SWS manual. Electronic processing is the preferred method for time sheet submission.

The HECB reserves the right to review records, reports, processes, and/or procedures for the automated time sheet process at any time. The HECB also reserves the right to suspend, limit, or terminate electronic time sheet reimbursement with any institution at any time. Institutions may terminate this process at any time.

### **Submission of Initial Backup Records**

To establish the accuracy of time sheet batch submissions, the institution will submit original time sheets for the first five electronic batches at a minimum. SWS staff may request additional paper copies of time sheets and may conduct random sampling and compliance reviews at any time during the year.

### **Certifying Official**

At the onset of the process, the institution will submit the name of the institutional official acting as the Student Employment Administrator for the purpose of electronic time sheet processing.

## **Sample Certification & Authorization**

Each electronic time sheet submission will consist of an email message with the certification below inserted into the body, along with an attached file of records. Each attached transaction will consist of all the data contained in the agreed-upon record layout, which includes and identifies the institution code and the year for which the reimbursement is being claimed. The person submitting the email is the designated official. The unique identifier for the batch submission will be a combination of the email address with the received date and time. The number of records must be listed.

### **Sample Certification:**

I hereby authorize these (insert #) time sheet records as claims for employer reimbursement and certify the data being submitted for each student record in this batch is accurate and complete. This certification includes confirmation all claims in this batch are for the same fiscal year, and all of the initial time sheet edits have been performed.

I further certify the edits for each student claim includes:

1. The time sheet has been date stamped by the institution.
2. Confirmation of each student's eligibility.
3. The sum of total hours recorded for Record of Actual Hours Worked is equal to Total Hours Worked.
4. The Total Hours Worked multiplied by Hourly Rate of Pay is equal to Gross compensation.

**(Special Note:** The hourly rate of pay can only have two places after the decimal. If an employer submits a time sheet with a pay rate of more than two decimal places, round up. The Gross Compensation should then be adjusted).

5. The employer has made the appropriate FICA and other deductions.
6. The student and supervisor signatures are in ink and dated on or after last day worked.
7. Any alterations to: Record of Actual Hours Worked, Total Hours Worked, and Gross Compensation by the institution are fully documented and initialed on the time sheet record.
8. The correct position number is provided.
9. The authorized institutional employee has signed each individual time sheet for the reimbursement claim.

## **SECURING STATE FUNDS – PUBLIC INSTITUTIONS**

### **Cash Requests/Expenditure Reports**

Public institutions must submit a cash request by the 15<sup>th</sup> of each month. The cash request must report actual program expenditures, and must be submitted even if the institution will not request cash. In general, the institution may only request enough funds to disburse within 30 days.

The cash request cannot exceed the institution's allocation for the current fiscal year. If the institution expends funds beyond the HECB's SWS allocation it may need to use institutional funds to cover the overage.

### **Time Sheets**

Public institutions may use the HECB time sheet, or may use their own. Public institutions may weigh their own need for a particular type of time sheet against the additional complexity for off-campus employers participating with various institutions. At a minimum, a time sheet recording the number of hours worked per day by each student during each pay period must be on file.

The time sheet must include:

1. Employer certification with a perjury statement verifying the student was paid.
2. Student's full name.
3. Social Security Number.
4. Position title.
5. Pay rate.
6. Record of hours and days worked for each pay period.
7. Student and supervisor certification statement that the student worked the hours submitted on the time sheet.
8. Student and supervisor signatures and dates, gross pay, and name of institution.

### **Net Deductions**

Net deductions are not a required element for public on-campus time sheets if the information can be obtained from institutional records. Net deductions are a required element for time sheets for all off-campus employers.

### **Payer of Record for Off-Campus Employer**

If a public institution has made special arrangements with an employer whereby the institution pays the student in full and bills the employer for the employer's share, the certification of payments by the employer is not required.

Each public institution must have a record of payments made to employers for the state's share of student compensation.

## TIME SHEET REIMBURSEMENT

The employer must pay the student first, and **then** claim reimbursement for the state's share of student compensation. In order to receive reimbursement, the employer must submit the time sheet form within 15 days after the pay period. A copy of the time sheet form is located in Chapter 7 - Resources. The time sheet must indicate the employer has paid the student in full, minus appropriate deductions.

Once the time sheet has been submitted to the public institution, or the HECB on behalf of the independent institutions, the employer will be reimbursed for the state share of the student's compensation as quickly as possible.

### Reimbursement Rates

Employer matching rates are increasing again in 2011-12 in order to provide more assistance to students from a smaller funding base per the direction of the Legislature.

2011-12 employer types and associated minimum match rates will be as follows:

For-profit	60%
Public institutions, on-campus Private institutions, on-campus Governmental agencies – city, county, state, federal	40%
Non-profit community service providers School districts STEM - businesses whose primary business activity is in the fields of science, technology, engineering, and/or mathematics	30%

SWS contract renewal instructions will be mailed to all employers with active 2010-11 contracts in the HECB's portal system as soon as possible.

All employers must have approved and active SWS contracts and job descriptions prior to students earning 2011-12 SWS dollars. Institutions must apply appropriate minimum matching rates per employer type as described above and should ensure that their employers are aware of what level of match they will be expected to provide before allowing students to earn SWS funds in 2011-12.

**The reimbursement rate applies only to gross wages**, the employer share of employee benefits remain the responsibility of the employer.

**Employer Share of Student Compensation**

The employer must pay the remainder of the student's gross compensation (if applicable) plus the cost of any employee benefits, including all payments due as an employer's contribution under the State Workman's Compensation laws, federal Social Security laws, State Retirement Laws, and other applicable law.

**Limitation on the FWS Program as Employer Match**

The FWS program may not be used to provide the employer share of student compensation within the SWS program.

# CHAPTER 6

## RESOURCES

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## Accessing the Portal

The HECB is continuing a multi-year effort to migrate all SWS features from the secure website to a web-based portal. Virtually all SWS functions are now on the portal. However, the secure website continues to host registration for access to the portal.

### Portal Account Registration Instructions (via the secure website)

The secure website and portal are password protected. You must register for an account on the secure website to access the portal.

To register:

1. Go to: <https://fortress.wa.gov/hecb/secure/login.asp>
2. Select the “Register Here” link
3. Fill in the requested information, select State Work Study, and click “Create Account”
4. You will be notified once access has been granted.

The Higher Education Coordinating Board (HECB) secure website and portal conform to Washington State Department of Information Services password requirements, which are:

- Passwords will expire after 120 days. You will then be required to select a new password.
- Passwords must be at least 8 characters long.
- Passwords must contain characters from the following four categories: uppercase, lowercase, numbers, special symbols (!@#\$\$%^&\*).

### Accessing the Portal

Once access has been granted, you can logon to the portal at: <https://fortress.wa.gov/hecb/portal/>

The portal includes the following tools for **public** institutions:

- Cash Request
- Contracts
- Summary of account status
- Financial transaction report

The portal includes the following tools for **private** institutions:

- Contracts
- Job descriptions
- Summary of account status
- Financial transaction report
- Time sheets
- Reconcile





**STATE OF WASHINGTON WORK STUDY PROGRAM**  
**EMPLOYER CONTRACT**

THIS CONTRACT, entered into this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_, by and among the Higher Education Coordinating Board, an agency of the state of Washington, hereafter called the "Board," or a public postsecondary institution(s) acting as an instrument of the Board in the placement of students, hereinafter called the "Institution;" and \_\_\_\_\_, an eligible Employer, hereinafter referred to as the "Employer."

**WITNESSETH:**

WHEREAS, the Board has been appropriated funds from the state of Washington, pursuant to RCW 28B.12, to stimulate and promote part-time educationally-related employment of students who are in need of the income from such employment to pursue courses at institutions of postsecondary education; and

WHEREAS, the Employer is a non-profit organization or a profit-making business entity which does not have a direct association with a controlling sectarian organization; and

WHEREAS, the Board, the Institution, and the Employer desire that certain students engage in work under the State Work Study Program authorized by RCW 28B.12; and

WHEREAS, the Employer is in a position to utilize the services of such students;

NOW THEREFORE, in consideration of the mutual covenants hereinafter contained, the parties hereto agree for themselves as follows:

A. Employer Responsibilities: General

To be eligible for and to receive reimbursement, the Employer agrees to:

