

Northland Pioneer College

FINANCIAL AID OFFICE

2025-2026 Federal Work-Study Handbook for Supervisor and Student

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Get Started – Forms Dynamic:

NPC Supervisor Acknowledgment	_Dynamic Form only example attached
NPC FWS Job Description Form	_Dynamic Form only example attached
NPC FWS Intent to Hire Form	_Dynamic Form only example attached

PDF Forms:

NPC FWS Work-Study Application: to be retained by FWS Supervisor for 3 years

Interview Questions: to be retained by FWS Supervisor for 3 years

NPC FWS Confidentiality Statement Form: to be retained by FWS Supervisor for 3 years

Employment Packet: available at the NPC website – retained by Human Resources

This handbook provides an understanding of the Federal Work-Study Program (FWSP) including the structure and program guidelines.

The primary mission of the FWSP is to:

- Help eligible students who need employment income and who can benefit from the work experience.
- Assist students in developing good work habits in preparation for entering the workforce.
- Provide valuable employment opportunities that reflect the educational or vocational goals of the student.
- Meeting the institutional or departmental needs is a secondary mission of the FWSP.

NOTE: FWS students may be employed by the institution, a Federal, State or local agency, a private not-for-profit organization or a private for-profit organization but the employment must not: (1) impair existing service contracts; (2) displace employees; (3) fill jobs that are vacant because the employer's regular employees are on strike; or (4) involve the construction, operation, or maintenance of any part of a facility used or to be used for religious worship or sectarian instruction. The institution must enter into written agreement with any agency or organization providing employment under the FWS program (34 CFR sections 675.20 through 675.23).

What is the FWSP?

- Provides jobs for eligible financial aid students at NPC who need financial assistance.
- An opportunity for students to earn money to help pay for their educational expenses.
- A job, and not a grant, which requires work be performed.
- There is no requirement to give study time while the student is working.

Who is eligible for the FWSP?

- The student must have a completed financial aid file and demonstrate financial need.
- The student must submit all required documents requested by the Financial Aid Office before financial aid assistance (including FWS eligibility) can be determined.
- A student enrolled part-time (5.9 or less credit hours) is not eligible for the FWS Program. Once a student drops below 6.0 or less credit hours during the semester, the student is no longer eligible.

Where are FWS positions posted?

- FWS positions are posted at the NPC website, <https://www.npc.edu/work-study>
- Questions regarding the FWSP?
- Direct all questions regarding the FWSP to:

Desirae Silvers

Financial Aid Systems Technician

fedworkstudy@npc.edu (or) at Ext. 7318

Who is eligible to be a FWS Supervisor?

- Must be a contract employee to be a supervisor.
- Temporary employees are not eligible to be FWS supervisors.
- Must have no major FWS violations in the prior academic year.

FWS Supervisor's Duties:

- FWS supervisor and FWS student must review FWS Handbook.
- Assist in developing the skills of the FWS student.
- FWS student usually has minimal or average work skill levels; consequently, supervision and development are an inherent part of the FWS Program.
- Required to clearly define the expectations of the FWS student and the requirements of the FWS position(s).
- Encouraged to complete some type of performance evaluation with the FWS student on a regular basis. This includes working with the FWS student on job performance, ethics, etc.
- You are encouraged to let the FWS student know that their continued employment depends upon their work performance.

Advertising the FWS Position:

- In addition to the NPC webpage the supervisor is welcomed to create a flyer advertising available FWS position(s) for your area and post it where it will be available for students to view. Please send the completed flyer to marketing@npc.edu for review prior to posting.

Recommended FWS Hiring Procedure:

- Potential FWS students will contact the FWS supervisor listed on the job description to inquire about the position and set up an interview.
- FWS supervisor should interview candidates using approved hiring procedures and guidelines (e.g. FWS Interview Questions). This will aid you in selecting qualified candidates and ensure a sound selection process. You should hire the best candidate.

