

Student (Staff and Academic) Employment Guidelines (UC and Non-UC) – January 2024

	Employment Scenario	Appropriate Titles	Employee Class	Benefits Eligibility
1.	<p>UC Undergraduate Students (incoming, current, on-break, or newly graduated):</p> <ul style="list-style-type: none"> a. Currently registered (min of 6 units). b. Taking <u>one</u> quarter off with intent to return. c. Working during summer and planning to re-enroll in fall. d. Just graduated and staying on for <u>one</u> quarter in an existing position to finish up projects or help with transition/training of new student employees. e. Just graduated, and working in a student summer program position in Conference Services, Recreation, Family Vacation Center, etc. f. Incoming student starting school in upcoming quarter and working during quarter prior to starting school. <p><i>Note: Job Descriptions ARE required and retained by the department. Submission of the JD to HR is NOT required. JD template is on HR website, under the section labeled Student Asst/Casual Restricted Job Descriptions.</i></p>	<p>4922 Student 1 (ST grade 1) (REG)</p> <p>2851 Reader - Non-GSHIP - A and C only</p> <p>2500 Reader - Non-Student - B only</p>	<p>Casual Restricted</p> <p>Academic</p> <p>Academic</p>	<p>Group B (see page 6 for definitions of Benefits Groups)</p> <p>Same as above</p> <p>Same as above</p>
2.	<p>Non-UC Students (performing duties normally reserved for student assistants):</p> <ul style="list-style-type: none"> a. <u>1st Priority</u>: Student from a non-UC college or university (domestic or international). Limit to <u>one</u> quarter only. b. <u>2nd Priority</u>: High school student (<i>HS interns should be hired into Non UC Student Intern title – see pg 4</i>). Limit to <u>one</u> quarter only. c. Student from a special needs school (i.e. PathPoint, UCP Work Inc., etc). No duration limit. <p><i>Note:</i></p> <ul style="list-style-type: none"> 1. Request to use a Non-UC student title must be submitted to HR for review and approval via HR/ServiceNow. 2. Job Descriptions ARE required and retained by the department. Submission of the JD to HR is NOT required. JD template is on HR website, under the section labeled Student Asst/Casual Restricted Job Descriptions. <p><i>-- All minors under 18 years of age employed in the State of California hired as an employee (and not as a trainee or intern) must have a permit to work regardless if school is in session, unless the minor has a high school diploma or a GED.</i></p>	<p>4927 Student 1 Non UC (ST grade 1) (REG)</p>	<p>Limited (subject to 1000 hour rules under PPSM 3)</p>	<p>Group A (see page 6 for definitions of Benefits Groups)</p>

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3.	<p>UCSB Graduate Students: Note: Job Descriptions are required for Casual Restricted Graduate Students and retained by the department. Submission to and review by HR is NOT required.</p> <p><u>a. New Matriculating Students:</u></p> <ol style="list-style-type: none"> 1. Currently registered (min of 8 units). 2. Enrolled in summer session. 3. Registered for Fall, but prior to the start of quarter, doing work in summer that will continue into Fall student work. NOTE: Newly admitted International Students must be enrolled in the minimum units during the summer session term to be eligible for employment in the summer. 	<p>Graduate Student Researcher , Teaching Assistant, Associate Instructor, Reader, or Remedial Tutor</p> <p>-or-</p> <p>4922 Student 1 (ST grade 1) (REG)</p>	<p>Academic</p> <p>Casual Restricted</p>	<p>Group B (see page 6 for definitions of Benefits Groups)</p> <p>Same as above</p>
	<p>4. Not registered yet for Fall and not enrolled in summer session -May <u>not</u> be employed in academic or student assistant titles.</p>	<p>Regular staff title such as: SRA, Lab Asst, etc.</p>	<p>Limited</p>	<p>Group A (see page 6 for definitions of Benefits Groups)</p>
	<p><u>b. Continuing Students in Summer:</u></p> <ol style="list-style-type: none"> 1. Enrolled in spring and has an open degree objective in summer (e.g. still holds student status). 2. If student is on Leave of Absence in Spring, but wishes to work in Summer as a student, they must enroll in summer (min of 4 units) or register for units in Fall quarter (min of 8 units) 	<p>Graduate Student Researcher, Teaching Assistant, Associate Instructor, Reader, or Remedial Tutor</p> <p>-or-</p> <p>4922 Student 1 (ST grade 1) (REG)</p>	<p>Academic</p> <p>Casual Restricted</p>	<p>Group B (see page 6 for definitions of Benefits Groups)</p> <p>Same as above</p>
	<p><u>c. Filing-Fee Leave Academic Quarter*:</u></p> <ol style="list-style-type: none"> 1. Not a registered student any longer -May <u>not</u> be employed in an academic student title. -May <u>not</u> be employed to perform research work that may contribute to the educational objectives of personal degree program. -May continue a pre-existing Student Asst title, by exception for <u>one</u> quarter only, but may not start a new student assistant position. -If a student doesn't finish after filing fee leave, they would have to re-enroll in order to be eligible to work in a student position again. *Excludes Summer Filing-Fee Leave (May continue employment in an academic student title until the summer degree conferral date.) 	<p>Regular staff or Academic title such as: SRA, Lab Asst, Specialist, etc.</p> <p>-or-</p> <p>4922 Student 1 (ST grade 1) (REG)</p>	<p>Limited or Career</p> <p>Casual Restricted</p>	<p>Group A (see page 6 for definitions of Benefits Groups)</p> <p>Group B (see page 6 for definitions of Benefits Groups)</p>