1. Utilize the services of students referred to it by the Institution(s) who are eligible to participate in the State Work Study Program, who provide documentation of eligibility, and who are qualified and acceptable to the Employer. A detailed job description and the pay range for each position must be set forth on a "Job Description" form, or its equivalent, submitted to and approved by each participating Institution;
2. Comply with all appropriate federal, state, and local laws;
3. Employ students to perform only work which will not:
  - a. Result in displacement of regular employees, impair existing contracts for services, or fill positions which are vacant because regular employees are involved in a labor dispute;
  - b. Replace positions occupied by regular employees during the current or prior year or any position currently or formerly occupied by Higher Education Personnel classified staff;
  - c. Be sectarian-related; or
  - d. Involve any partisan or non-partisan political activity;
4. Ensure that the work performed by the State Work Study student will bear relationship to the student's formal academic program and/or career interest;
5. Pay each student an hourly rate which is at least equal to the entry level rate for comparable positions within the employing organization;
6. Pay each student on a per-hour worked basis. The student may not be compensated on a completion-of-project, independent contractor or salaried basis;
7. Supervise in a reasonable manner the work performed by the student(s);
8. Maintain a daily record of the hours worked by each student on a form approved by the Board for that purpose;
9. Regulate the number of hours worked to ensure that no student works more than an average of the 19 hours reimbursable per week over the period of enrollment for which the student has received an award or a maximum of the 40 hours reimbursable per week during vacation periods, unless the Institution has specified that the student work fewer hours per week, in which case the Employer will regulate the hours accordingly;
10. Notify the Institution of any change affecting the student's employment; and
11. Complete the attached Business Profile, and also provide the Institution or the Board, upon request, additional information substantiating its eligibility as an Employer, information on its employee classification/compensation plan, and/or a current financial statement confirming its fiscal solvency.
12. The employer agrees to:
  - a. Put in place procedures to safeguard the integrity, confidentiality, and appropriate use of the Board's electronic systems and all data obtained through the Board's electronic systems;
  - b. Use the Board's electronic systems only for official business and to take reasonable care to protect all user names, passwords, and any subsequent forms of user authentication from use by unauthorized persons;

- c. Not use any personally identifiable student data obtained from the Board's electronic systems to conduct research or other studies unless express written consent is obtained from the Board's executive director or his representative;
- d. Report promptly to the Board any incident or act that would threaten and/or compromise the security or integrity of the Board's electronic systems including any compromise or suspected compromise of passwords; and
- e. Take reasonable care to prevent the introduction of any code that could cause harm to the Board's electronic systems or data.

B. Employer Payroll and Reimbursement Responsibilities:

The Employer further agrees to:

1. Pay directly to employed students by check or direct deposit their total compensation less appropriate deductions at least once a month, at a rate of pay at least equal to the entry level salary (starting hourly rate or wage) of comparable positions within the employing organization;
2. Bear the costs of employee benefits, including all payments due as an employer's contribution under the State Worker's Compensation laws or Federal Employment Compensation Act (federal agencies only), federal Social Security laws, state unemployment laws, OSHA regulations, and WISHA (Washington Industrial Safety and Health Act) regulations and other applicable laws;
3. Bear the full cost of any commission, bonus, or other special compensation paid the student in addition to the agreed-upon hourly rate of pay;
4. Claim reimbursement only for wages:
  - a) That do not represent hours of work in excess of maximum number of hours subject to reimbursement under this contract;
  - b) Certified under oath as paid by check or direct deposit to students certified as eligible by the Institution; and
  - c) For hours actually worked by the student.
5. Submit to the Institution's appropriate office a completed timesheet for each student employee hired through the State Work Study Program according to the schedule provided by the Institution. In the event the Institution does not establish a schedule, THE TIMESHEET MUST BE SUBMITTED WITHIN 15 DAYS OF THE END OF THE PAYROLL PERIOD;
6. Submit timesheets for any student(s) who earned compensation or was paid during the month of June to the Institution by the deadline established by the Institution or July 10<sup>th</sup>, whichever is earlier; and adhere to state labor standards by providing student employee with appropriate rest and meal periods;
7. Waive and forfeit all claims for reimbursement of compensation earned or paid to students but not reported or submitted to the Institution as required under Section B (5) and B (6) of this Contract; and
8. Make available upon request by Board and other state of Washington personnel, its payroll records for students paid under this Contract for audit purposes.

C. By approving and processing Job Descriptions, the Institution(s) agree(s) to:

1. Determine which students meet the eligibility requirements for employment under the State Work Study program in accordance with rules and regulations and guidelines established by the Higher Education Coordinating Board;
2. Refer to the Employer only those students eligible for the program who appear to be qualified for employment, after exercising the priorities in placing students in accordance with the rules and regulations by which the State Work Study Program is administered; and
3. Notify the Employer of any student who may become ineligible.

D. The Board agrees to reimburse the Employer for a percentage of the student's total State Work Study financial aid award. Reimbursement will be a percentage of the total payroll paid to students under this Contract as stated on the Job Description form. Reimbursement will be paid monthly upon receipt of the Employer's properly completed State Work Study timesheets, which have been sent to the Institution. Public postsecondary institution(s) may reimburse the Employer on behalf of the Board. Private postsecondary institution(s) will forward the timesheets to the Board for reimbursement. No reimbursement will be made if such information is received after the calendar deadlines established by this Contract and the Institution(s).

E. All Parties agree:

1. This Contract and Business Profile, in conjunction with the Job Description form approved by a participating institution, constitutes an agreement to participate in the program and to comply with the contract provisions. Each institution has the right to determine from which contracted employers they will post jobs;
2. The total reimbursable payroll shall consist of the hourly rate of compensation paid a student multiplied by the number of reimbursable hours of work performed by a student. The maximum number of reimbursable hours of work may not average more than 19 hours per week over the period of enrollment for which the student has received a State Work Study award or exceed a maximum of 40 hours per week during vacation periods. The Institution may specify that a student work fewer hours per week than the maximum. The number of hours any student may work during any period must be agreed upon prior to commencement of employment;
3. The following priorities must be exercised in the placement of students:
  - a) Placement of Washington state residents;
  - b) Employment in fields related to the student's academic or vocational pursuits; or
  - c) In community service placements or in placements that meet Washington's economic development goals.
4. Complaints by either the employee or Employer regarding lack of compliance with this Contract should be referred to the appropriate office at the Institution for settlement. If resolution cannot be reached, appeal may be made to the Higher Education Coordinating Board;
5. This Contract shall be subject to the availability of funds granted for this program. It shall also be subject to the provisions of RCW 28B.12, the regulations adopted thereunder, and all legislation and regulations pertaining to the State Work Study Program adopted subsequently;

6. This Contract may be terminated by the Board or the Employer if there is failure by the other party to comply with its provisions; and
7. This Contract will remain in effect until the end of the academic year, which is June 30 immediately following the effective date of this Contract. Prior to the expiration date and at the discretion of the HECB, the contract may be continued for the subsequent academic year. Typically, the renewal letter will be sent out in April. In the case of a first year contract, filed between April and June, the second year renewal is handled automatically by the Board.

**The completed SWS contract substitutes for submission of IRS Form W-9.**

**I certify that:**

1. The number shown on this form is my correct taxpayer identification number and;
2. I am not subject to backup withholding because (a) I am exempt from backup withholding, or (b) I have not been notified by the Internal Revenue Service (IRS) that I am subject to backup withholding as a result of a failure to report all interest or dividends, or (c) the IRS has notified me that I am no longer subject to backup withholding.
3. I am a U.S. person (includes a U.S. resident alien).
4. **If the business is an individual sole proprietor or limited liability sole proprietor, provide your name and Social Security Number:** \_\_\_\_\_  
 \_\_\_\_\_ - \_\_\_\_\_ - \_\_\_\_\_

Certification instructions. You must cross out item 2 above if you have been notified by the IRS that you are currently subject to backup withholding because you have failed to report all interest and dividends on your tax return. For real estate transactions, item 2 does not apply. For mortgage interest paid, acquisition or abandonment of secured property, cancellation of debt, contributions to an individual retirement arrangement (IRA) and generally, payments other than interest and dividends, you are not required to sign the Certification, but you must provide your correct TIN. (For further instructions contact IRS).

**IN WITNESS HEREOF, the parties hereto have executed this contract the day and year first above written.**

**Employer Information (Print or Type)**

\_\_\_\_\_  
**Name of the business and if applicable DBA**

\_\_\_\_\_  
**Physical Street Address**

\_\_\_\_\_  
**City, State & Zip Code**

\_\_\_\_\_  
**Email Address**

\_\_\_\_\_  
**Web Address**

(\_\_\_\_\_) \_\_\_\_\_ (\_\_\_\_\_) \_\_\_\_\_  
**Phone Number Fax Number**

\_\_\_\_\_  
**IRS Federal Employer Identification Number (EIN)**

\_\_\_\_\_  
**State Wide Vendor Number for EFT Reimbursements**

\_\_\_\_\_  
**Unified Business Identification Number (UBI Number)**

<b>Employer Type:</b>	
1. ___ Non-Profit	3. ___ Public
2. ___ For-Profit	

\_\_\_\_\_  
**Address to which reimbursement should be sent if different from the above address.**

**The completed employer contract and employer business profile should be mailed to the college or university. For a complete list of participating schools please go to our web site at: [www.hecb.wa.gov/employers](http://www.hecb.wa.gov/employers).**

**IRS Tax Type:**

1. \_\_\_ Individual Sole Proprietor
2. \_\_\_ Limited Liability Company-Sole Proprietor
3. \_\_\_ Partnership
4. \_\_\_ Limited Liability Company-Partnership
5. \_\_\_ Corporation
6. \_\_\_ Limited Liability Company-Corporation
7. \_\_\_ Federal Agency
8. \_\_\_ State Agency
9. \_\_\_ Local Government

**Signed By:**

\_\_\_\_\_  
**Name of Employer Representative (Print or Type)**

\_\_\_\_\_  
**Signature & Date of Employer Representative**

Institution Name or Code: \_\_\_\_\_  
 (For College Use Only: To be supplied by the college)

**Signed By:**

\_\_\_\_\_  
**HECB/Public Postsecondary Institution Representative**

\_\_\_\_\_  
**Title**

\_\_\_\_\_  
**Date**

Approved changes by the Attorney General's Office February 20, 2007  
 HECB August 18, 2007.

