STATE OF CONNECTICUT
BOARD OF TRUSTEES
FOR THE STATE COLLEGES
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RESOLUTION
concerning
EMPLOYMENT OF STUDENT WORKERS
May 6, 1977

BE IT RESOLVED, That, in order to establish uniform practices in the employment of student workers, Board Resolution #77-5a is repealed and the following policies are established effective June 1, 1977.

a. The student must be matriculated at the campus where employed.

b. The student must not be on any State payroll other than the student employee payroll of the employing campus.

c. To be eligible for summer session work the student must have been enrolled during the prior semester and must certify in writing his or her intention of attending the College during the next semester, or be completing degree requirements during the summer session.

d. No student may be employed who is carrying less than a nine-semester hour load except in a situation where a student is carrying the courses which will complete his or her requirements for a degree.

e. When classes are in session a student may work no more than 20 hours per week, summer sessions excluded.

f. During vacation periods a student may work a maximum of 40 hours per week, summer sessions included.

g. The aforementioned policies, a through f, shall not apply to persons employed under the Federal College Work Study Program. The employment of persons under the Federal College Work Study Program shall conform to the Federal laws and regulations established for that program.

A Certified True Copy:

James A. Frost
Executive Director
Response. The commenter's suggestion has been adopted. A statement on student eligibility during participation in an eligible program of study outside the United States is included as § 175.9(e) of the final regulations.

Comment. One commenter questioned the term "actual cost of education" as it appeared in § 175.9(d) of the proposed regulation, and suggested that institutions should be permitted to use a set of standard or average costs to facilitate need analysis procedures, especially when large groups of students are involved.

Response. The use of such a set of reasonable standard or average costs in need analysis procedures is not necessarily precluded by the regulation for all types of schools. For those costs which are readily identifiable, such as tuition and fees, on-campus housing, and other amounts paid directly to the institution, actual costs should be these. However, within this framework amounts not paid to the institution, such as room and board off-campus, personal expenses and transportation, the institution may use estimates which approximate amounts reasonably necessary for such purposes.

Comment. Several commenters objected to the requirement that the student affidavit noted in § 175.9(f) of the proposed regulation be signed in the presence of a notary or other person legally authorized to administer oaths or affirmations. One commenter suggested that the regulations should specify that the contents of the student form could be integrated into other institutional forms and that other items could be included in the affidavit at the discretion of the institution.

Response. The regulation was not changed. Section 498 of the Higher Education Act of 1965, as amended (20 U.S.C. 1088g), requires the student to sign an "affidavit." An "affidavit" is a written statement made under oath or affirmation, not just a statement authorized under State law to administer such an oath or affirmation. With regard to the second comment, the affidavit could be integrated into other forms in a manner of the institution's own choosing, provided that it remains clearly identifiable as a document and is properly sworn.

Section 175.10 Special Sessions

Comment. One commenter felt that the definition of the term "half-time student" should be expanded. However, with respect to the number of hours necessary to be considered enrolled half-time during a regular period of enrollment and during a special session. Another commenter stated that § 175.10(a)(2) should include the requirement of acceptance for enrollment at the next regular session as well as the student's intention to continue, since many institutions accept for enrollment during a summer session does not necessarily constitute acceptance for enrollment at the next regular session.

Response. A student will be eligible to participate in the College Work-Study Program during a summer vacation period or other periods of nonregular enrollment (special session) regardless of his enrollment status during the previous period, only if it is enrolled, or has been accepted for enrollment, as at least a half-time student at that institution for the regular session following such special session. He will complete his course of study during such special session and was enrolled at that institution as at least a half-time student in the regular session preceding the special session.

A student's eligibility to participate in the College Work-Study Program cannot be established solely on the basis of his enrollment status during a special session. The regulation has been clarified in response to the commenters' questions.

Comment. One commenter suggested that the term "other field experience education program" should be added to the several examples of a period of nonregular enrollment included in the first sentence of § 175.10(a) of the proposed regulation.

Response. The recommendation was not adopted. As indicated by the use of the phrase "such as," the several examples cited in the clause to which the commenter refers were not intended to be all-inclusive. A number of different labels which could be attached to a period of nonregular enrollment; the regulations do not attempt to enumerate all of them.

