



RESOLUTION

concerning

EMPLOYMENT OF STUDENT WORKERS

AT

CONNECTICUT STATE UNIVERSITY

June 13, 1997

WHEREAS, Students in the Intensive English Language Program (IELP) pay substantial fees for the IELP program, and

WHEREAS, These students under present rules are prohibited from obtaining employment on campus, and

WHEREAS, There are frequently jobs on campus where a foreign language speaking individual is needed, and

WHEREAS, The fees for this program could be applied to pay workers employed in these jobs opportunities to learn English through work at campus jobs, and

WHEREAS, It is necessary to adjust prior rules governing student employment in order to permit such work opportunities, now, therefore be it

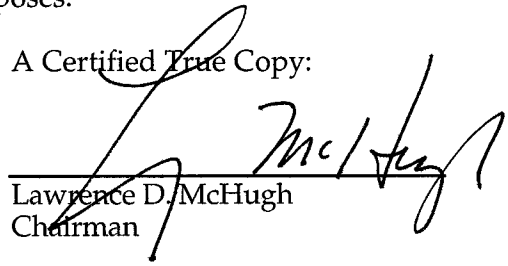
RESOLVED, That Resolution No. 96-47 be rescinded, and the following rules shall be substituted to govern student employment:

- A.
 - 1) The student must be matriculated at one of the CSU System universities and be currently enrolled in courses, or be enrolled in the Intensive English Language Program at any of the universities.
 - 2) In case of the System Office, the student must be matriculated at a public institution of higher education in Connecticut with CSU students given first priority in hiring.
- B.
 - 1) The student must not be on any State payroll other than the student employee payroll of the university and/or the System Office of the Board of Trustees.
 - 2) Employment of Intensive English Language Program non-matriculated students will be funded internally through IELP program fees charged by the employing university.

- C. To be eligible for summer work the student must have been enrolled in the prior spring semester and certify in writing an intention to continue enrollment in the subsequent fall semester or to complete degree requirements during one of the summer sessions.
- D. While spring and fall classes are in session a student may work no more than 40 hours per pay period, however, hours may be increased to 40 hours per week during periods when there are no classes.
- E. The rules of the Federal College Work Study Program, or any similar Federal program shall prevail when in conflict with rules A-D above, and be it further

RESOLVED, That the rate structure shall be reviewed at least once each fiscal year hereafter and may be adjusted upon approval of the CSU Chancellor with notification to the Board for informational purposes.

A Certified True Copy:



Lawrence D. McHugh
Chairman



Connecticut State University System



TO: University Presidents
Richard Judd, CCSU
David Carter, ECSU
Michael Adanti, SCSU
James Roach, WCSU

FROM: William J. Cibes, Jr. *WJ Cibes Jr*
Chancellor

DATE: July 2, 1997

SUBJECT: Effective Date for CSU Student Worker Pay Rate Schedule

Attached is the CSU Student Worker Pay Rate Schedule. The effective date of this schedule will be August 22, 1997.

llc

ATT (1)

EFFECTIVE
August 22, 1997

CSU Student Worker Pay Rate Schedule

- CLASS I Entry level position requiring little or no work experience, and no supervisory responsibility.
Range: \$5.20 - \$6.25
- CLASS II Position requires some experience and/or training sufficient to work at skilled and technical jobs not requiring supervisory responsibility.
Range: \$6.00 - \$7.35
- CLASS III Position requires advanced skills and/or technical knowledge with capability of assuming extra responsibilities.
Range: \$7.00 - \$8.50
- CLASS IV Advanced position requiring skills and knowledge acquired through prior employment or class training experience.
Range: \$9.00 - \$11.50

Upon approval of the CSU Chancellor, the rate structure above may be increased for a particular work location between annual reviews of the general rate structure by up to 10 percent in one or more classes in recognition of the local market.

Mime-Version: 1.0
Date: Mon, 23 Jun 1997 09:31:01 -0400
To: landryl
From: marquez@csusys.ctstateu.edu (Ernest Marquez)
Subject: BR #97-56 - Employment of Student Workers at CSU

Hi Louise, let's discuss. E

>Mime-Version: 1.0
>Date: Fri, 20 Jun 1997 17:06:43 -0400
>To: marquez
>From: gumbs@csusys.ctstateu.edu (Selvin Gumbs)
>Subject: BR #97-56 - Employment of Student Workers at CSU

>FYI Per our conversation

>>Mime-Version: 1.0
>>Date: Fri, 20 Jun 1997 16:28:53 -0400
>>To: gumbs@csusys.ctstateu.edu
>>From: "Frank R. A. Resnick" <RESNICK@CCSU.EDU>
>>Subject: BR #97-56 - Employment of Student Workers at CSU
>>Cc: lorip@ccsu.edu, CSUSYS::BERKETTJ@CCSUA.EDU, CSUSYS::OCONNORJ@CCSU.EDU,
>> RESNICK@CCSU.EDU, BLAKE@SCSU.CTSTATEU.EDU, munroe@ccsu.edu,
>> greimanj@csusys.ctstateu.edu