## Washington State Work Study Program Employer Business Profile

**INSTRUCTIONS: Complete the form in its entirety and return with the employer contract.**

1. Name of the business or organization \_\_\_\_\_
2. IRS Employer Identification Number: \_\_\_\_ - \_\_\_\_\_
3. Owned/operated by: \_\_\_\_\_
4. Describe the nature of business and primary goods or services provided. (Attach annual report or summary publication, if you prefer.)
5. Describe the location where the student will work.
6. Describe composition of Board of Directors/Corporation, if applicable.
7. Number of years in operation: \_\_\_\_\_
8. Number of **regular or paid** employees: Full time \_\_\_\_ Part time \_\_\_\_ State Work Study \_\_\_\_
9. Number of **volunteer** employees: Full time \_\_\_\_ Part time \_\_\_\_ State Work Study \_\_\_\_
10. Have you ever had a license, certificate or registration to operate a business, occupation or profession denied, suspended or revoked? If so, please explain on the back of this form.
11. Do you currently possess all licenses, certificates and registrations required by all federal, state and local laws and ordinances? If not, please explain on the back of this form.
12. Have you ever been a defendant in a consumer protection action? If so, please explain on the back of this form.
13. Have you ever been involved in a labor dispute? If so, please explain on the back of this form.
14. Does your organization participate in any political activity or have a religious affiliation? If so, please explain on the back of this form.
15. Have you experienced any cash flow problems within the past two years that would make it difficult to compensate State Work Study students on a regular basis? If so, please explain on the back of this form.

\_\_\_\_\_  
**Signature**

\_\_\_\_\_  
**Title**

\_\_\_\_\_  
**Date**

\_\_\_\_\_  
**Name of Employer Representative (Print or Type)**

# WASHINGTON STATE WORK STUDY PROGRAM

## RELIGIOUS AFFILIATION QUESTIONNAIRE

This questionnaire will help guide the determination for participation in the Washington State Work Study program, in regards to religious affiliated employers.

1. What is the nature and purpose of the business/organization?
2. Is the work performed free from sectarian interest? If not, explain.
3. What is the legal ownership of the business/organization?
4. What are the primary sources for funding of the business/organization?
5. What is the flow of money? (For example: from the parent business/organization **or** to the parent business/organization).
6. Who are the members of the Board of Directors, and is their selection or appointment conditioned by religious creed or commitment?
7. Is there any sponsorship by a religious body, or is there a direct association with a controlling sectarian organization? If yes, explain.
8. Where is the business/organization housed? If housed in a church, what amount of rent is paid each month?
9. Is a person's faith considered before they are approved to receive services? If yes, explain.
10. Is a person's faith considered before they are employed? If yes, explain.

*Send your completed questionnaire to:*

**Mail:** Higher Education Coordinating Board  
Attn: Marlana Rae Robbins  
State Work Study program  
PO Box 43430  
Olympia, WA 98504-3430

**Fax:** (360) 704-6247

**Email:** [sws@hecb.wa.gov](mailto:sws@hecb.wa.gov)



# WASHINGTON STATE WORK STUDY PROGRAM

## JOB DESCRIPTION

*Instructions for completing the job description are on the reverse side.*

1. Job Title: \_\_\_\_\_

2. Pay Range: \$ \_\_\_\_\_ to \$ \_\_\_\_\_ 3. Start Date: \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_  
Minimum Maximum Month / Day / Year

4. Job Description: *(Give a concise, but complete description of duties)*  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

5. Educational Benefits to be Derived by Students in this Job: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

6. Minimum Qualifications: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
Employer Name Employer Identification Number (EIN) Suffix  
\_\_\_\_\_  
Address City State Zip  
\_\_\_\_\_  
Supervisor's Signature Supervisor's Name *(Print)*  
\_\_\_\_\_  
Date Phone Number

FOR COLLEGE USE ONLY			
Signature of Student Employment Administrator		Name of College	Institution Code
Reimbursement Percent	Job Classification Code	Position Number	Special Funding Source

FOR HECB USE ONLY	
Signature	Date Approved

## INSTRUCTIONS FOR COMPLETING THE JOB DESCRIPTION

### Employers

Complete a Job Description form for each State Work Study position offered by your business or organization. Submit the Job Description form to each college you want to hire students from. The Student Employment Administrator at the college and the Higher Education Coordinating Board must approve the position before you can hire a State Work Study student employee.

**Job Title:** You may select any job title you feel is appropriate. Choose a title that accurately describes the position. This is the job title that the student will enter on their time sheet.

**Pay Range:** All State Work Study positions must receive compensation equal to the entry level salary of comparable positions ([RCW 28B.12.060](#)). Indicate the minimum and maximum pay range expected for this position during the period of employment. Any adjustments to the hourly pay rate made during the employment period must fall within this broad pay range.

**Start Date:** Indicate the date (month, day, and year) the position is available (in most cases this will be July 1, which is the beginning of the state fiscal year).

**Job Description:** Give a concise, but complete description of the position. You may also indicate the number of students you want to hire in this position.

**Educational Benefits to be Derived by the Students in this Job:** Explain how this position enhances a student's education or how it relates to a future career track. Whenever possible, hire State Work Study students in positions related to their academic pursuits.

**Minimum Qualifications:** Please note that students use this area to prescreen themselves. List the skills a student must possess prior to filling this position, and base your hiring on how closely the applicant meets these requirements.

**Employer Name:** Provide the full name of the employing business or organization.

**Employer Identification Number (EIN) and Suffix:** Provide the business or organization's Employer Identification Number (EIN) and, if applicable, the Higher Education Coordinating Board assigned suffix.

**Address:** Provide the mailing address for the business or organization.

**Supervisor's Signature:** The signature of the supervisor for this position, legally authorized by the employer to sign the student's time sheet.

**Supervisor's Name:** Provide the name of the supervisor of this position.

**Date:** The date signed by the supervisor.

**Phone Number:** Provide the phone number for the supervisor of this position.

### Student Employment Administrators

**Signature of Student Employment Administrator:** This should be the signature of the Student Employment Administrator who approved the job description.

**Name of College:** Provide the full name of the college.

**Institution Code:** The institution code provided by the Higher Education Coordinating Board.

**Reimbursement Percent:** Provide the percentage of employer reimbursement.

**Job Classification Code:** Provide the appropriate classification code, from the list provided by the Higher Education Coordinating Board, to identifying a broad range of jobs.

**Position Number:** The position number may be any sequence established by the college to assign each job description a unique number.

**Special Funding Source:** Provide the name of the special funding source, such as Community Service Project (CSP), for this position.



## JOB CLASSIFICATION CODE LIST

<u>Code</u>	<u>Description/Examples</u>
130	Staff & Administrative Specialists (Financial, Purchasing, Personnel/Training)
150	Line & Middle Manager Specialist (Education Administrator, Medicine/Health Services Manager, Construction Manager, Food Service/Lodging Manager)
190	Other Managerial and Administrative Occupations (Credit Analyst, Underwriter, Loan Officers, Budget Analyst, Tax Preparer, Claims Processors)
220	Engineers and Related Occupations (All Engineering Disciplines, Drafter, Surveyor, Landscape Architect)
240	Natural Scientists and Related Occupations (Physical Scientist, Chemist, Biological Scientist, Medical Scientist, Technicians in Same Fields)
250	Computer, Math, Research, and Related Occupations (Systems Analyst, Programmer, Statistician, Actuary, Statistical Financial Analyst)
270	Social Scientist and Other Social, Recreation Occupations (Social Scientist, Economist, Psychologist, Social Worker, Recreation Worker)
280	Law and Related Occupations (Lawyer, Law Clerk, Paralegal, Title Searcher)
310	Teachers, Librarians, and Related Occupations (Nursing Instructor, Counselor, Teacher Aide)
320	Health Practitioners, Technicians, and Technologists (Therapist, Nurse, Lab Technician)
340	Writers, Arts, Entertainment, and Related Occupations (Writer, Editor, Announcer, Photographer, Broadcast Technician, Musician, Dancer)
390	Other Professional, Paraprofessional, and Technical
430	Sales Occupations, Services (Appraiser, Travel Agent)
530	Industry Specific Clerical Occupations (Teller, Loan Interviewer, Credit Checker, Brokerage Clerk, Investigator, Bill Collector, License Clerk, Hotel Desk Clerk, Real Estate Clerk)
550	Secretarial and General Office Occupations (Secretary, Typist, File/Bookkeeping/Payroll Clerk)
560	Other Office Machine Occupations (Duplicating Machine Operator, Key punch Operator, Switchboard Operator, Mail Clerk, Messenger)
580	Material Recording/Scheduling/Dispatching, Distribution (Dispatcher, Meter Reader, Marking Clerk, Stock Clerk, Warehouse/Yard Clerk, Order Filler, Shipping/Receiving Clerk)