Section 175.11 Cost of Education

Comment. One commenter suggested that an amount equal to 5 percent of the student's College Work-Study award should be added to the cost of education to account for the various costs the student may incur incidental to his College Work-Study employment.

Response. The recommendation was not adopted since no wording of the proposed regulation was felt necessary to accomplish the purpose sought by the commenter. There is a need for more net earnings to be considered as that portion of his financial aid package derived from Work-Study employment which are to be used to meet the student's cost of education. Costs incidental to employment are those amounts in addition to the gross earnings to arrive at the net. These costs will include costs of transportation to and from the job, meals during the work period, and other reasonable costs incurred as expenses of employment.

Comment. One commenter recommended that § 175.11(c) be amended to include a statement of allowable costs for students engaged in a program of study by correspondence.

Response. The recommendation was adopted. Where correspondence schools may technically comply with the statutory definition of an institution of higher education for purposes of participation in the Direct Loan Program, it seems unlikely that such schools could comply with the statutory and regulatory provisions of the program for a number of reasons, including the problem of using the facilities and arrangements for employment of students who are geographically dispersed around the country and the problem of exercising institutional responsibilities to oversee such employment. Therefore, while applications to participate will be entertained from correspondence schools, the institution's capabilities to administer such programs will be carefully reviewed in light of the special difficulties presented. Since such schools are potentially eligible, § 175.11 has been amended to include allowable costs relating to programs of study by correspondence. These allowable costs will include tuition and fees and also travel and room and board costs incurred specifically in fulfillment of a required period of residential training.

Comment. A number of commenters objected to the stipulation that transportation costs related to a program of study abroad could not be included as a cost of education.

Response. In response to the commenters' concern this section has been revised to provide that in the case of a student engaged in a program of study outside the United States his cost of education may not exceed his cost of education at the location of the institution he normally attends. In such regard institutions should also note the addition of § 175.9(c).

Section 175.12 Expected Family Contribution

Comment. A number of commenters requested clarification of § 175.12(c) and suggested that this subsection be rephrased in more specific terms.

Response. The suggestion of the commenters was not adopted. In the past financial aid officers have frequently complained that the standards prescribed by the Office of Education for determining self-supporting student status did not permit them to exercise professional judgment in cases which presented special difficulties. Since § 175.12(c) was written in general terms specifically with the intention of providing the latitude for the financial aid officer to exercise his professional judgment on a case-by-case basis.

Comment. One commenter suggested that the phrase "dependent children attending institutions of higher education" in § 175.12(a)(3) should be restated as "dependent children attending institutions of postsecondary education."

Response. The recommendation was not adopted. "Institution of higher education" is a statutory term with a specific meaning, "Institution of postsecondary education" is not included in the statute.

Comment. One commenter pointed out that § 175.12 of the Supplemental Educational Opportunity Grant regulations also includes the requirement that the financial aid officer shall take into consideration tuition incurred by dependent children attending elementary and secondary schools in determining the amount and types of aid. The commenter objected to the omission of...
Section 175.18 Establishment of Wage Rates

Comment. A number of comments were received concerning the absence in the proposed regulation of a maximum wage rate for employment under the College Work-Study Program. Some commenters agreed, with its omission and felt the determination should be left to the institution. Several commenters objected to its omission and felt a maximum wage rate should be established by the Office of Education and included in the regulations. Another suggested that it should be announced by the Commissioner.

Response. It has been determined that there is no legal authority for the Office of Education to impose a maximum wage limitation.

Comment. One commenter suggested that the minimum wage rate permitted under the program be set at $3.00 per hour.

Response. The commenter's suggestion was not adopted. The Commissioner is of the view that the minimum wage rates set out in the regulation which parallel the Federal minimum wage law are more appropriate.

Comment. Several commenters objected to the inclusion in the regulations of a minimum wage rate schedule higher than the subminimum wage which would apply to full-time students under the Fair Labor Standards Amendments of 1974 after receiving permission from the Secretary of Labor. Some commenters added that the requirement would create a situation in which College Work-Study students would receive higher pay for the same work than students in institutional employment programs. Others felt that the requirement that an institution seek approval from the Commissioner of Education in order to employ full-time students at the subminimum wage rate under the College Work-Study Program imposed an unwarranted duplication of effort upon the institution.