FWS Application and FWS Interview Questions:

- Recommended FWS Application and FWS Interview Questions are available in this FWS Handbook.
- FWS supervisor must keep FWS Application and FWS Interview Questions up to three years from the last date FWS student worked.
- If the FWS Application and FWS Interview Questions do not meet your needs, you may make the appropriate changes.
- Any concerns regarding appropriate or inappropriate interview questions should be referred to NPC Human Resources at Ext. 7470.

NPC vehicle usage:

- FWS students may operate NPC vehicles.
- A completed Vehicle Usage Form must be on file at your local NPC Campus/Center Office.
- FWS students must follow NPC vehicle usage procedure.
- Vehicle Usage Form is available from your local Campus/Center Manager.

Jenzabar Access:

- FWS employees may need access to Jenzabar. Such access should be requested through iSupport as other employee access is submitted.
- As the FWS employee's supervisor, you are responsible to notify Human Resources should the employee resign, transfer or be terminated, or the need for this access no longer exists.

PART THREE: REQUESTING A FWS POSITION

Complete and submit the FWS Job Description Form via SharePoint:

A FWS Job Description should reflect a potential FWS student's educational or vocational goals that provide preparation to enter the workforce.

- Complete the FWS Job Description Form in SharePoint.
- Approved FWS Job will be listed at the NPC website after it is reviewed.
- Once the FWS position(s) is filled, you (supervisor) are required to contact Desirae Silvers by email: fedworkstudy@npc.edu, so we can remove the job listing from the website.
- If you do not plan to hire a FWS student, you must release the position for the next available FWS supervisor on the waiting list.

Allocations of FWS positions (subject to change per FWS violations):

- NPC Full-time Staff/Faculty
- NPC Campus Offices
- NPC Center Offices/Libraries
- NPC Libraries
- NPC Admissions
- NPC Business Office
- NPC Registrar's Office
- NPC Financial Aid Office
- Off Campus Program (Reading and Math), contact the NPC FAO.

NOTE:

- Each FWS supervisor may supervise up to three (3) FWS students, based on department needs. This can be increased depending on demand and need.
- If the initial request was (1) FWS position, any additional FWS positions will be placed at the bottom of the "waiting list" following other FWS supervisor with first requests.
- This procedure enables all FWS supervisors to have their initial requests filled to meet the request of each department/division.
- Submitting a request for a FWS position(s) does not guarantee the FWS supervisor a position(s) as requests are accepted on first-come, first-served basis according to NPC Campus/Center department needs and available funding for the academic year.

NOTE: Acceptance of a FWS position brings responsibilities, including the requirement to work as well as the need to maintain confidentiality (form page 16) in the work-place. Students are required to adhere to the NPC Student Conduct Code as outlined in the Student Handbook and the College Catalog. In addition, FWS students are required to adhere to the same employment work ethics as NPC employees, such as reporting for work when scheduled, calling in when sick, etc.

PART FOUR: INTENT TO HIRE A FWS STUDENT

The process of the Intent to Hire Form:

- Complete and submit the FWS Intent to Hire Form via SharePoint.
- Once the FWS Intent to Hire Form is received, the Financial Aid Office will send the student a revised Award Letter showing that they have been awarded FWS.
- A “FWS Authorization Form” will be sent to the FWS supervisor via SharePoint. This is your notification that the student has been awarded and notified.
- The “FWS Authorization Form” must be completed by the FWS student and FWS supervisor(s).
- Once all the signatures are collected Human Resources and Payroll will each receive a copy of the Authorization form.
- FWS student must **NOT** begin work until the FWS supervisor receives approval (GOOD TO GO) from Human Resources.
- Any changes in a class schedule (example, dropping, canceling or adding), requires the FWS student to notify their FWS supervisor and contact: Desirae Silvers by email at fedworkstudy@npc.edu
- An FWS student enrolled part-time (5.9 or less credit hours) is NOT eligible for the FWSP this includes when the student drops to part-time enrollment during the semester.
- If enrollment drops to part-time enrollment the supervisor and student must notify the Financial Aid Office at 928-524-7318 or financialaid@npc.edu.
- FWS student receiving additional grants, tribal scholarships and private funding will be notified of any change to their FWS award to prevent an over-award. If this should occur, the FWS supervisor will be notified with a revised FWS Authorization Form.
- FWS supervisor needs to contact Desirae Silvers at Ext. 7318 with questions immediately.