## **JOB CLASSIFICATION CODE LIST**

<b><u>Code</u></b>	<b><u>Description/Examples</u></b>
590	Other Clerical and Administrative Support
630	Protective Service Occupations (Fire Fighter, Police/Correction Officer, Bailiff, Fish and Game Warden, Guard)
650	Food & Beverage Preparation and Service (Baker, Cook, Butcher)
660	Health Service and Related Occupations (Dental/Medical Assistant, Nursing Aid, Ambulance Driver/Attendant, Pharmacy Assistant)
670	Commercial Cleaning Occupations (Pest Controller)
680	Personal Service Occupations (Guide, Social Welfare Service Aid, Child-Care Worker)
690	Other Service Occupations
790	Agriculture/Forestry/Fish Occupations (Forest/Conservation Worker, Nursery Worker, Farm Equipment Operator, Landscaper/Groundskeeper)
810	Production/Construction/Maintenance/Transportation Helpers, and Supervisors
850	Mechanics, Installers, and Repair (Pipelayer, Highway Maintenance Worker)
890	Precision Production Occupations (Tool and Die Maker, Machinist, Shipfitter, Jeweler, Silversmith, Sheet Metal Worker Cabinetmaker, Printer, Bookbinder)
930	Hand Working Occupations (Welder, Glazier, Engraver)
950	Plant and Systems Occupations (Water Treatment Operator, Gauger, Stationary Engineer)
970	Transportation and Material Moving Machine/Vehicle Operators (Truck/Bus/Taxi Driver, Locomotive Engineer/Firer, Aircraft Pilot/Flight Engineer, Carpenter/Painter/ Roofer Helper, Freight/ Stock Mover)
999	None of the Above

# WASHINGTON STATE WORK STUDY PROGRAM

## EMPLOYER INFORMATION CHANGE REQUEST

Submit this form to the colleges you work with to update your State Work Study (SWS) information.

**Note:** If your Unified Business Identifier Number (UBI#), Employer Identification Number (EIN), job title or job description duties have changed, you **cannot** use this form. Please contact the State Work Study program at 360-753-7861 or sws@hecb.wa.gov.

Name of Business or Organization: \_\_\_\_\_

Employer Identification Number (EIN) & Suffix, if applicable: \_\_\_\_\_

### Change in Business Information

Check the box next to the item that needs updating and provide the current information.

Name of Business or Organization: \_\_\_\_\_

Phone Number: \_\_\_\_\_

Contact Person: \_\_\_\_\_

Business Address: \_\_\_\_\_  
Physical Street Address City State Zip

Reimbursement Address: \_\_\_\_\_  
Mailing Address City State Zip

Email Address: \_\_\_\_\_

### Change in Pay Rate Information

The Higher Education Coordinating Board requires an explanation (in the comment section below) for pay rates that exceed \$25.00 per hour as well as a decrease in pay.

Position Number: \_\_\_\_\_ Job Title: \_\_\_\_\_

Pay Range: \$ \_\_\_\_\_ . \_\_\_\_\_ to \$ \_\_\_\_\_ . \_\_\_\_\_ Effective: \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_  
Minimum Maximum Month / Day / Year

Comments: \_\_\_\_\_

Signature of Employer Representative

Date

### FOR COLLEGE USE ONLY

Signature of Student Employment Administrator

Name of College / Institution Code

Date

### FOR HECB USE ONLY

Signature of Higher Education Coordinating Board

Date



# WASHINGTON STATE WORK STUDY PROGRAM

## TIME SHEET

### STUDENT SECTION

1. \_\_\_\_\_  
Last Name, First Name
2. \_\_\_\_\_ - \_\_\_\_\_ - \_\_\_\_\_  
Social Security Number
3. \_\_\_\_\_  
Name of College
4. \_\_\_\_\_  
Job Title
5. First day hours were worked: \_\_\_\_\_  
Month / Day / Year
6. Last day hours were worked: \_\_\_\_\_  
Month / Day / Year
7. Record of actual hours worked:
 

01 ____ . ____	16 ____ . ____
02 ____ . ____	17 ____ . ____
03 ____ . ____	18 ____ . ____
04 ____ . ____	19 ____ . ____
05 ____ . ____	20 ____ . ____
06 ____ . ____	21 ____ . ____
07 ____ . ____	22 ____ . ____
08 ____ . ____	23 ____ . ____
09 ____ . ____	24 ____ . ____
10 ____ . ____	25 ____ . ____
11 ____ . ____	26 ____ . ____
12 ____ . ____	27 ____ . ____
13 ____ . ____	28 ____ . ____
14 ____ . ____	29 ____ . ____
15 ____ . ____	30 ____ . ____
	31 ____ . ____

8. Total hours worked: \_\_\_\_\_ . \_\_\_\_\_

“I hereby certify this time sheet is a true and correct statement of the hours I worked, and that I have State Work Study eligibility to cover my gross earnings.”

9. \_\_\_\_\_  
Student's Signature
10. \_\_\_\_\_  
Date Signed (*on or after last day worked*)

### EMPLOYER SECTION

Verify the information in the Student Section. Type, or print in ink, all items requested in this section.

Submit the time sheet to the student's college within 15 days from the end of the current pay period to prevent denial of reimbursement.

You should receive reimbursement from the Higher Education Coordinating Board within three to six weeks. An incorrect or blank item may delay reimbursement.

11. Hourly rate of pay: \$ \_\_\_\_\_
12. Gross compensation: \$ \_\_\_\_\_
13. FICA: \$ \_\_\_\_\_  
(Social Security & Medicare)
14. Other deductions: \$ \_\_\_\_\_
15. Net earnings: \$ \_\_\_\_\_

16. \_\_\_\_\_  
Name of Business or Organization

17. \_\_\_\_\_  
Employer Identification Number (EIN) Suffix

“This time sheet is a true and correct statement of the time worked by this student. The student has completed the assignment satisfactorily, continues to have State Work Study eligibility, and has been paid by check or direct deposit the amount of net earnings as shown. I hereby certify, under penalty of perjury under the laws of the state of Washington, the foregoing is true and correct.”

18. \_\_\_\_\_  
Supervisor's Signature

\_\_\_\_\_  
Supervisor's Name

19. \_\_\_\_\_  
Date Signed (*on or after student's last day worked*)

### COLLEGE SECTION

20. Date received by college: \_\_\_\_\_
21. Authorized by: \_\_\_\_\_
22. Institution code: \_\_\_\_\_
23. Position number: \_\_\_\_\_
24. Reimbursement rate: \_\_\_\_\_
25. Reimbursement amount: \$ \_\_\_\_\_

## Instructions for Completing State Work Study Time Sheet

**Student:** Complete the Student Section. For the “First day hours were worked” enter the first day (month/day/year) in this pay period on which you worked. For “Last day hours were worked” enter the last day (month/day/year) in this pay period on which you worked. Enter the number of hours you worked under “Record of actual hours worked” next to the appropriate date. At the end of the pay period, total the “Record of actual hours worked” and enter that figure on the “Total hours worked” line. Read and sign the statement regarding your certification of the hours reported and your continued eligibility for the State Work Study program. Be sure to date the form on or after the last day worked. Give the form to your supervisor.

**Employer:** After paying the student the hours reported in the Student Section, type, or print in ink, all information requested in the Employer Section. Read the employer’s certification statement, then sign and print your name, and date the form (on or after the last day the student worked). Retain a copy of the time sheet for your records. Forward the original to the student’s college for processing.

**Important:** Complete the time sheet accurately; any blank or incorrect items may delay your reimbursement. Time sheets not forwarded to the student’s college within 15 days of the end of the pay period may deny reimbursement.

**College:** Verify the information on the time sheet. Once verified, complete the College Section, including institution code (from the list below). Retain a copy of the time sheet for institutional records. Forward the original to the Higher Education Coordinating Board (HECB) for employer reimbursement. Incomplete or late time sheets submitted to the HECB can result in delayed or denied reimbursement for employers.

### INSTITUTION CODES (HECB assigned)

3080 Antioch University	3130 Northwest University	3190 University of Puget Sound
3090 Bastyr University	3140 Pacific Lutheran University	3200 Walla Walla University
3100 Cornish College of the Arts	3150 Saint Martin’s University	3210 Whitman College
3110 Heritage University	3160 Seattle Pacific University	3220 Whitworth University
3120 Gonzaga University	3170 Seattle University	

### EXAMPLE

WASHINGTON STATE WORK STUDY PROGRAM  
TIME SHEET

**1. Student Section:**  
Student fills out entire left side of time sheet.

**2. Employer Section:**  
Employer completes top ¾ of right side of time sheet. In order to receive prompt reimbursement, ensure the time sheet is completed accurately and forward to the college within the 15 days of the end of the pay period.

**3. College Section:**  
In order to expedite the employer’s reimbursement, process and forward the time sheet to the HECB as soon as possible.