Response. In response to the commenters' objections, the final regulation has been modified to the effect that if the Secretary of Labor has established a subminimum wage rate under provisions of the Fair Labor Standards Act for any category of students at an institution, such subminimum wage rate shall be the minimum wage rate for that category of students who are employed under the College Work-Study Program at that institution. It should be noted, however, that while the College Work-Study Program permits participation by students enrolled on at least a half-time basis, the subminimum wage provisions of the Fair Labor Standards Amendments of 1974 are applicable to employment of full-time students only. Since institutions must make jobs under the program reasonably available to all needy students, there is a likelihood of a situation in which full-time students and half-time students would receive different rates of pay for the same work.

Comment. One commenter assumed that the minimum wage rates stated in §§175.10(b) of the proposed rule would be required to be paid retroactively to the dates stated, if this section were to appear in the final regulations. With this assumption in mind the commenter suggested that the new minimum not be made effective until the coming academic or fiscal year.

Response. The suggestion was not adopted. Contrary to the commenter's assumption, the minimum wage rates included in the final rule are effective as of the date of final publication in the Federal Register as of the publication date of this notice. The wording of the final regulation has been revised to eliminate citation to dates occurring prior to its publication.

Section 175.19 Limitation on the Number of Hours of Employment

Comment. Many commenters objected to the inclusion in this section of the stipulation that during periods when a student's classes are in session the student not be permitted to work more than an average of 20 hours per week and that after the period of enrollment for which the College Work-Study award was received. One commenter endorsed the proposed limitation. Several commenters who objected felt that although few students would work more than 20 hours per week during periods when they were enrolled in classes, the financial aid officer should have the option to permit a greater number of hours in instances where the student's needs, academic schedule, and other factors seemed to warrant it. Others felt that the proposed regulation would limit a student to an average of twenty hours per week if he were to enroll in a class or two during his summer vacation period. Many of the commenters argued that since Congress, in the Education Amendments of 1972, removed a fifteen-hour average, without replacing it with a higher average maximum number of hours, the insertion of a twenty-hour limitation was a violation of Congress' intent.

Response. In response to the concern expressed by the financial aid community at large on this issue, the final regulation has been revised to provide that, in exceptional circumstances, a student may be employed under the program for more than twenty hours per week during periods when his classes are in session. The financial aid officer may determine that such exceptional circumstances exist if, after considering all of the student's resources and other financial aid the institution can make available, it is so great that it cannot be met with earnings from a job of twenty hours per week and that such extra work will not have a deleterious effect on his health and academic progress.

Section 175.20 Earnings Attributable to Cost of Education

Comment. Many commenters objected to the wording in the proposed regulation that costs incidental to obtaining earnings under the program during summer vacation periods or other such periods when the student is not enrolled in classes may not exceed 20 percent of the student's gross income or $200, whichever is less. A substantial number of commenters argued that such a limitation would eliminate opportunities for summer employment especially for dependent students and for those dependent students who lived away from home during periods in which their classes were not in session. Many of the programs were proposed for regulating the amount of employment permitted from College Work-Study earnings and for differentiating between the amount to be allowed for dependent students, i.e., those with parents who have no independent students and dependent students not living with their parents.

Response. The Office of Education recognizes that a portion of a student's area, e.g., College Work-Study earnings will of necessity be required for summer maintenance costs. At the same time, however, it must be kept in mind that the purpose of this program is to promote the part-time employment of students who are in need of earnings from such employment to meet their costs of education. It must be realized that some summer College Work-Study earnings were to be dissipated through summer maintenance expenses, this fundamental purpose for which the program was established would not be achieved. Normally, any dependent student employed under the program during his summer vacation period should be placed in a job which will permit him to live with his parents. In such a situation the limitation on expenditures for maintenance costs included in the proposed regulation is not unrealistic. In some instances, such as in the case of a student from a rural area, the expenses of travel incurred during a summer vacation period are included in the computation of his needs and therefore should not be deducted from the amount he earns for that period.

