

EMPLOYMENT REQUIREMENTS AND RESTRICTIONS
STUDENT WORKERS

DB
(REGULATION)

COLLEGE
WORKERS/TUTORS
NEW TO SISD

All college workers and college tutors must submit an unofficial college transcript when recommended for the position. The Director of Human Resources will verify the current term GPA and ensure that the college student is enrolled in at least 6 hours for the spring and fall semester.

All student workers and college tutors will adhere to the following guidelines and requirements in order to remain eligible for employment with Socorro Independent School District.

COLLEGE
STUDENT
WORKERS

Must be enrolled as a student (6 hours for the spring/fall semesters) in an accredited university and/or higher learning educational institution. Priority for employment will be given to Socorro Independent School District graduates and/or El Paso area high school graduates.

College students must provide their supervisor with proof of enrollment in an accredited university and/or higher learning educational institution. Students must maintain a 2.50 GPA each semester.

Students enrolled in college for the first time, upon completion of the first semester, must provide their supervisor proof of a 2.50 GPA. A student who fails to maintain a 2.50 GPA will be placed on probation for one semester to comply with the requirement. The District shall comply with additional applicable federal (ESSA) requirements concerning the use of federal funds in the employment of college students.

COLLEGE
TUTORS

Must be enrolled as a student (6 hours for the spring/fall semesters) in an accredited university and/or higher learning educational institution. Priority for employment will be given to Socorro Independent School District graduates and/or El Paso area high school graduates.

College tutors must provide their supervisor with proof of enrollment in an accredited university and/or high learning educational institution. Tutors must maintain a 2.75 GPA each semester.

Tutors enrolled in college for the first time, upon completion of the first semester, must provide their supervisor proof of a 2.75 GPA. A student who fails to maintain a 2.75 GPA will be placed on probation for one semester to comply with the requirement.

The District shall comply with additional applicable federal (ESSA) requirements concerning the use of federal funds in the employment of college tutors.

EMPLOYMENT REQUIREMENTS AND RESTRICTIONS
STUDENT WORKERS

DB
(REGULATION)

HIGH
SCHOOL
STUDENTS

Student workers must be enrolled in a Socorro Independent School District high school. The District, in compliance with federal (ESSA) requirements, cannot use federal funds in the employment of high school students.

ALL
STUDENT
WORKERS
AND
COLLEGE
TUTORS

College and High School student workers are employed at the will of the District. High school student workers will be paid the minimum hourly wage established by the Department of Labor. College student workers and college tutors will be paid \$8.00 per hour according to the pay schedule established by the District. College and High School student workers are not eligible for District approved pay raises. Their workload will not exceed 25 hours per week.

Employment will cease as a result of the following conditions:

- When the campus or department supervisor no longer requires the services of the college or high school student.
- Once the student has graduated from college or high school.
- If the student fails to meet any of the conditions listed above.

The campus or department may choose to continue employment of a high school student as long as the student enrolls in an accredited higher learning educational institution. A college student may be employed for the semester following graduation with supervisor approval.

Approved:
Jose Espinoza, Ed. D. Superintendent
April 7, 2021

Board Committee Review:
July 12, 2021