## TIME SHEET EDITS & ERRORS

The following edits, in order as they appear on the time sheet, should be completed before time sheets are sent to the Higher Education Coordinating Board (HECB). Check these items carefully, as errors can cause delays in reimbursement to valued employers. **Program guidelines require institutions to process time sheets and submit them to the HECB within five days of receipt from employers.**

### STUDENT SECTION

- Lines 1 - 4**      Visually scan **Last Name, First Name, Social Security Number, Name of College,** and **Job Title** to make sure information is legible and complete.
- Lines 5 - 6**      **First and Last Days Hours Were Worked:** The first and last day hours were worked should match the first and last day hours **recorded** on the time sheet. In order for all records to match, this should be correct **before** it is submitted to the HECB. *The first and last day worked may not cover more than a 31 day period.* For example, a time sheet dated 1/10 to 2/15 contains overlapping hours from 2/10 to 2/15. A separate time sheet must be submitted for 2/10 to 2/15.
- Line 7**            **Record of Actual Hours Worked:** Hours may be recorded in minutes, quarter hours, or decimals. Employers should record the hours worked as it is reported and paid on their payroll.
- Line 8**            **Total Hours Worked:** The sum of “record of actual hours worked” must equal “total hours worked”.
- Lines 9 - 10**      **Student’s Signature and Date Signed:** The student **must** sign in ink and date the time sheet on or after the last day hours were worked. The student's original signature and date signed verifies the hours recorded. The HECB must receive original time sheets to process employer reimbursements; copies are not accepted.

## EMPLOYER SECTION

**Line 11**            **Hourly Rate of Pay:** Only one pay rate must be recorded on a time sheet. If the student was paid at two different rates during the same period, there must be two separate job descriptions. The pay rate must fall within the pay range of the job description. To change a pay rate, submit the Employer Information Change Request form to the HECB for approval.

The hourly rate of pay may only be two places past the decimal. If an hourly rate of pay is listed with more than two decimals, contact the employer.

**Line 12**            **Gross Compensation:** Verify the gross compensation by multiplying the total hours worked by the hourly rate of pay. If it appears the student was paid incorrectly, contact the employer.

**Line 13**            **FICA:** The current employee FICA rate is 5.65% (Social Security 4.2% and Medicare 1.45%). If FICA is not listed, please check with the employer to insure they are exempt from FICA (this is not very common).

**Line 14**            **Other Deductions:** Any other deductions taken from gross pay (excluding FICA), such as but not limited to: federal withholding, insurance, retirement, wage garnishment, etc.

**Line 15**            **Net Earnings:** The net earnings the student received.

**Line 16**            **Name of Business or Organization:** The employer name should match the name completed on the contract and the name listed in the Portal. Do not use abbreviations.

**Line 17**            **Employer Identification Number (EIN):** The employer identification number must be correct, and in the proper format, example 12-3456789. If a **suffix** was included with the approved contract and job description, it must be entered on the time sheet. (If the contract does not have a suffix, leave the suffix space blank.)

**Lines 18 - 19**    **Supervisor's Signature, Supervisor's Name, & Date Signed:** The supervisor **must** sign in ink and date the time sheet on or after the last day hours were worked by the student. An additional line is provided for the supervisor's name.



**INSTITUTION SECTION**

**Lines 20 - 22**      **Date Received by the College, Authorizing By, and Institution Code:**  
Each time sheet should be date stamped the day it arrives to the institution,  
and then if approved for reimbursement, signed as received and authorized.  
The HECB four digit institution needs to be included.

**Line 23**            **Position Number:** The appropriate position number must be filled in. The  
position number must correspond to the correct job title shown on the  
student's time sheet. If there is no job description on file for that position  
number, the employer must submit one.

**Line 24**            **Reimbursement Rate:** List the appropriate percentage of reimbursement.  
For special funding, also list the funding source, such as CSP, HED, or MST.

**Line 25**            **Reimbursement Amount:** List the amount the employer should be  
reimbursed based on the gross compensation multiplied by reimbursement  
rate.



# PERFORMANCE EVALUATION SAMPLE

\_\_\_\_\_  
Name of Employee

\_\_\_\_\_  
Position Title

\_\_\_\_\_  
Employer/Supervisors Name

\_\_\_\_\_  
Period of Review (From-To)

5 - Excellent   4 - Very Good   3 - Satisfactory   2 - Needs Improvement   1 - Unsatisfactory

1. *Quality of Work:* How accurate, neat, and complete is the individual's work?   
Examples or reasons for this rating:
  
  
  
  
  
  
  
  
  
  
2. *Productivity:* Does the individual produce an acceptable quantity of work?   
Examples or reasons for this rating:
  
  
  
  
  
  
  
  
  
  
3. *Adaptability:* How does the individual adjust to change? (*Consider ability to learn quickly.*)   
Examples or reasons for this rating:
  
  
  
  
  
  
  
  
  
  
4. *Dependability:* How reliable is the individual in performing work assignments and carrying out instructions? (*Consider degree of supervision required and willingness to take on responsibilities.*)   
Examples or reasons for this rating:
  
  
  
  
  
  
  
  
  
  
5. *Initiative and Resourcefulness:* Does the individual see things to be done and then take action? (*Consider ability to be a self-starter.*)   
Examples or reasons for this rating:



## WASHINGTON STATE WORK STUDY PROGRAM INSTITUTION CODES

1010 University of Washington  
1020 Washington State University

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2030 Central Washington University  
2040 Eastern Washington University  
2050 The Evergreen State College  
2060 Western Washington University

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3080 \*Antioch University  
3090 \*Bastyr University  
3100 \*Cornish College of the Arts  
3120 \*Gonzaga University  
3110 \*Heritage University  
3130 \*Northwest University  
3140 \*Pacific Lutheran University  
3150 \*St. Martin's University  
3160 \*Seattle Pacific University  
3170 \*Seattle University  
3190 \*University of Puget Sound  
3200 \*Walla Walla University  
3210 \*Whitman College  
3220 \*Whitworth University

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4300 Bellevue College  
4310 Big Bend Community College  
4580 Cascadia Community College  
4320 Centralia College  
4330 Clark College  
4340 Columbia Basin College  
4350 Edmonds Community College  
4360 Everett Community College  
4380 Grays Harbor College  
4390 Green River Community College  
4400 Highline Community College  
4410 Lower Columbia College  
4570 Northwest Indian College  
4460 North Seattle Community College  
4430 Olympic College  
4440 Peninsula College  
4370 Pierce College  
4450 Seattle Central Community College

4480 Shoreline Community College  
4490 Skagit Valley College  
4420 South Puget Sound Community College  
4470 South Seattle Community College  
4500 Spokane Community College  
4510 Spokane Falls Community College  
4520 Tacoma Community College  
4530 Walla Walla Community College  
4540 Wenatchee Valley College  
4550 Whatcom Community College  
4560 Yakima Valley Community College

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5700 Bates Technical College  
5710 Bellingham Technical College  
5720 Clover Park Technical College  
5730 Lake Washington Technical College  
5740 Renton Technical College  
5750 Seattle Vocational Institute

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**\*NOTE:** The HECB generates reimbursements to eligible SWS employers who hire students who attend these institutions.



**Chapter 28B.12 RCW**  
**State work-study program**  
**(formerly college work-study program)**

**RCW Sections**

[28B.12.010](#) Created.

[28B.12.020](#) Purpose.

[28B.12.030](#) Definitions.

[28B.12.040](#) Board to develop and administer program -- Agreements authorized, limitation.

[28B.12.050](#) Disbursal of state work-study funds -- Criteria.

[28B.12.055](#) Work-study opportunity grant for high-demand occupations.

[28B.12.060](#) Rules -- Mandatory provisions.

[28B.12.070](#) Annual report of institutions to higher education coordinating board.

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**28B.12.010**  
**Created.**

There is hereby created a program of financial aid to students pursuing a post-secondary education which shall be known as the state work-study program.

[1994 c 130 § 1; 1974 ex.s. c 177 § 1.]

**Notes:**

**Severability -- 1974 ex.s. c 177:** "If any provision of this act, or its application to any person or circumstance is held invalid, the remainder of the act, or the application of the provision to other persons or circumstances is not affected." [1974 ex.s. c 177 § 10.]

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**28B.12.020**  
**Purpose.**

The purpose of the program created in RCW [28B.12.010](#) is to provide financial assistance to needy students, including needy students from middle-income families, attending eligible post-secondary institutions in the state of Washington by stimulating and promoting their employment, thereby enabling them to pursue courses of study at such institutions. An additional purpose of this program shall be to provide such needy students, wherever possible, with employment related to their academic or vocational pursuits.

[1994 c 130 § 2; 1974 ex.s. c 177 § 2.]

**Notes:**

**Severability -- 1974 ex.s. c 177:** See note following RCW [28B.12.010](#).

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**28B.12.030**  
**Definitions.**

As used in this chapter, the following words and terms shall have the following meanings, unless the context shall clearly indicate another or different meaning or intent:

(1) The term "needy student" shall mean a student enrolled or accepted for enrollment at a post-secondary institution who, according to a system of need analysis approved by the higher education coordinating board, demonstrates a financial inability, either parental, familial, or personal, to bear the total cost of education for any semester or quarter.

(2) The term "eligible institution" shall mean any post-secondary institution in this state accredited by the Northwest Association of Schools and Colleges, or a branch of a member institution of an accrediting association recognized by rule of the board for purposes of this section, that is eligible for federal student financial aid assistance and has operated as a nonprofit college or university delivering on-site classroom instruction for a minimum of twenty consecutive years within the state of Washington, or any public technical college in the state.

[2002 c 187 § 2; 1994 c 130 § 3; 1974 ex.s. c 177 § 3.]