The limitation on the amount of College Work-Study earnings which may be earned during the summer vacation period or other periods of non-enrollment has been held at the level stated in the proposed regulation, except that the financial aid officer has been given the option to permit a higher level of such costs under exceptional circumstances. In such instances, for example where the student is unable to live at home, the student's actual needs will be considered and deducted, except that in no event may such costs exceed 40 percent of gross earnings or $400, whichever is less.

Section 175.21 Payments to Students

Comment. One commenter requested clarification of the use of payments in kind to students under the program.
The term "institution of higher education" also includes any school which provides not less than a one-year program of training to prepare students for gainful employment in a recognized occupation and which meets the provisions of subparagraphs (1), (2), (4), (5), and (6) of this paragraph. For purposes of this part a one-year program of training means a program of study in which a student will have supervised training totaling at least 500 clock hours of instruction. The term "institution of higher education" also includes any proprietary institution of higher education, as defined in paragraph (v) of this section which has an agreement with the Commissioner containing such terms and conditions as the Commissioner determines to be necessary to insure that the availability of assistance to students at the school under this part has not resulted, and will not result, in an increase in the tuition, fees, or other charges to such students.

(20 U.S.C. 1087-1(b), 1086(b) and 1141(a))

(q) "National Direct Student Loan Program" means the student loan program authorized by Title IV, Part F of the Higher Education Act of 1965.

(20 U.S.C. (1087(aa-ff))

(s) "National of the United States" means (1) a citizen of the United States, or (2) a person who, though not a citizen of the United States, owes permanent allegiance to the United States.

(8 U.S.C. 1101(a)(21))

(t) "Nonprofit" as applied to a school, agency, organization, or institution, means a school, agency, organization, or institution owned and operated by one or more nonprofit corporations or associations not part of the net earnings of which inures, or may lawfully inure, to the benefit of any private shareholder or individual.

(20 U.S.C. 1141(c))

(u) "Parent" means the mother or father of the student, unless any other person, except the student's spouse, provides more than half of the student's support and claims or is eligible to claim the student as an exemption for Federal income tax purposes, in which case such person shall be considered a parent.

(20 U.S.C. 1141(b); 30 U.S.C. 1088(a))

(v) "Proprietary institution of higher education", means a school which (1) provides not less than a six-month program of training to prepare students for gainful employment in a recognized occupation, (2) admits as regular students only persons having a certificate of graduation from a school providing secondary education beyond secondary education, (3) is authorized by the State in which it is located to provide a program of education beyond secondary education, (4) is accredited by a nationally recognized accrediting agency or association approved by the Commissioner for this purpose, (5) is not a public or other nonprofit institution, and (6) has been in existence for at least two years. For purposes of this part a six-month program of training means a program of study, which does not include such study by correspondence, in which a student will have supervised training totaling at least 500 clock hours of instruction, or in the case of a program offered by correspondence, a program of study requiring at least 500 clock hours of instruction.

(20 U.S.C. 1088(b)(3))

(w) "Self-supporting or Independent Student" means a student who:

(1) Has not and will not be claimed as an exemption for Federal income tax purposes by any person except his or her spouse for the calendar year(s) in which aid is received and the calendar year prior to the academic year for which aid is requested;

(2) Has not received and will not receive financial assistance of more than $600 from his or her parent(s) in the calendar year(s) in which aid is received, and the calendar year prior to the academic year for which aid is requested;

(3) Has not lived or will not live for more than 2 consecutive weeks in the home of a parent during the calendar year(s) in which aid is received and the calendar year prior to the academic year for which aid is requested.

For purposes of this paragraph, a student will not be considered to have been claimed as an exemption by a parent, or to have received $600 from a parent, or to have lived with a parent if that parent has died prior to the student's submission of an application for employment under the College Work-Study Program.

(43 U.S.C. 2751-2756)

(x) "State" means, in addition to the several States of the Union, the District of Columbia, the Commonwealth of Puerto Rico, Guam, American Samoa, the Trust Territory of the Pacific Islands, and the Virgin Islands.

