



Student Supervisor Agreement 15-16

The Cleveland Institute of Music is committed to complying with all federal, state and Department of Education ethical and regulatory standards and expects students and supervisors to be honest and professional. All supervisors who choose to use student employees must abide by the following agreement.

As a supervisor of student employees, I agree to:

- 1. Ensure that student employees do not begin work until authorized by the CIM Financial Aid Office and CIM Payroll, including verification of a student employee's eligibility to work in the United States ([I-9 form](#)).**
- 2. Comply with all federal, state, and local employment laws and regulations and CIM employment policies and procedures.**
- 3. Review and approve each student employee's time in TimesheetX in a timely manner.** Failure to approve time sheets on time will result in the student not being paid on time, which is a Wage and Hour violation. If I (the supervisor) will be out of the office and/or have no internet connection during the timesheet approval deadline, I will make arrangements for another person in my department to approve hours or will contact the CIM Financial Aid Office and/or Payroll Office in advance of the due date if there is no one else set up as a secondary supervisor.
- 4. Ensure that students do not work more than 8 hours per day or 20 hours per week (Monday through Sunday work week) combined among any job(s) the student may have,** and discuss these constraints with my student employees to ensure that they understand that they must watch their earnings carefully in order not to exceed these limits for total employment among all jobs. TimesheetX will not permit a student to exceed this limit, but I need to be aware not to schedule too many hours. *If* a student *does* work too many hours, we must pay them and they will need to request the Financial Aid Office make a one-time adjustment to their account to allow for such reporting of hours. A student may be removed from the WS program if such a violation is repeated.
- 5. Students under 18 years of age may not work more than 5 consecutive hours without a 30 minute break (must be recorded in their time sheet).**
- 6. Keep records of each student's hours worked so I have a means to verify what the student submits for payroll as accurate or not.** If requested, I will be able to provide documentation of these records. These records should be retained for seven years from the date paid.
- 7. Provide student employees with legitimate employment** in support of my department and not pay students solely to study.

As a supervisor of Work Study funded employees, I agree to:

1. **Adhere to the Federal Work Study Program calendar** which runs from August 24, 2015 to May 5, 2016.
2. **Ensure that Work Study funded employees do not work during scheduled class hours.**
3. **The Financial Aid Office may adjust or terminate a student's employment or Work Study eligibility based on changes in:**
 - the student's enrollment status;
 - the student's failure to maintain Satisfactory Academic Progress;
 - changes or corrections to the student's financial information as reported on the Free Application for Federal Student Aid (FAFSA);
 - a student's receipt of estimated financial assistance not previously incorporated into their financial aid award.

In rare circumstances these changes could be applied retroactively, requiring my department to pay the student's wages.

4. **Students may not work without pay in the department after they have earned all available Work Study funds.** Should my department wish to retain a Work Study employee after his/her award funds are exhausted, I must rehire the employee as a student employee to ensure that the student is paid for all hours worked. Students will have an alert display on their record once they are within \$200 of earning their annual Work Study award.

Agreed:

Printed Name

Signature

Date

Revised 8/11/2015