**Notes:**

**Severability -- 1974 ex.s. c 177:** See note following RCW [28B.12.010](#).

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**28B.12.040**  
**Board to develop and administer program — Agreements authorized, limitation.**

The higher education coordinating board shall develop and administer the state work-study program. The board shall be authorized to enter into agreements with employers and eligible institutions for the operation of the program. These agreements shall include such provisions as the higher education coordinating board may deem necessary or appropriate to carry out the purposes of this chapter.

With the exception of off-campus community service placements, the share from moneys disbursed under the state work-study program of the compensation of students employed under



such program in accordance with such agreements shall not exceed eighty percent of the total such compensation paid such students.

By rule, the board shall define community service placements and may determine any salary matching requirements for any community service employers.

[2009 c 560 § 21; 1994 c 130 § 4; 1993 c 385 § 3; 1985 c 370 § 58; 1974 ex.s. c 177 § 4.]

**Notes:**

**Intent -- Effective date -- Disposition of property and funds -- Assignment/delegation of contractual rights or duties -- 2009 c 560:** See notes following RCW [18.06.080](#).

**Severability -- 1974 ex.s. c 177:** See note following RCW [28B.12.010](#).

**Purpose -- 1974 ex.s. c 177:** See RCW [28B.12.020](#).

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**28B.12.050**

**Disbursal of state work-study funds — Criteria.**

The higher education coordinating board shall disburse state work-study funds. In performing its duties under this section, the board shall consult eligible institutions and post-secondary education advisory and governing bodies. The board shall establish criteria designed to achieve such distribution of assistance under this chapter among students attending eligible institutions as will most effectively carry out the purposes of this chapter.

[1994 c 130 § 5; 1987 c 330 § 201; 1985 c 370 § 59; 1974 ex.s. c 177 § 5.]

**Notes:**

**Construction -- Application of rules -- 1987 c 330:** "This act shall not be construed as affecting any existing right acquired or liability or obligation incurred under the sections amended or repealed in this act or under any rule, regulation, or order adopted under those sections, nor as affecting any proceeding instituted under those sections. The rules of the agencies abolished by this act shall continue in force until acted upon by the succeeding agency and shall be enforced by the succeeding agency. If there is no succeeding agency, the rules shall terminate." [1987 c 330 § 1401.]

**Severability -- 1987 c 330:** "If any provision of this act or its application to any person or circumstance is held invalid, the remainder of the act or the application of the provision to other persons or circumstances is not affected." [1987 c 330 § 1402.]

**Severability -- 1974 ex.s. c 177:** See note following RCW [28B.12.010](#).

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**28B.12.055****Work-study opportunity grant for high-demand occupations.**

(1) Within existing resources, the higher education coordinating board shall establish the work-study opportunity grant for high-demand occupations, a competitive grant program to encourage job placements in high-demand fields. The board shall award grants to eligible institutions of higher education that have developed a partnership with a proximate organization willing to host work-study placements. Partner organizations may be nonprofit organizations, for-profit firms, or public agencies. Eligible institutions of higher education must verify that all job placements will last for a minimum of one academic quarter or one academic semester, depending on the system used by the eligible institution of higher education.

(2) The board may adopt rules to identify high-demand fields for purposes of this section. The legislature recognizes that the high-demand fields identified by the board may differ in different regions of the state.

(3) The board may award grants to eligible institutions of higher education that cover both student wages and program administration.

(4) The board shall develop performance benchmarks regarding program success including, but not limited to, the number of students served, the amount of employer contributions, and the number of participating high-demand employers.

[2009 c 215 § 12.]

**Notes:**

**Findings -- Intent -- Effective date -- 2009 c 215:** See notes following RCW [28B.92.030](#).

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**28B.12.060****Rules — Mandatory provisions.**

The higher education coordinating board shall adopt rules as may be necessary or appropriate for effecting the provisions of this chapter, and not in conflict with this chapter, in accordance with the provisions of chapter [34.05](#) RCW, the state higher education administrative procedure act. Such rules shall include provisions designed to make employment under the work-study program reasonably available, to the extent of available funds, to all eligible needy students in eligible postsecondary institutions. The rules shall include:

(1) Providing work under the state work-study program that will not result in the

displacement of employed workers or impair existing contracts for services;

(2) Furnishing work only to a student who:

(a) Is capable, in the opinion of the eligible institution, of maintaining good standing in such course of study while employed under the program covered by the agreement; and

(b) Has been accepted for enrollment as at least a half-time student at the eligible institution or, in the case of a student already enrolled in and attending the eligible institution, is in good standing and in at least half-time attendance there either as an undergraduate, graduate or professional student; and

(c) Is not pursuing a degree in theology;

(3) Placing priority on providing:

(a) Work opportunities for students who are residents of the state of Washington as defined in RCW [28B.15.012](#) and [28B.15.013](#), particularly former foster youth as defined in RCW [28B.92.060](#);

(b) Job placements in fields related to each student's academic or vocational pursuits, with an emphasis on off-campus job placements whenever appropriate; and

(c) Off-campus community service placements;

(4) To the extent practicable, limiting the proportion of state subsidy expended upon nonresident students to fifteen percent, or such less amount as specified in the biennial appropriations act;

(5) Provisions to assure that in the state institutions of higher education, utilization of this work-study program:

(a) Shall only supplement and not supplant classified positions under jurisdiction of chapter [41.06](#) RCW;

(b) That all positions established which are comparable shall be identified to a job classification under the director of personnel's classification plan and shall receive equal compensation;

(c) Shall not take place in any manner that would replace classified positions reduced due to lack of funds or work; and

(d) That work study positions shall only be established at entry level positions of the classified service unless the overall scope and responsibilities of the position indicate a higher level; and

(6) Provisions to encourage job placements in high employer demand occupations that meet Washington's economic development goals, including those in international trade and international relations. The board shall permit appropriate job placements in other states and other countries.

[2009 c 172 § 1; 2005 c 93 § 4; 2002 c 354 § 224; 1994 c 130 § 6. Prior: 1993 sp.s. c 18 § 3; 1993 c 281 § 14; 1987 c 330 § 202; 1985 c 370 § 60; 1974 ex.s. c 177 § 6.]

**Notes:**

**Findings--Intent -- 2005 c 93:** See note following RCW [74.13.570](#).

**Short title -- Headings, captions not law -- Severability -- Effective dates -- 2002 c 354:** See RCW [41.80.907](#) through [41.80.910](#).

**Effective date -- 1993 sp.s. c 18:** "This act is necessary for the immediate preservation of the public peace, health, or safety, or support of the state government and its existing public institutions, and shall take effect July 1, 1993." [1993 sp.s. c 18 § 38.]

**Effective date -- 1993 c 281:** See note following RCW [41.06.022](#).

**Construction -- Application of rules -- Severability -- 1987 c 330:** See notes following RCW [28B.12.050](#).

**Severability -- 1974 ex.s. c 177:** See note following RCW [28B.12.010](#).

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**28B.12.070**

**Annual report of institutions to higher education coordinating board.**

Each eligible institution shall submit to the higher education coordinating board an annual report in accordance with such requirements as are adopted by the board.

[1994 c 130 § 7; 1985 c 370 § 61; 1974 ex.s. c 177 § 7.]

**Notes:**

**Severability -- 1974 ex.s. c 177:** See note following RCW [28B.12.010](#).

**Chapter 250-40 WAC**  
**State work-study program**

**Last Update: 8/8/06**

**WAC Sections**

[250-40-020](#) Purpose.

[250-40-030](#) Definitions.

[250-40-040](#) Student eligibility and selection.

[250-40-050](#) Restrictions on student placement and compensation.

[250-40-060](#) Institutional application and allotment procedures.

[250-40-070](#) Administration.

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**250-40-020**

**Purpose.**

The purpose of this act is to provide financial assistance to needy students, including needy students from middle-income families, attending eligible postsecondary institutions in the state of Washington by stimulating and promoting their employment; and to provide such needy students, wherever possible, with employment related to their academic or vocational pursuits.

[Statutory Authority: RCW [28B.12.020](#) through [28B.12.070](#). 94-14-006 § 250-40-020, filed 6/23/94, effective 7/24/94; Order 6-74, § 250-40-020, filed 9/17/74.]

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**250-40-030**

**Definitions.**

(1) "Financial need" shall be the difference between the budgetary cost to the student attending an institution of postsecondary education and the total family contribution which the institutional financial aid administrator determines can reasonably be expected to be available to the student for meeting such costs.

(2) "Budgetary cost" of attending an institution shall consist of those costs required to support the individual and other costs in accordance with federal costs of attendance calculations during the period of enrollment. Budgets will reflect the applicable year's cost levels for tuition, room and board, transportation, books, supplies, personal expenses, and any other cost factors deemed necessary for consideration, consistent with WAC [250-40-040](#) (2)(a).

(3) "Total family contribution and resources" shall be consistent with amounts recognized by

federal need analysis criteria, unless otherwise modified in accordance with these rules and program guidelines.

(4) "Washington resident" shall be defined as an individual who satisfies the requirements of RCW [28B.15.011](#) - [28B.15.013](#) except resident students defined in RCW [28B.15.012](#) (2)(e) and board-adopted rules and regulations pertaining to the determination of residency.