	Employment Scenario	Appropriate Titles	Employee Class	Benefits Eligibility
	<p>d. <u>Post-degree:</u></p> <p>1. No longer registered and degree awarded.</p> <p>–May <u>not</u> hold an academic student title.</p> <p>–Eligible to work as a regular staff or non-student academic employee.</p> <p>–May continue a pre-existing Student Asst title, by exception for <u>one</u> quarter only immediately following completion of degree, but may not start a new student assistant position.</p>	<p>Regular staff title (i.e. Staff Res Assoc, Lab Asst, etc.) -or-</p> <p>4922 Student 1 (ST grade 1) (REG)</p>	<p>Limited or Career</p> <p>Casual Restricted</p>	<p>Group A (see page 6 for definitions of Benefits Groups)</p> <p>Group B (see page 6 for definitions of Benefits Groups)</p>
	Other Student Employment Scenarios	Appropriate Titles	Employee Class	Benefits Eligibility
4.	<p>Student Aid Outside Agency (Financial Aid dept only) – Registered, work-study students working for an eligible outside agency (usually non-profit), which in turn reimburses the University for their portion of the work-study program. This is virtually a pay vehicle for the non-profit agencies.</p> <p>- If the agency at which the student is working has fewer than 25 employees, their minimum wage may be different from that of UC.</p> <p>Note: Job Descriptions are NOT required for these positions. Approval by HR is NOT required. JD template is on HR website, under the section labeled Student Asst/Casual Restricted Job Descriptions.</p>	4000 Student Aid Outside Agency (REG)	Casual Restricted	Group B (see page 6 for definitions of Benefits Groups)
5.	<p>Appointed Official, Student Activities - Registered students appointed to and serving official time on a Board or Student Activity committee (ie. Chairperson of the Programming Board, Director of Activities Fairs, Pep Band Director, etc.). Compensation must comply with minimum wage regulations.</p> <p>Note: Job Descriptions ARE required and retained by the department. Submission to and review by HR is NOT required. JD template is on HR website, under the section labeled Student Asst/Casual Restricted Job Descriptions.</p>	4329 Appointed Official, Student Activities (BYA or REG)	Casual Restricted	Group B (see page 6 for definitions of Benefits Groups)
6.	<p>Elected Officer, Student Government - Registered students elected to a student government position. Compensation must comply with minimum wage regulations.</p> <p>Note: Job Descriptions ARE required and retained by the department. Submission to and review by HR is NOT required. JD template is on HR website, under the section labeled Student Asst/Casual Restricted Job Descriptions.</p>	4331 Elected Officer, Student Government (BYA or REG)	Casual Restricted	Group B (see page 6 for definitions of Benefits Groups)
7.	<p>Student Volunteer – Registered students who are volunteering may receive a nominal payment for services and expenses as a volunteer. One example is students volunteering to be notetakers for other students through the Disabled Students Program. Compensation is paid as a BYA flat dollar amount through UCPATH additional Pay.</p> <p>Note: Students who volunteer without compensation do NOT need to be entered into UCPATH.</p>	<p>9920 Student Volunteer (BYA)</p> <p>Note: Job Descriptions are NOT required for volunteer positions.</p>	<p>Casual Restricted</p> <p>n/a</p>	<p>None</p> <p>n/a</p>