(20 U.S.C. 1141(b); 30 U.S.C. 1088(a))

(y) "Supplemental Educational Opportunity Grant Program" is the grant program authorized by Title IV, Part A, Subpart 2 of the Higher Education Act of 1965.

(20 U.S.C. 1070b)

§ 175.3 Allotment of Federal funds to States.

(a) Initial allotments. From sums appropriated for this part for a fiscal year in which the ceiling and the floor for allotments is established under this part, $17,500,000 will be allotted by the Commissioner among Puerto Rico, Guam, American Samoa, the Trust Territory of the Pacific Islands, and the Virgin Islands, according to the amounts of Federal funds respective for allotments under this part. In addition to such sum, an amount will be reserved to provide Work-Study assistance to students who reside in, but attend eligible institutions outside of, American Samoa or the Trust Territory of the Pacific Islands. The amount so

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§ 175.7 Application review and approval of request.

(a) (1) The Commissioner will convene panels of qualified persons in each of the regions served by regional offices of the Office of Education to review applications submitted under this part by institutions of higher education. The review panel will evaluate each institution's request for funds in accordance with the criteria set forth in § 175.6 and shall recommend an amount which it deems appropriate.

(b) No panelist shall participate in the consideration of any application from his own institution or any application from any other institution which he feels is in conflict with his own interests.

(c) Institutions which file applications for funding under this part will be notified of the amount recommended by the review panel pursuant to paragraph (a) of this section. If the amount recommended is less than the institution's request, the reasons for such a reduction will be forwarded to the institution. The institution shall notify the regional office of the Office of Education serving the area in which the institution is located of any reasons other than technical errors with regard to the panel recommendations. The regional office will attempt to correct such errors.

(d) If an institution wishes to request a revision of the panel's recommendation for other than arithmetic and technical errors it shall submit a written request for such review to the regional office of the Office of Education serving the area in which the institution is located within such time as may be specified by the Commissioner. The request for review may include additional information relevant to the recommendation. The regional office will review such requests and will notify the institution in writing of its recommendation and the reasons therefor.

(1) If an institution wishes a review of the regional office recommendation made pursuant to paragraph (c) of this section, it may request a review by a national review panel. A national review panel shall consist of institutional student financial aid officers from each of the regions served by the Office of Education and personnel of the Office of Education. A request for review shall be submitted in writing by the institution to the regional office of the Office of Education serving the area in which the institution is located within such time as may be specified by the Commissioner. However, no additional information beyond that given to the regional office by the institution pursuant to paragraph (c) of this section will be considered.

(2) The national review panel will review such requests and notify the institution and the Commissioner of its recommendation and the reasons therefor.

(3) The Commissioner will establish an approved level of funding (approved request) for each applicant institution taking into consideration the recommendations of the relevant panel or regional office.

§ 175.8 Institutional agreement.

(a) An institution of higher education which desires to participate in the College Work-Study Program shall enter into an agreement with the Commissioner for that purpose. Such agreement shall:

(1) Provide for the operation by the institution of a program for the part-time employment of its students in work for the institution itself (except in the case of a program of higher education) or work in the public interest for a public or private nonprofit organization under an arrangement between the institution and such organization.

(2) Not result in the displacement of employed workers or impair existing contracts for services.

(3) Be subject to such conditions of employment as will be appropriate and reasonable in light of such factors as type or work performed, geographical region, and proficiency of the labor market.

(b) An agreement entered into pursuant to this part with an area vocational school shall contain, in addition to the provisions described in paragraph (a) of this section, provisions that a student in such a school shall be eligible to participate in a program under this part only if the student:

(1) Has a certificate of graduation from a school providing secondary education or the recognized equivalent of such a certificate; and

(2) Has a grade point average in good standing.
EXECUTIVE SESSION

BOARD OF TRUSTEES FOR THE STATE UNIVERSITY

Meeting

March 4, 1983

Because there are a number of specialized tasks connected with the University Convocation that could be performed only by trained or experienced student works, it has been necessary to ask some of them to work for more than the 20 hour per week limit imposed by Trustees' policies.

Motion made, seconded and passed unanimously that for the period March 2 through March 6, inclusive, and for that period only, Board Resolution 77-39 dated May 6, 1977, be suspended.

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