

August 05, 2019

**To:** Supervisors and Department Support Staff with Student Employees  
**From:** Agnes Cheng, Assistant Director of Payroll, Human Resources  
**Subject:** Instructions for Fall 2019 and Spring 2020 Student E-TRAC Processing

The following information will also be available on the [Human Resources Website](#). For additional resources on student employment, please refer to the [student tool kit](#) and [manager tool kit](#) provided by the Dean of Students office.

### Important Dates & Announcements

- To ensure timely payments for the August 2019 pay period, **all supporting documentation and E-TRAC transactions are due at the HR level by 8/23/19 (extended from 8/16/19 to 8/23/19).**
- To ensure timely payments for the September 2019 pay period, **all supporting documentation and E-TRAC transactions are due at the HR level by 9/6/19.**
- Students who fall under CANRA provisions as Designated Reporters, the appropriate completed and signed CANRA form must be included in the hiring packets. For further information on CANRA, please see <http://hr.sfsu.edu/whats-new/announcement-canra-revisions>.

### STUDENT APPOINTMENT DATES

**THE 1st DAY STUDENT ASSISTANTS CAN BE EMPLOYED FOR THE FALL SEMESTER IS: Thursday, 8/15/19**

- Please Note: Student Express Reappointment is now available. You may select up to 20 students per each express reappointment transaction.**

	FALL 2019 Only	SPRING 2020 only	SUMMER 2020
Work Study - allowable working duration <b>2019-2020 (1yr appointment)</b> <b>8/15/19-5/22/20</b>	8/15/19 – 12/21/19	1/22/20-5/22/20	<b>Students continuing from Fall are allowed to work over the breaks (Winter &amp; Spring)</b>  -There is no Work Study Allocation in the Summer
Student Express Reappointments <b>2019-2020(1 yr appointment)</b> <b>8/30/19-5/31/20</b>	8/30/19 to 1/30/20	1/31/20 to 5/31/20	06/01/20-8/31/20

### NEW HIRING REQUIREMENTS

- E-TRACS will no longer be able to be “Saved” or “Submitted” unless **ALL** of the below information is complete. Therefore, all information must be obtained/confirmed **by the student** prior to the hiring department initiating a Student Assistant or Work Study employment E-TRAC transaction. **By law, any employee, including student employees, cannot begin work until the I-9 verification is completed.** Students must first obtain I-9 verification before any work commences. The I-9 verification process can be done via The Dean of Students Office and must be completed and recorded on or before the effective date of the E-TRAC hire date. (\*Note: See pg. 3 for NRA special instructions.)

**NEW HIRING REQUIREMENTS, continued**

**Effective date of the New Hire ETRAC MUST BE greater than or equal to the I-9 service indicator date**

- **For Work Study (Job codes: 1871, 1872, 1875, 1151) students must:**
  - 1) Have received and accepted a work study offer (via Financial Aid)
  - 2) Be enrolled at least half time (6 units for undergrads, 4 units for grads)
  - 3) Have completed an I-9 with the Dean of Students Office.
- **For Non-Resident Alien (NRAs) (Job code: 1868) students must:**
  - 1) Have completed an I-9 with the Dean of Students Office.
  - 2) Complete SPAR form and go to Fiscal Affairs Tax Specialist (ADM 358) to have paperwork certified. *(See pg. 3 for further instructions)*
- **For Student Assistants (Job codes: 1870, 1874, 1876, 1150, 1152) students must:**
  - 1) Have completed an I-9 with the Dean of Students Office.

**E-TRAC Instructions**

<b>E-TRAC Purpose</b>	<b>Type</b>	<b>Action</b>	<b>Reason</b>	<b>Important Details</b>
Pay rate change	Employee Change	Pay Rate Change	Student Pay Rate Change	Effective date must be <u>the first date of the pay period.</u>
1. Hiring a student employee and creating a new position 2. (Re) Hiring a student employee in a previous appointment	Employee Hire	Employee Hire	New Temp Appointment	
To extend existing appointment	Employee Change	Data Change	New Temp Appointment	Effective Date - the date after the current appointment end date.
Termination	Employee Change	Termination	End of Temporary Appointment/Resignation	If an employee resigns or is separated prior to the expiration date (i.e. graduation), a termination E-TRAC must be processed at least a week prior to the separation date. Hours worked for the month of separation must be submitted to the Payroll Department by way of a paper voucher with original signatures and not via a self-service Timesheet on Gateway. (please write termination E-TRAC # on the top of voucher)



### STUDENT JOB CLASSIFICATIONS

Classification	Job code	Max Working Hours	Important Details	Subject to Retirement/Medicare Eligibility
Student Assistant	1870	Average 20hrs/wk.	Cannot be paid as 1874 and 1870/1871 in the same month	No
Student Assistant (Work Study)	1871, 1872	Average 20hrs/wk.	Cannot be paid as 1874 and 1870/1871 in the same month	No
Bridge Student Assistant	1874, 1875, 1876	Not to exceed the number of possible working hours each month (*See Notes)	Cannot be paid as 1874 and 1870/1871 in the same month	Yes
Non-Resident Alien Student (NRA)	1868	Up to 20 hrs/wk in Spring & Fall; Up to 40 hrs/wk during Summer sessions and semester breaks	<a href="#">SPAR</a> form must stamped by <a href="#">Fiscal Affairs - tax specialist</a> (ADM 358) for appropriate tax withholding info and visa expiration date. (*See Notes)	No
Instructional Student Assistant (ISA)	1150	Not to exceed the number of possible working hours each month (*See Notes)	Appointment letters must be submitted to Payroll before an E-TRAC can be loaded.	<b>YES:</b> If the student works <b><u>more than 20 hrs.</u></b>  <b>NO:</b> If the student works <b><u>less than 20 hrs.</u></b>  <b>NO:</b> If student is an NRA (* See Notes)
	1151		Effective and end dates on the appointment letter along with the pay rate must coincide with the E-TRAC.	
	1152		If a student will be working more than 20 hours per week, please indicate this in the notes section of the E-TRAC.	

#### NOTES

- **Overtime:** Under no circumstances shall a student employee be scheduled to work or be paid for overtime.
- **Concurrent Employment:**
  - Any student may work at two or more jobs concurrently (Work Study and/or Student Assistant). The combined total hours may not exceed the **Allowable Work Hours** outlined above.
  - A student appointed as a Graduate Assistant or a Teaching Associate who is also employed as a Student Assistant or Work Study Student is limited to 20 hours per week for the combined positions.

- The Student Assistant classifications are designed for individuals who are primarily students and also work on campus part-time. Student employees **MAY NOT** be appointed to a student assistant classification and to a CSU staff classification on a concurrent basis.
  
- **\*Max Working Hours:** Please reference the [Hourly Staff & Student Calendar](#) for students in these job codes. For example, November has 18 days of payroll. Therefore, students **cannot** work more than 144 hours (19 days X 8 hrs./day) in November.
- **\*Employing Nonresident Aliens (NRAs):** <http://oip.sfsu.edu/f1/current/employment/oncampus>
- If using end dates other than those recommended, please indicate the reason for the alternate end date in the E-TRAC “Notes” section.
- Pay rate changes can be made through "Express reappointment" **only** when reappointing the position at the same time.
- If a student works in a bridge position at any time in a month, all hours must be submitted as “Student Bridge” for the entire month, including multiple positions. If a student in the ISA job codes works more than 20 hours, and this was not anticipated, please contact [Payroll](#) immediately.
- For Student ETRAC