(5) "Eligible institution of postsecondary education" shall mean any postsecondary educational institution in the state of Washington accredited by the Northwest Association of Schools and Colleges; or a branch campus of a member institution accredited by Middle States Association of Colleges and Schools, New England Association of Schools and Colleges, North Central Association of Colleges and Schools, Southern Association of Colleges and Schools, Northwest Association of Schools and Colleges, or Western Association of Schools and Colleges that is eligible for federal student financial aid assistance and has operated as a nonprofit college or university delivering on-site classroom instruction for a minimum of twenty consecutive years in the state of Washington; or any public technical colleges in the state of Washington.

(6) "Eligible employer" shall be defined as any eligible public institution of postsecondary education; any other nonprofit organization which is nonsectarian; or any profit-making nonsectarian employer producing a good or providing a service for sale or resale to others, which can and agrees to provide employment of a demonstrable benefit related to the student's postsecondary educational pursuits and which conducts business within the state of Washington; or any other employer approved by the higher education coordinating board. In approving an employer as eligible, the board or an institution acting as its agent will consider at the minimum:

(a) The relationship of the jobs to the students' educational objectives;

(b) The potential for displacement of regular employees;

(c) The rate of pay as compared to salaries and wages provided other employees engaged in similar work;

(d) The employer compliance with appropriate federal and state civil rights laws.

(7) "Dependent student" shall mean any post-high school student attending an eligible institution of postsecondary education who does not qualify as an independent student in accordance with subsection (8) of this section.

(8) "Independent student" shall mean any student who qualifies as an independent student for federal student aid.

(9) "Half-time student" means any student enrolled in at least one-half the credit hour or clock hour load defined by the institution as constituting expected full-time progress toward the particular degree or certificate.

(10) "Off-campus community service placements" shall include direct service, planning, or

applied research that is designed to improve the quality of life for residents of the community served, particularly low-income residents, in such fields as health care, child care, education, literacy training, welfare, social services, public safety, crime prevention and control, transportation, recreation, housing and neighborhood improvement, rural development, and community improvement. Placements are identified by an institution through formal or informal consultation with local nonprofit, governmental, and community-based organizations.

[Statutory Authority: RCW [28B.80.240](#) and [28B.12.060](#). 02-20-083, § 250-40-030, filed 9/30/02, effective 10/31/02. Statutory Authority: RCW [28B.12.020](#) - [28B.12.070](#). 93-20-044, § 250-40-030, filed 9/29/93, effective 10/30/93. Statutory Authority: RCW [28B.12.060](#). 88-10-002 (Order 3/88, Resolution No. 88-11), § 250-40-030, filed 4/21/88; 87-16-047 (Order 1-87, Resolution No. 87-59), § 250-40-030, filed 7/29/87; 82-15-054 (Order 5-82, Resolution No. 82-53), § 250-40-030, filed 7/20/82. Statutory Authority: RCW [28B.10.806](#). 81-13-037 (Order 3/81, Resolution No. 81-68), § 250-40-030, filed 6/16/81; 79-07-020 (Order 4-79, Resolution No. 79-33), § 250-40-030, filed 6/15/79; Order 5-77, § 250-40-030, filed 5/11/77; Order 6-75, § 250-40-030, filed 8/18/75; Order 6-74, § 250-40-030, filed 9/17/74.]

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## **250-40-040**

### **Student eligibility and selection.**

(1) Eligibility criteria. In order to be eligible for employment under this program the student must:

(a) Demonstrate financial need.

(b) Be enrolled or accepted for enrollment as at least a half-time undergraduate, graduate or professional student or be a student under an established program designed to qualify him or her for enrollment as at least a half-time student at an eligible institution of postsecondary education.

(c) Be capable, in the opinion of the institution, of maintaining good standing in a course of study while employed under the program, and demonstrate satisfactory progress toward degree or certificate completion.

(d) Not be pursuing a degree in theology.

(e) Not owe a refund or repayment on a state or federal financial aid grant program and not be in default on a loan made, insured, or guaranteed under federal and state financial aid loan programs.

(2) Criteria for institutional determination of financial need and the making of awards.

(a) Standard budgetary costs will be determined by the institution subject to approval by the higher education coordinating board.

(b) Total applicant resources shall be determined in accordance with the federal methodology system of need analysis. Institutional financial aid officers may make reasonable adjustments to the computed total applicant resources if individual circumstances warrant such adjustments.

Any adjustments must be documented and placed in the student's financial aid records.

(c) The work-study award shall be designed in such a manner that the sum total of financial aid awarded any one student will not exceed the difference between the total applicant's resources and the budgetary cost of education.

(d) Each institution must have a policy relating to the continuance of aid for students who enroll in but do not complete the number of credit or clock hours required to maintain satisfactory progress toward completion of his or her degree or program objective. The institution must submit its policy to the board annually for approval.

(3) Priorities in placing students.

(a) Provide work opportunities for students who are defined to be residents of the state particularly former foster youth as defined in RCW [28B.92.060](#). Residents of the state are defined in RCW [28B.15.012](#) and [28B.15.013](#) except resident students defined in RCW [28B.15.012](#) (2)(g);

(b) After consideration of (a) of this subsection, then provide job placements in fields related to each student's academic or vocational pursuits, with an emphasis on off-campus job placements wherever appropriate; and

(c) Whenever appropriate, provide opportunities for off-campus community service placements.

(4) Job placements are encouraged in occupations that meet Washington's economic development goals especially those in international trade and international relations.

[Statutory Authority: RCW [28B.15.012](#). 06-17-047, § 250-40-040, filed 8/8/06, effective 9/8/06. Statutory Authority: RCW [28B.12.020](#) through [28B.12.070](#). 94-14-006 § 250-40-040, filed 6/23/94, effective 7/24/94; 93-20-044, § 250-40-040, filed 9/29/93, effective 10/30/93. Statutory Authority: RCW [28B.12.060](#). 88-10-002 (Order 3/88, Resolution No. 88-11), § 250-40-040, filed 4/21/88; 87-16-047 (Order 1-87, Resolution No. 87-59), § 250-40-040, filed 7/29/87. Statutory Authority: RCW [28B.10.806](#). 81-13-037 (Order 3/81, Resolution No. 81-68), § 250-40-040, filed 6/16/81; 80-05-024 (Order 2-80, Resolution No. 80-54), § 250-40-040, filed 4/14/80; Order 5-77, § 250-40-040, filed 5/11/77; Order 6-74, § 250-40-040, filed 9/17/74.]



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**250-40-050****Restrictions on student placement and compensation.**

(1) Displacement of employees. Employment of state work-study students may not result in displacement of employed workers or impair existing contracts for services.

(a) State work-study students employed by public institutions of postsecondary education may not fill positions currently or formerly occupied by classified employees.

(b) In cases of governmental employment, state work-study students may fill positions which have been previously occupied but were vacated as a result of implementing previously adopted reduction in force policies in response to employment limitations imposed by federal, state or local governments.

(c) In all other cases, state work-study students may not fill positions which have been occupied by regular employees during the current or prior calendar or fiscal year.

(2) Rate of compensation. All work-study positions shall receive compensation equal to the entry level salary of comparable nonwork-study positions.

Students employed by public postsecondary educational institutions who are filling positions which are comparable to Washington personnel resources board classified positions must be paid entry level Washington personnel resources board wages for the position unless the overall scope and responsibilities of the position indicate a higher level.

Determination of comparability must be made in accordance with state work-study program operational guidelines.

Documentation must be on file at the institution for each position filled by a state work-study student which is deemed by the institution as not comparable to a higher education personnel board position.

(3) Maximum total state work-study compensation. Earnings beyond the student's state work-study eligibility must be reported to the financial aid officer, and resulting adjustments made in the financial aid package in accordance with federal methodology. In the event that a student earns more money from state work-study employment than the institution anticipated when it awarded student financial aid, the excess is to be treated in accordance with the method specified in the state work-study operational guidelines.

(4) State share of student compensation. With the exception of board-approved off campus community service placements, the state share of compensation paid students shall not exceed 80 percent of the student's gross compensation. In the following cases the state share may be

established at 80 percent:

(a) When employed by state supported institutions of postsecondary education at which they are enrolled;

(b) When employed as tutors by the state's common school districts;

(c) When employed in tutorial or other support staff positions by nonprofit adult literacy service providers in the state of Washington who meet guideline criteria for participation; and

(d) When employed in an off-campus community service placement. The state share of compensation paid students employed by all other employers shall not exceed 65 percent of the student's gross compensation.

(5) Employer share of student compensation. The employer shall pay a minimum of 20 percent or 35 percent of the student's gross compensation as specified in subsection (4) of this section, plus the costs of any employee benefits including all payments due as an employer's contribution under the state workman's compensation laws, federal Social Security laws, and other applicable laws. The federal work-study program cannot be used to provide employer share of student compensation except when used for placement of students in tutorial or other support staff positions with adult literacy service providers in the state of Washington who meet guideline criteria for participation.

(6) Academic credit for state work-study employment. Students may receive academic credit for experience gained through state work-study employment.

