Who is eligible for Student Employment?

Student Employee Defined
The IRS definition of an eligible “student” employee is an individual who is currently enrolled at least half time and whose primary purpose is to receive an education. A full-time student is enrolled for 12 credits per semester (9 for graduate students). To be eligible for student employment classification, a student must be enrolled for 6 or more credits per semester (4 for graduate students) and degree seeking.

FICA (Social Security Taxes)
Student wages are not subject to FICA taxes if a student is enrolled at least half-time (6 or more credits per semester) during the academic school year. Students who continue working throughout the summer, are subject to FICA taxes on all wages earned during the summer pay periods.

All students working on campus at any time throughout the year are subject to state and federal taxes. Those amounts are determined per IRS regulations.

Student Employees fall into one of three categories:

1. **Work Study Student Employees**
   Any degree seeking student awarded work-study and who is enrolled for at least 6 credits. During periods of enrollment, a work-study student receives an allocation allowing for 10 hours of work per week and NOT to exceed 20 hours per week. During evaluation and vacation periods, students may work up to 40 hours per week.

2. **Edgewood Employment Employees**
   Any degree seeking student who is enrolled for at least 6 credits and who does not have a work-study award. An Edgewood Employment student receives an allocation allowing for 10 hours of work per week and NOT to exceed 20 hours per week. During evaluation and vacation periods, students may work up to 40 hours per week.

3. **International Edgewood Employment Employees**
   Any international student who is enrolled for at least 6 credits and who has a J1 or F1 Visa. An international student is eligible to work up to 20 hours per week and 40 hours per week during evaluation and vacation periods. International students are not eligible to work off campus.

Summer Employment Eligibility
Students must be enrolled in a degree-seeking program at Edgewood College in the summer and/or pre-enrolled for the upcoming fall. Students who graduated are not eligible with the exception of those students who are enrolled for summer in a degree-seeking program and are not returning to Edgewood College for the fall. These students may work but can NOT work past the last day of their summer class. During the summer, a student can work a maximum of 40 hours per week and NO more than 8 hours per day – no exceptions! Students are required to take at least a ½ hour unpaid break if they are working for more than 6 hours straight. Any earnings made during the summer will not count towards their allocation given for the academic school year.