PART FIVE: EMPLOYMENT PACKET

- Inquiries regarding the Employment Packet should be directed to: NPC Human Resources Office, Painted Desert Campus, Ext. 7473 Charity Butler
- Employment Packet is available on the SharePoint page. The path at SharePoint > Human Resources > HR Forms > Hiring Process > 25 Fillable New (ATW) Authorization to Work Packet 6.13.25 or by contacting Human Resources at 928-524-7473.
- Return completed Employment Packet to Human Resources.

The Employment Packet includes the following documents:

1. I-9 Employment Eligibility Verification.
2. Personal Data Segment. *(Please check the FWS box on this page)*
3. W-4 Federal Withholding.
4. A-4 State Withholding.
5. Statement of Registration Status.
6. AZ State Retirement Status Form.
7. Direct Deposit.

NOTE: FWS students are not allowed to begin work until they have been approved with a "GOOD TO GO" from Human Resources. Human Resources will include fedworkstudy@npc.edu when giving the supervisors the "Good to Go".

8. Withholding Exemption Certificate Native Americans (WECE) form. For use by tribal enrolled Native American employees who live and are employed within an Indian reservation established for that tribe and thereby claim that no Arizona state income tax liabilities exist based on the decision by the Supreme Court of the United States in *McClanahan vs. Arizona State Tax Commission*, 411 U.S. 164, 93 S. Ct. 1257 (1973).

Also included in the Employment Packet:

- ✓ Drug Free Workplace
- ✓ Payroll Deduction Codes

NOTE:

- FWS supervisors must keep all FWS student documents up to three years from the last date FWS student worked. This includes applications, interview questions, etc.
- NPC Financial Aid Office may audit your FWS student record(s) during the academic year to ensure that the program is following Department of Education federal requirements.
- Selecting a FWS supervisor for an audit will be done randomly. Please have all documents available for review.

FWS Timecard requirements:

- FWS employees are required to use the ADP system to clock in and out of work. Employees will receive a welcome email from ADP with account activation information and information on how to use the system.
- FWS supervisor and FWS employee must review each Timecard **BEFORE** approving.
- FWS supervisor's approval indicates that the FWS student has worked the hours listed on the FWS Timecard and has performed the work in a satisfactory manner.
- Only FWS supervisor(s) listed on the "FWS Authorization Form" are allowed to approve the FWS student's timecard.
- FWS supervisor(s) who must be absent from work for a period of time must contact: Desirae Silvers at financialaid@npc.edu for prior arrangements to ensure the FWS student is paid without delays. Only authorized individuals may sign an FWS Timecard.
- FWS supervisor(s) who are appointed to NPC activities (e.g. commencement arrangements) must contact: Desirae Silvers at fedworkstudy@npc.edu for prior arrangements for approved substitute FWS supervisor during this period.

When are FWS Timecards due?

- FWS supervisor must approve FWS Timecards in ADP on the 1st and 16th of each month. Payment is made on the 15th and the last day of each month by the NPC Payroll Office.
- Initial FWS Timecards have a pay cycle delay in payment.

NOTE: FWS students are to be paid within 30 days of the work being completed, which requires that FWS supervisor to submit FWS Timecards to the NPC Payroll Office in a timely manner to meet the requirements of the Fair Labor Standards Act.

How many hours may a FWS student work?