>>Lori Padua in our Payroll Department has raised the point that we think
>>there was an error (or perhaps oversight) in the above recently passed BR.
>>The last page of the BR - CSU Student Pay Rate Schedule - indicates
>>Effective Date: 8/29/97. PLEASE, we do NOT want to make a rate schedule
>>change IN THE MIDDLE of a pay period.
>>We believe what the intent was, but think it was an oversight in
>>remembering that Part-time & Student Help Payroll Periods are 1 WEEK BEHIND
>>for processing purposes, i.e. the check date (9/26/97) for the fulltime pay
>>period 8/29-9/11/97 would be the same check date as for the student payroll
>>pay period 8/22-9/4/97. This latter period is the period that would cover
>>the dates for the beginning of the Fall semester.
>>As such, I would like to suggest that perhaps, without need for an amended
>>resolution, that you could ~~simply have the Pay Rate Schedule~~ officially
>>(for technical reasons) effective 8/22/97. Thanks.

Ernest R. Marquez, Executive Officer for Human Resources
Connecticut State University System Office
39 Woodland Street
Hartford, CT 06105-2337
Phone: (860)493-0032
Fax: (860)493-0085
Email: Marquez@csusys.ctstateu.edu

EFFECTIVE
August 29, 1997

CSU Student Worker Pay Rate Schedule

- CLASS I Entry level position requiring little or no work experience, and no supervisory responsibility.
Range: \$5.20 - \$6.25
- CLASS II Position requires some experience and/or training sufficient to work at skilled and technical jobs not requiring supervisory responsibility.
Range: \$6.00 - \$7.35
- CLASS III Position requires advanced skills and/or technical knowledge with capability of assuming extra responsibilities.
Range: \$7.00 - \$8.50
- CLASS IV Advanced position requiring skills and knowledge acquired through prior employment or class training experience.
Range: \$9.00 - \$11.50

Upon approval of the CSU Chancellor, the rate structure above may be increased for a particular work location between annual reviews of the general rate structure by up to 10 percent in one or more classes in recognition of the local market.

ITEM

Employment of Students Enrolled in the Intensive English Language Program (IELP)

BACKGROUND

The Intensive English Language Program provides intensive instruction in the English language and American culture to international faculty and students, foreign professionals and members of the Connecticut community who are non-native speakers of English. In addition to intensive English courses, the IELP also offers preparation courses for the Test of English as a Foreign Language (TOEFL) and institutional TOEFL testing throughout the year.

ANALYSIS

Central Connecticut State University has been designated by the Trustees as a center of excellence in international education. The Intensive English Language Program is an integral part of CSU's international emphasis. The IELP provides instruction for the participants to learn English, pass the TOEFL exam and matriculate. Most of the students enrolled in this program at CSU have F-1 visas. Under the rules of the Immigration and Naturalization Service, international students on F-1 visas are permitted to be employed only on the campus where they are enrolled. Current Board policy requires matriculated status as a qualification for student employment. The Intensive English Language Program students are non-matriculated. A revision to the employment of student workers policy would allow IELP non-matriculated status students at any Connecticut State University campus to be eligible for student help positions. This employment would be funded internally through "IELP program fees" charged by the employing university; no state or federal dollars, and no non-IELP revenue would fund this employment.

Employment of selected IELP students on campus as student workers would provide an additional opportunity for these students to learn English in a work environment. In that respect, this employment would complement their learning experience.

CHANCELLOR'S RECOMMENDATION

Approve the non-matriculated exception revision to the employment of student workers policy.



C. B. Amberg. (8)
RECEIVED
APR 17 1997

CENTRAL CONNECTICUT STATE UNIVERSITY
CONNECTICUT STATE UNIVERSITY SYSTEM

J. Greiman

April 10, 1997

Dr. William J. Cibes, Jr.
Chancellor
Connecticut State University System
39 Woodland Street
Hartford, CT 06105

Dear Bill:

I write to request your consideration of a slight amendment to the Board resolution which governs student employment within the CSU System. We seek to make it possible for students enrolled in our Intensive English Language Program (IELP) to be employed as student workers on our campus. This is not permissible under current Board policy because that policy requires **matriculated status** as a qualification for student employment.

We would be satisfied if the exception to the requirement of matriculated status were limited only to IELP students on the Central campus. In this way the change in policy would have no impact on the other CSU universities.

We believe this exception for Central is justified because it is our university which has been designated by the Trustees as a center of excellence in international education. The Intensive English Language Program is an integral part of our international emphasis. The IELP provides a vehicle for us to recruit international students. Students who come to us without adequate English preparation cannot matriculate in our degree programs. But, with the help of IELP they can learn English, pass the TOEFL exam, and then matriculate. We are pleased to say that we can point to numerous success stories of such students.