	Other Student Employment Scenarios	Appropriate Titles	Employee Class	Benefits Eligibility
8.	<p>Student Resident Assistant (Housing only) – Live-in or non-live-in Resident Assistants who work daily with students on an individual or group basis in a residence unit. Payment for hours worked must equal at least current minimum wage. Note: Job Descriptions are required and retained by the department. Submission to and review by HR is not required. JD template is on HR website, under the section labeled Student Asst/Casual Restricted Job Descriptions.</p> <p>Spouses of UCSB students who are hired as Resident Assistants should be placed into the <u>4126 Resident Asst</u> title as limited appointments (family/student housing only). Note: Job Descriptions ARE required and must be submitted to HR for review and approval via Job Builder.</p>	<p>4944 Student Residence Hall (BYA)</p> <p>4126 Resident Assistant (REG)</p>	<p>Casual Restricted</p> <p>Limited Appt</p>	<p>Group B (see page 6 for definitions of Benefits Groups)</p> <p>Group A (see page 6 for definitions of Benefits Groups)</p>
9.	<p>UC Student Intern (Paid) – UC students who perform duties primarily focused on providing training for the student’s educational benefit.</p> <p>Non-UC Student Intern (Paid) - Non-UC students who perform duties primarily focused on providing training for the student’s educational benefit. <u>-Paid internships must meet minimum wage requirements.</u> <u>-Internships for foreign undergraduate students visiting UCSB under a J-1 Visa: (1) must be primarily for the educational benefit of the student, not the employer; (2) must be a minimum of 32 hours per week (80% time); and (3) can be paid or unpaid.</u> Note:</p> <ol style="list-style-type: none"> 1. Request to use an Intern title must be submitted to HR for review and approval via HR’s ServiceNow portal. 2. Job Descriptions ARE required and retained by the department. Submission of the JD to HR is NOT required. JD template is on HR website, under the section labeled Student Asst/Casual Restricted Job Descriptions. 	<p>4740 Student Intern (REG)</p> <p>4247 Student Intern Non UC (REG)</p>	<p>Casual Restricted (for registered students)</p> <p>Limited Appt (for non-UCSB students)</p>	<p>Group B (see page 6 for definitions of Benefits Groups)</p> <p>Group A (see page 6 for definitions of Benefits Groups)</p>
10.	<p>UC or Non-UC Student Intern (Unpaid) - Students who perform duties primarily focused on providing training for the student’s educational benefit. Unpaid student interns do NOT need to be entered into UCPath unless they need access to certain campus systems, in which case they should be entered as Staff Intern Contingent Workers. <u>-Unpaid internships must meet all seven of the Dept of Labor (DOL) internship criteria (see criteria at DOL Internships Fact Sheet).</u> <u>-Internships for foreign undergraduate students visiting UCSB under a J-1 Visa: (1) must be primarily for the educational benefit of the student, not the employer; (2) must be a minimum of 32 hours per week (80% time); and (3) can be paid or unpaid.</u></p>	<p>Staff Intern Contingent Worker - CWR004</p> <p>Note: Job descriptions are NOT required for unpaid internships.</p>	<p>n/a</p>	<p>n/a</p>

STUDENT EMPLOYMENT TITLES

NON-ACADEMIC STUDENT TITLES:

TITLE CODE	NON-ACADEMIC STUDENT TITLES	APPT TYPE	SALARY PLAN	SALARY GRADE	SALARY RANGE PER HOUR (EFF 1-1-24)
4000	STDT AID OUTSIDE AGENCY	CASUAL RESTRICTED	BYA	BYA	BYA*
4329	STDT ACTIVITIES APPT OFFICIAL	CASUAL RESTRICTED	BYA	BYA	BYA*
4740	STDT INTERN	CASUAL RESTRICTED	STSB	ST GRADE 1	\$16.00 - \$40.00
4247	STDT INTERN NON UC	LIMITED	STSB	ST GRADE 1	\$16.00 - \$40.00
4922	STDT 1	CASUAL RESTRICTED	STSB	ST GRADE 1	\$16.00 - \$40.00
4927	STDT 1 NON UC	LIMITED	STSB	ST GRADE 1	\$16.00 - \$40.00
4944	STDT RSDNC HALLS	CASUAL RESTRICTED	BYA	BYA	BYA*
9920	STDT VOLUNTEER	CASUAL RESTRICTED	N/A	N/A	BYA "Nominal Payment"

*BYA: HR recommends an hourly pay rate no less than \$16.00/hr and no higher than \$40.00/hr.