- FWS student may work up to 19 hours per week (per week is defined as Monday thru Sunday regardless of pay periods) and depending on their FWS award and their class schedule.
- If you need a student to work a special schedule for weekend events you must contact: Desirae Silvers at fedworkstudy@npc.edu for prior arrangements for the approved substitute during this period.
- FWS students may hold only one position.
- FWS students may NOT work more than eight hours a day, may NOT work when the college is closed, (including Thanksgiving, Winter Break, and or other holidays observed by NPC) nor are they allowed to work remotely from home.

- All college employees except for those providing central services are required to take Spring Break during March in the academic calendar of the College. If the supervisor is NOT taking Spring Break off the student may work during Spring Break as well.
- FWS students who work more than 6 hours during a day are required to take a one (1) hour lunch break.
- FWS student who work four (4) consecutive hours may take a 15-minute break.

NOTE: If you are not certain that your position provides a central service (district-wide- duties), please check with your department's/division's Executive Team member. For additional information regarding leave time refer to Procedure 2740.

What is the FWS pay rate?

- FWS student will be paid the following:
Beginning Fall 2025 FWS pay will be **\$16.00 an hour** – FWS hourly wage is determined at the beginning of each new academic year.

When an FWS supervisor does not follow the FWSP requirements:

Student Services and Instructional Services have developed the following procedure:

1. FWS supervisor will be notified by memo for each occurrence of violation(s) of guidelines provided in the FWS Handbook. If one or more violations occur during a semester, the FWS supervisor must actively correct the situation immediately.
2. FWS supervisor must notify the Financial Aid Office in writing regarding necessary action taken to correct the situation.
3. If violations continue, the FWS supervisor will not be eligible to participate in FWSP for the following academic year.
4. The FWS supervisor may reapply for participation in the FWSP upon attending the FWS training the following academic year.
5. Severe violations will be forwarded to NPC's Human Resources and Executive Vice President for Learning and Student Services.

NOTE: This procedure is necessary to ensure compliance with Federal and State regulations.

FWS students working when classes are not in session:

- If an FWS student is eligible, the FWS student may begin work with an early start date and end with a later end date based on the student's unmet need and available FWS funding.
- FWS students must apply FWS earnings to the Cost of Attendance (COA) during the current or next term in the award year and must intend to continue their college studies during the current or next term as documented by NPC.

FWS students working during their scheduled class time:

- FWS supervisor must assist FWS students in developing a work schedule around required class times as it appears on the FWS student's registration form.
- FWS students may NOT work during their regular scheduled class times or periods, (e.g. early completion of a class or cancellation of a class for a given day).

FOR EXAMPLE: A student has a scheduled class as it appears on their registration form on Mondays at 8:00 a.m. to 10:44 a.m. but has an agreement with the instructor or FWS supervisor to attend class on Wednesdays instead of Mondays. This agreement is a violation of FWS student working during their scheduled class time. The FWS Supervisor will receive a memo of the FWS violation.

Exceeding the FWS awarded amount:

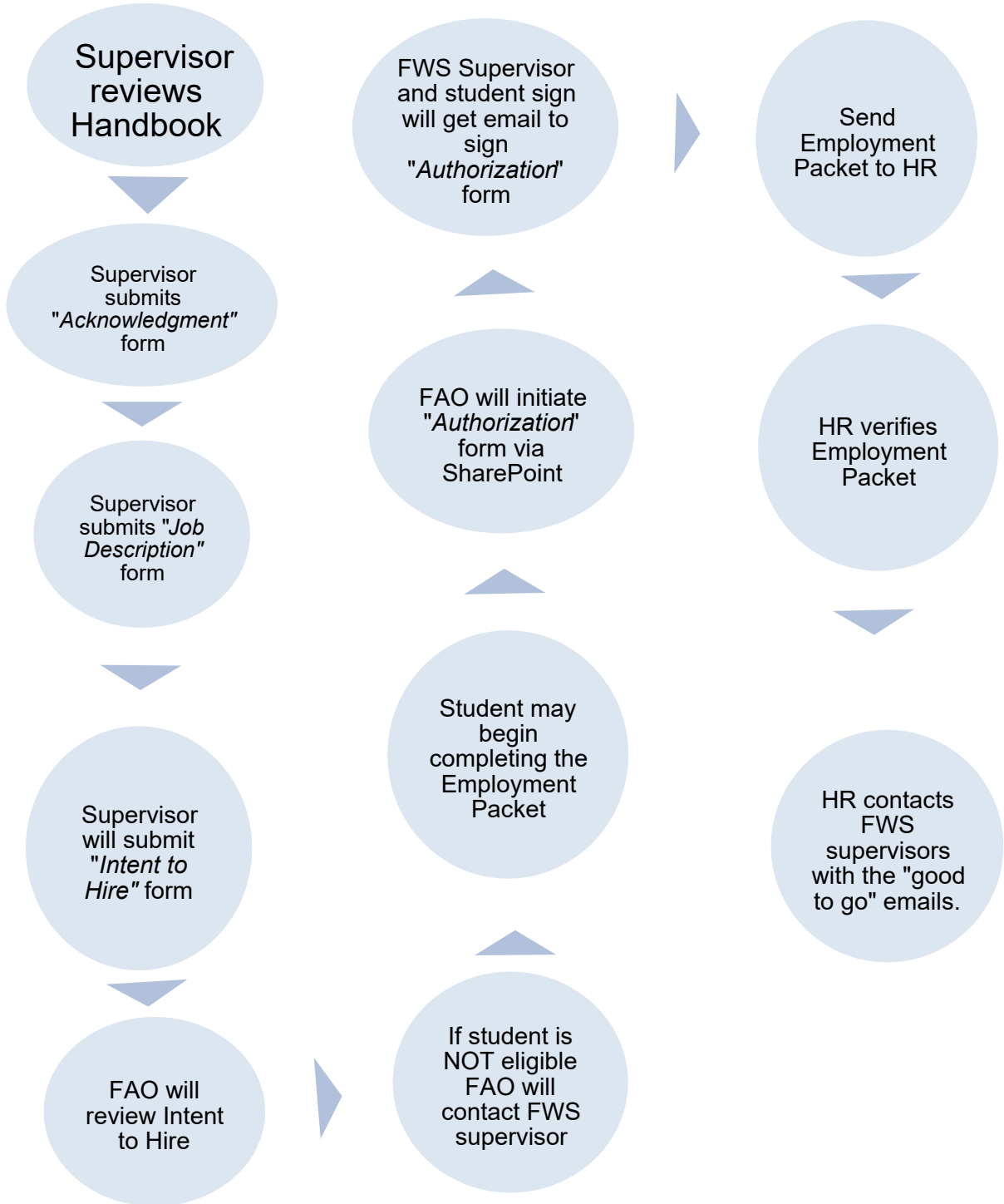
FWS supervisor must take an active role in keeping track of hours worked by the FWS student including knowing the awarded FWS amount for each term.

NOTE: Funds earned in excess of the FWS student's award will be paid out of the FWS supervisor's department budget. This can easily be monitored in the ADP system.

When an FWS student voluntarily leaves (resigns), assignment is completed at the end of the academic year, does not show up to begin work, or is terminated:

- FWS supervisor must contact the following departments by email if a FWS student quits, does not show up to begin work, or is terminated:
 - Financial Aid System Technician at fedworkstudy@npc.edu
 - NPC Payroll Office at payroll@npc.edu
 - Human Resources at HumanResources@npc.edu
 - Submit a heat ticket to TAS to disconnect the employee access.
- If a FWS student is terminated the FWS supervisor needs to communicate the reason(s) for the termination to the departments listed above and by communicating the same to the FWS student.
- FWS Supervisor must remind the FWS student that a FWS position must comply with NPC employment work ethics, such as reporting for work when scheduled, calling in when sick, planning in advance for requesting time off for appointments or personal reasons, etc.
- It is recommended that the FWS supervisor refer to the appropriate procedure in the College Policy and Procedure Manual.
- FWS supervisor must verify final FWS Timecard to NPC Payroll Office.
- Vacant FWS positions may be available again by contacting the NPC Financial Aid Office for approval FIRST. FWS positions are not guaranteed.
- An Exit Checklist must be submitted when a FWS student voluntarily leaves (resigns), assignment is completed at the end of the academic year, does not show up to begin work or is terminated.
- The Exit Checklist can be found in SharePoint under HR Forms > Employee Relations and Staff Forms > Employee Exit. If the items on the Exit Checklist do not pertain to the FWS student, write N/A, or do not check that option. Not all items are going to pertain to a FWS student.

Federal Work-Study Process



Northland Pioneer College
2025-2026 Federal Work-Study Handbook
Supervisor Acknowledgement

**Dynamic
Form ONLY**

I _____ (Print - FWS Supervisor's name) have read, reviewed
and will comply with the 2025-2026 Federal Work-Study Handbook.

Print Name - 1st FWS supervisor: _____ Date _____

Signature - 1st FWS supervisor: _____ Date _____

I _____ (Print - FWS Supervisor's name) have read, reviewed
and will comply with the 2025-2026 Federal Work-Study Handbook.

Print Name – 2nd FWS supervisor: _____ Date _____

Signature – 2nd FWS supervisor: _____ Date _____

**Northland Pioneer College
2025-2026 Federal Work-Study
Job Description Form**

**Dynamic
Form ONLY**

Fall 2025 semester:

*No FWS activity before the first week of classes.

August 18, 2025 – December 5, 2025 (19 hours per week)

*December 9th-13th Week after courses end possible 39 hours, dependent on unmet need and available funds

Spring 2026 semester:

*January 5th-9th Week before courses end possible 39 hours, dependent on unmet need and available funds.

January 17, 2023 – May 13, 2023 (19 hours per week)

*May 11th-15th Week after courses end possible 39 hours, dependent on unmet need and available funds.

NOTE:

Start date may be adjusted for programs with early start dates.

*Dates and hours listed above are based on student's unmet need and available FWS funding.

FWS Position /Title:

NPC Campus/Center Location:

FWS Supervisor:

Extension:

Department/Division:

Based on your NPC department needs, indicate the number of FWS students:

FWS Job Description (identify the duties and responsibilities):

List special skills:

NOTE: An FWS Job Description should reflect a potential FWS student's educational or vocational goals that provide preparation to enter the workforce.

Northland Pioneer College
2025-2026 Federal Work-Study Intent to Hire Form



Fall 2025 semester:

August 18, 2025 – December 5, 2025 (19 hours per week)

*December 9th-13th Week after courses end possible 39 hours, dependent on unmet need and available funds

Spring 2026 semester:

*January 5th-9th Week before courses end possible 39 hours, dependent on unmet need and available funds.

January 12, 2026 – May 9, 2026 (19 hours per week)

*May 11th-15th Week after courses end possible 39 hours, dependent on unmet need and available funds.

NOTE:

Start date may be adjusted for programs with early start dates.

*Dates and hours listed above are based on student's unmet need and available FWS funding.

I intend to hire: _____

Student's Name: _____

NPC ID: _____

Student's Telephone Number: _____

NPC Location: _____

1st FWS Supervisor's Name: _____ NPC Extension: _____

2nd FWS Supervisor's Name: _____ NPC Extension: _____

NPC Department/Division: _____

NPC Campus/Center Location: _____

Off-Campus Location:

1st FWS Supervisor's Name: _____

Telephone Number: _____

Email Address: _____

Name of School: _____

2nd FWS Supervisor's Name: _____

Telephone Number: _____

Email Address: _____

Name of School: _____

MUST READ:

I understand that a FWS Student will not be allowed to begin work. I must wait until I have been approved with a "GOOD TO GO" from the NPC Human Resources.