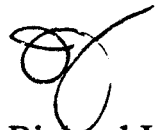
Most of those enrolled in IELP are international students in the US on F-1 visas. Under the rules of the Immigration and Naturalization Service the international students on F-1 visas are permitted to be employed **ONLY**

on the campus where they are enrolled. A minority of the IELP students are in this country on a more permanent basis, e.g. as immigrants or resident aliens, and are therefore able to be employed off campus.

We are very proud of our Intensive English Language Program and of the students who are enrolled in it, but we have concluded that for the quality of life of these students as well as for their success in language acquisition it is essential that those who want it should have the opportunity to be considered for on-campus employment. In general, our IELP students are intensely eager for contact with American society, and on-campus employment is a logical and academically sound way to make this contact available to them.

Enclosed is a suggested draft of the one paragraph of the current resolution which would need amendment. You will notice that in our proposal we have not made a distinction in eligibility for student employment between the international IELP students and those who are in this country on a more permanent basis. We believe that it would be divisive in the Program to make such a distinction. We would be happy to provide any further explanation which may be needed.

Sincerely,



Richard L. Judd
President

cc: Vice Pres. Ariosto
Dr. Tim Rickard
Ms. Sue Lesser

Draft

RESOLVED: That the following rules shall govern student employment:

- A. The student must be matriculated at one of the CSU System universities and be currently enrolled in courses OR BE ENROLLED IN THE INTENSIVE ENGLISH LANGUAGE PROGRAM AT CENTRAL CONNECTICUT STATE UNIVERSITY or, in the case of the System Office, the student must be matriculated at a public institution of higher education in Connecticut, except that such CSU students shall be given first priority in hiring.

NB: We have not proposed an amendment to paragraph E of the current policy because, as students on F-1 visas and/or as non-matriculated students, our IELP students will not be eligible for Federal Work Study. In other words, the Federal rules will have to prevail regarding federally-funded Work Study assignments, and that is what paragraph E already says. Our IELP students will be eligible only for university-funded student help positions.



Connecticut State University System

Board of Trustees



RESOLUTION

concerning

EMPLOYMENT OF STUDENT WORKERS

July 19, 1996

WHEREAS, Some adjustment is necessary in the rules governing employment of student workers to be responsive to the recent move of the System Office to Hartford, now therefore be it

RESOLVED, That the following rules shall govern student employment:

- A. The student must be matriculated at one of the CSU system universities and be currently enrolled in courses or, in the case of the System Office, the student must be matriculated at a public institution of higher education in Connecticut, except that such CSU students shall be given first priority in hiring.
- B. The student must not be on any State payroll other than the student employee payroll of the university and/or the System Office of the Board of Trustees.
- C. To be eligible for summer work the student must have been enrolled in the prior spring semester and certify in writing an intention to continue enrollment in the subsequent fall semester or to complete degree requirements during one of the summer sessions.
- D. While spring and fall classes are in session a student may work no more than 40 hours per pay period, however, hours may be increased to 40 hours per week during periods when there are no classes.
- E. The rules of the Federal College Work Study Program, or any similar Federal program shall prevail when in conflict with rules A-D above, and be it further

RESOLVED, That BR95-70 is amended, and the hourly rate structure attached hereto shall remain unchanged and is incorporated by reference, and be it further

RESOLVED, That said rate structure shall be reviewed at least once each fiscal year hereafter and may be adjusted upon approval of the CSU Chancellor with notification to the Board for informational purposes.

A Certified True Copy:

Lawrence D. McHugh, Chairman

CSU Student Worker Pay Rate Schedule

- Class I Unskilled entry position requiring little or no work experience, and no supervisory responsibility; routine tasks such as desk receptionists or jobs of short duration such as assisting at special events: \$4.50, \$5.00 or \$5.50 per hour.
- Class II Requiring some experience and/or training sufficient to work at semi-skilled and semi-technical jobs not requiring supervisory responsibility; such as typing, filing and data entry: \$6.00, \$6.50 or \$7.00.
- Class III Requiring advanced skills and/or technical knowledge with capability of assuming extra responsibilities such as supervision of others, two years' training and/or experience in the field of assignment, such as computer operator, programmer, activity supervisor and equipment manager: \$7.50, \$8.00 or \$8.50.
- Class IV Requiring knowledge, skill and training expected to be acquired through on-the-job training experience (minimum of two years or 2,000 hours) related to the degree being pursued, i.e., computer science major working in the information systems department: \$9.00, \$9.50, \$10.00, \$10.50 or \$11.00.

Upon approval of the CSU Chancellor, the rate structure above may be increased for a particular work location between annual reviews of the general rate structure by up to 10 percent in one or more classes in recognition of the local labor market.