

Student Employment Unit Requirement Resolution

Whereas, because of the COVID-19 crisis, many Foothill- De Anza Community College District students are dealing with tremendous stress, many have extra financial burdens as family members lose jobs, many of them need to care for their children while doing their school work, many of them do not have good access to quality wifi, computers, or quiet places to study;

Whereas, these stresses are leading many of our students to take fewer classes than in the past;

Whereas, employment is more crucial for our students than ever;

Therefore, be it resolved that the Academic Senate of De Anza College asks the Foothill-De Anza Community College District Board of Trustees, at its May 4 meeting, to ***lower the unit limit for student employment to 6 units starting immediately, and lasting until our campuses are open for in-person classes again.***

History and Considerations:

1. Changing this policy is a district-level decision. The state allows us to go as low as 6 units.
2. The district changed this during the 2008 budget crisis. At that time, many classified staff positions were eliminated. It was found that there were student employees who had been working at our colleges for ten years. The classified union thought this was an unfair way to get around hiring classified staff with good benefits and salaries. BUT, since that time we now have a 180 unit cap for student employees and classes are no longer repeatable. We can change this one piece without losing the benefits that came from changing all three pieces years ago.
3. This proposal is for a temporary and immediate change to the rule to help our students during this crisis.