(7) Maximum hours reimbursed. Employment of a student in excess of an average of 19 hours per week, or in the case of on-campus graduate assistants an average of 20 hours per week, over the period of enrollment for which the student has received an award or a maximum of 40 hours per week during vacation periods will not be eligible for reimbursement from state funds.

A student may not be concurrently employed in the same position by the state work-study program and the federal work-study program and exceed the 19 hours per week average.

(8) Types of work prohibited. Work performed by a student under the state work-study program shall not be sectarian related and shall not involve any partisan or nonpartisan political activity.

(9) Relationship to formula staffing percentage. Placement of state work-study students in on-campus positions at public postsecondary educational institutions may not result in a level of employment in any budget program in excess of a formula staffing percentage specifically mandated by the legislature.

[Statutory Authority: RCW [28B.15.012](#). 06-17-047, § 250-40-050, filed 8/8/06, effective 9/8/06.

Statutory Authority: RCW [28B.12.020](#) through [28B.12.070](#). 94-14-006 § 250-40-050, filed 6/23/94, effective 7/24/94; 93-20-044, § 250-40-050, filed 9/29/93, effective 10/30/93. Statutory Authority: RCW [28B.12.060](#). 88-10-002 (Order 3/88, Resolution No. 88-11), § 250-40-050, filed 4/21/88; 87-16-047 (Order 1-87, Resolution No. 87-59), § 250-40-050, filed 7/29/87; 86-10-014 (Order 4/86), § 250-40-050, filed 4/30/86; 82-15-054 (Order 5-82, Resolution No. 82-53), § 250-40-050, filed 7/20/82. Statutory Authority: RCW [28B.10.806](#). 81-13-037 (Order 3/81, Resolution No. 81-68), § 250-40-050, filed 6/16/81; 80-05-024 (Order 2-80, Resolution No. 80-54), § 250-40-050, filed 4/14/80; 79-07-020 (Order 4-79, Resolution No. 79-33), § 250-40-050, filed 6/15/79; 78-08-007 (Order 3-78), § 250-40-050, filed 7/7/78; Order 5-77, § 250-40-050, filed 5/11/77; Order 6-75, § 250-40-050, filed 8/18/75; Order 6-74, § 250-40-050, filed 9/17/74.]

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## **250-40-060**

### **Institutional application and allotment procedures.**

(1) Application. Institutions shall annually apply for and document campus need for student employment funds.

(2) Institutional reserve of funds. The board shall annually develop a reserve of funds for the body of students at each eligible participating institution. Institutions will be notified of funds available for their students by May 1 of the year prior to the academic year in which awards will be given, or within a reasonable period after the legislative appropriation becomes known, whichever is later. The following steps shall govern the determination and allotment of institutional reserves:

(a) A base funding level, or conditional guarantee, shall be adopted for each institution currently participating in the program. The initial allotment of funds to any one institution shall equal its conditional guarantee. The conditional guarantee will equal the amount of funds initially reserved to the institution for the 1992-93 fiscal year.

(b) Eligible institutions currently not participating in the program shall be continually encouraged to enter the program, and will be funded at a reasonable level.

(c) Each institution shall share proportionally in the event of budget reductions.

(d) Institutions displaying a pattern of fund underutilization shall have their allocations reevaluated and reduced if appropriate.

(e) Funding increases shall be distributed on an objective basis among institutions in a manner which, when combined with federal work-study allocations, furthers a parity of work opportunity among students statewide.

(f) No institution will be awarded funds which, in the institution's judgment or judgment reasonably exercised by the board, will exceed what the institution can adequately administer.

(3) The convening of an advisory committee. The board staff will convene its advisory committee annually in accordance with WAC [250-40-070](#)(4) to review program policies and procedures.

(4) Reallotments. If it is determined that an institution is unable to award all of the funds allotted it, the board will reduce its allotment accordingly and will redistribute unutilized funds to other eligible institutions. Reallotments however, shall not increase or decrease an institution's conditional guarantee.

[Statutory Authority: RCW [28B.15.012](#). 06-17-047, § 250-40-060, filed 8/8/06, effective 9/8/06. Statutory Authority: RCW [28B.12.020](#) - [28B.12.070](#). 93-20-044, § 250-40-060, filed 9/29/93, effective 10/30/93. Statutory Authority: RCW [28B.12.060](#). 87-16-047 (Order 1-87, Resolution No. 87-59), § 250-40-060, filed 7/29/87; Order 5-77, § 250-40-060, filed 5/11/77; Order 6-74, § 250-40-060, filed 9/17/74.]

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## **250-40-070**

### **Administration.**

With the assistance of an advisory committee, the higher education coordinating board shall administer the work-study program. The staff of the higher education coordinating board under the direction of the executive director will manage the administrative functions relative to the program and shall be authorized to enter into agreement with:

Eligible public institutions for the placement of students and the reimbursement of employers for the state share of the student's compensation.

Eligible private institutions for the placement of students.

Employers of students attending eligible private institutions for the reimbursement of the state share of the student's compensation. Such agreements shall be written to ensure employer compliance with the rules and regulations governing the work-study program.

(1) Responsibility of eligible public institutions. The institution will:

(a) Assist the board in contracting with eligible employers or, enter into contracts with eligible organizations for employment of students under the work-study program. Such agreements shall be written to ensure employer compliance with the rules and regulations governing the work-study program.

(b) Determine student eligibility and arrange for placement.

(c) Arrange for payment of the state share of the student's compensation.

(2) Responsibility of eligible private institutions. The institution will:

(a) Assist the board in contracting with eligible employers.

(b) Determine student eligibility, arrange for placement with employers, and notify the board of such placement.

(c) Submit student time sheets to the board in the prescribed manner and time frame outlined in guidelines.

(3) Employer responsibilities:

(a) Before it may participate in the program, an eligible employer must enter into agreement with the higher education coordinating board or a public institution acting as its agent, thereby certifying its eligibility to participate and its willingness to comply with all program requirements.

(b) Certification of payment to students by the eligible organization shall be made under oath in accordance with RCW [9A.72.085](#).

(c) Submit student time sheets to the institution in a timely manner.

(4) Advisory committee. The board will appoint an advisory committee which may include, but need not be limited to, representatives of public and private community colleges, technical colleges, and four-year institutions of higher education; vocational schools; students; community service organizations; public schools; business; and labor. When selecting members of the committee, the board will consult with institutions of higher education, the state board for community and technical colleges, the work force training and education coordinating board, and appropriate associations and organizations. The committee shall be convened to advise the board staff on matters pertaining to the development and the administration of the work-study program. In addition, representatives from postsecondary educational advisory and governing bodies will be invited to participate in advisory committee meetings when annual institutional allocations are being determined.

(5) Institutional administrative allowance. Contingent upon funds being made available to the higher education coordinating board for the operation of the work-study program, the public institutions will be provided an administrative expense allowance. In order to qualify for the allowance, the institution must demonstrate that financial support for student financial aid administration, exclusive of the administrative allowance, is at least equal to the level of support provided during the previous fiscal year.

(6) Institutional maintenance of effort. State funds provided under this program are not to be used to replace institutional funds which would otherwise be used to support student

employment.

(7) Reports. The higher education coordinating board will obtain periodic reports on the balance of each institution's work-study funds to ensure a proper distribution of funds among institutions. In addition, information will be gathered subsequent to the end of the academic year, describing the population served and the modes of packaging used.

(8) Agreement to participate. In order to participate in the program, each institution must file an agreement to participate indicating agreement to abide by all program rules, regulations, and guidelines and to maintain and provide all pertinent information, records, and reports requested by the board.

(9) Appeals. If the board is notified of any possible violations of these rules and regulations, satisfactory resolution shall be attempted by board staff. If satisfactory resolution cannot be achieved by board staff, the advisory committee authorized by WAC [250-40-070\(5\)](#) shall review the appeal and make a recommendation to board staff. If satisfactory resolution still cannot be achieved, the person or institution initiating the appeal may request a hearing with the board, which shall take action on the appeal.

(10) Program reviews. The higher education coordinating board will review institutional administrative practices to determine institutional compliance with rules and regulations and program guidelines. If such a review determines that an institution has failed to comply with program rules and regulations and guidelines the board may suspend, terminate, or place conditions upon the institution's participation in the program and require the institution to reimburse the students affected or the program in the appropriate amount.

[Statutory Authority: RCW [28B.12.020](#) through [28B.12.070](#). 94-14-006 § 250-40-070, filed 6/23/94, effective 7/24/94; 93-20-044, § 250-40-070, filed 9/29/93, effective 10/30/93. Statutory Authority: RCW [28B.12.060](#). 87-16-047 (Order 1-87, Resolution No. 87-59), § 250-40-070, filed 7/29/87; 85-20-034 (Order 4-85, Resolution No. 86-3), § 250-40-070, filed 9/24/85. Statutory Authority: RCW [28B.10.806](#). 81-13-037 (Order 3/81, Resolution No. 81-68), § 250-40-070, filed 6/16/81; 79-11-030 (Order 10-79, Resolution No. 80-19), § 250-40-070, filed 10/11/79; 79-02-088 (Order 2-79), § 250-40-070, filed 2/7/79; Order 5-77, § 250-40-070, filed 5/11/77; Order 6-74, § 250-40-070, filed 9/17/74.]