Northland Pioneer College

Federal Work-Study Application for NPC students

*FWS Supervisor Keep this
form up to three years from
the last date the FWS
student worked.*

Attach a copy of your class schedule. You may also attach a copy of your resume.

Name: _____ Telephone: _____

Address: _____

Start Date: _____ Email Address: _____

Education - Please check your enrollment status per credit hours.

Fall Semester: ☐ Full time (12+) ☐ Three-quarter time (9-11) ☐ Half time (6-8)

Spring Semester: ☐ Full time (12+) ☐ Three-quarter time (9-11) ☐ Half time (6-8)

**** Students enrolled part-time (5.9 or less credit hours) are NOT eligible.**

Student eligible for FWS: ☐ Yes

☐ Don't Know (Contact the Financial Aid Office, Ext. 7318)

Employment – List your previous employment experience:

1. Employer: _____

Beginning Date: _____ Ending Date: _____ Job Title: _____

Duties: _____

2. Employer: _____

Beginning Date: _____ Ending Date: _____ Job Title: _____

Duties: _____

Acceptance of a Federal Work-Study position brings with it responsibilities, including the requirement to work as well as the need to maintain confidentiality in the work-place. Students are required to adhere to the NPC Student Conduct Code, as outlined in the Student Handbook and the College Catalog. In addition, FWS Students are required to adhere to NPC employment work ethics, such as reporting for work when scheduled, calling in when sick, etc. Please refer to the FWS Handbook for requirements of the FWS Program. The FWS Handbook is available at www.npc.edu.

Northland Pioneer College
Federal Work-Study
Interview Questions for NPC students

*FWS Supervisor Keep this
form up to three years from
the last date the FWS
student worked.*

Name: _____ Date: _____

1. Tell us about yourself?
2. What are your educational goals?
3. Please tell us about your computer (or general) experience in an office setting?
4. We have information and records that must be kept confidential. Have you ever worked under similar conditions before and how did you handle it?
5. Can you describe situations in which you have had to prioritize and organize work assignments?
6. Comments:

Northland Pioneer College
Federal Work-Study 2025-2026
Confidentiality Statement for NPC student

*FWS Supervisor Keep this
form up to three years from
the last date the FWS
student worked.*

I _____ (Print - FWS student's name) understand that due to the nature of work at Northland Pioneer College I must observe rules of confidentiality regarding printed information or conversations concerning students, faculty, staff and other related matters in the office/department that I am working in.

I, also, understand that I am required to adhere to the NPC Student Conduct Code, as outlined in the Student Handbook and the College Catalog.

In addition, I understand that I must adhere to NPC employment work ethics.

FWS student's signature: _____ Date _____

Print Name - 1st FWS supervisor: _____

Signature - 1st FWS supervisor: _____ Date _____

Print Name - 2nd FWS supervisor: _____

Signature - 2nd FWS supervisor: _____ Date _____

PUBLIC NOTICE OF NON-DISCRIMINATION: Northland Pioneer College does not discriminate on the basis of race, color, national origin, veteran status, religion, marital status, gender, age or disability in admission or access to, or treatment or employment in its educational programs or activities. District grievance procedures will be followed for compliance with Title IX and Section 504 requirements. The Affirmative Action Compliance Officer is the Vice President of Human Resources, 2251 E. Navajo Blvd., Holbrook, Arizona 86025, (928) 524-7471. The Section 504 Compliance Officer is the Coordinator of the Office of Student Accommodation Services, 1611 S. Main, Snowflake, AZ 85937, (928) 536-6246. The lack of English language skills will not be a barrier to admission and participation in vocational education programs.