ACADEMIC STUDENT TITLES:

TITLE CODE	ACADEMIC STUDENT TITLES	TITLE CODE	ACADEMIC STUDENT TITLES
3266	GSR-NO REM	2851	READER-NON-GSHIP
3284	GSR-TUIT & FEE REM	2280	REMD TUT I-NON-GSHIP
2310	TEACHG ASST-GSHIP	2289	REMD TUT II-GSHIP
1506	ASSOC IN -AY-1/9-GSHIP	2290	REMD TUT II-NON-GSHIP
2850	READER-GSHIP	2500	READER - NON-STUDENT

Academic Salary Scales can be found at:
[Compensation and Benefits](#)

UCPATH INSTRUCTIONS:

HIRING AND TERMINATION STUDENT TITLES
<ol style="list-style-type: none"> 1. Positions: A position in UCPATH is required for all paid student hires. <i>If the position is new, a Position Control Request Form must be submitted and approved prior to hire. If the student holds multiple jobs, ensure that all FLSA and pay cycle conflicts are resolved. Refer to the Concurrent Jobs FLSA Status Determination Chart.</i> 2. Student Terminations: <ol style="list-style-type: none"> a. If a student employee resigns from their position, the Voluntary Termination Template should be completed with the appropriate Reason Code. b. All other student employee separations should be processed through the Involuntary Termination Template: <ol style="list-style-type: none"> i. For UCSB Students, the Reason Code selected should be "No Longer Student, Appointment Expired, or Never Started Employment." ii. For Non-UCSB Students, the Reason Code selected should be "Appointment Expired, or Never Started Employment."

GUIDELINES ON HOURS WORKED:

UNDERGRADUATE STUDENTS	GRADUATE STUDENTS
Undergraduate students are encouraged to work 50% time or less in order to focus on their studies, however they can potentially work up to 100% time.	Graduate Students are permitted to work up to 50% time (an average of 20 hrs/wk); see Academic Appointments Graduate Division for exceptional approval to work more than 50% time.
<p>Possible Impacts for Students Working 50% or More:</p> <p>FICA Exemption – Students enrolled at 50% time or more are exempt from paying FICA tax, unless they work 80% time or more (32 hrs/wk) where they are required to pay FICA. (Please refer to the Business and Financial Services website regarding FICA exception rules.)</p> <p>Benefits Eligibility – Students may become eligible for Core Benefits if they work 75% or more time for 3 months or more. (Please refer to the Benefits Eligibility section of the HR website for more information.)</p> <p>Retirement Benefits – Regardless of time worked or appointment percentage, student titles are not eligible for retirement system benefits but will qualify as Safe Harbor Participants (DCP) based on FICA status.</p> <p>Sick Leave Accruals – Students (with the exception of academic student titles) may become eligible for sick leave accruals if they work 50% in a month or quadri-weekly cycle.</p> <p>Work Study – Departments may require student workers funded by work study to limit their work hours due to the maximum funding allowed per student.</p> <p>Visa Restrictions- International students are restricted to on-campus employment of 50% time during the academic terms- no exceptions. Employment may increase up to 100% during the inter-session breaks (winter break, spring break, and summer). Please refer to Office of International Students for additional information.</p>	

BENEFITS INFORMATION

BENEFITS ELIGIBILITY:

BENEFITS GROUP	BENEFITS DESCRIPTION
A	Core (if appointment =>43.75% for any duration of time) = minimum of 17.5 average hours of service weekly, measured after each standard measurement period. May meet eligibility for other level of benefits. Refer to the Benefits Eligibility section of the UC Net website for additional information.
B	Core (if appointment is =>75% for 3 months or more) = minimum of 30 average hours of service weekly, measured after each standard measurement period. Refer to the Benefits Eligibility section of the UC Net website for additional information.

Questions on:

- Non-Academic-student employment: Contact your [Recruiter or Compensation Analyst](#).
- Non UC student employment: Contact your [Recruiter or Compensation Analyst](#).
- Academic student employment: Contact [Academic Personnel](#) or the [Graduate Division](#).
- Position Management for non-academic student positions: Submit a ServiceNow ticket to <https://ucsb.service-now.com/hr>

Other Resources:

- Academic Employment: <https://ap.ucsb.edu/resources.for.department.analysts/>
- Academic Salary Tables: <https://ap.ucsb.edu/compensation.and.benefits/>
- Graduate Division Policies & Procedures on Graduate Employment: <http://www.graddiv.ucsb.edu/financial/employment/academic-appointments>
- Job Code Lookup System (formerly TCS) for non-academics: <https://tcs.ucop.edu/home>
- Benefits Eligibility section of the HR website: <http://www.hr.ucsb.edu/benefits>
- Benefits Eligibility section of the UC Net website: <https://ucnet.universityofcalifornia.edu/compensation-and-benefits/eligibility/index.html>