

Student-Athlete Employment

If you want to work, or continue your summer employment during the academic year, you **MUST** receive prior written approval from your coach and the Compliance Office **BEFORE** you start working during the academic year. Failure to comply with these rules **MAY** prevent you from participating in practice or competition.

All student-athletes are eligible for employment during the regular academic year, as well as during the university's official vacation periods (e.g., Christmas, spring break) and the summer. The Compliance Office must keep written records verifying all student-athlete employment. The following rules are applicable to student-athlete employment:

Rules for Employment:

- Earnings from employment must be at a rate of pay which is commensurate with the going rate for that type of work.
- Your employer cannot provide transportation for you to and/or from work unless such transportation is provided to all employees.
- Your employer cannot provide you with any benefit or privilege that is not provided to all employees (e.g., meals, cars, and entertainment at home).
- The employer and student-athlete will make available for review and inspection, by an authorized representative at the NCAA, Big 12 or Texas Tech, copies of all documents, earnings statements and other records related to the employment.

FEE FOR LESSON:

You may receive compensation for teaching sport skills or techniques in your sport provided:

- Institutional facilities are not used;
- Playing lessons shall not be permitted;
- The institution obtains and keeps on file documentation of the recipient of the lesson(s) and the fee for the lesson(s) provided during any time of the year;
- The compensation is paid by the lesson recipient (or the recipient's family) and not another individual or entity;
- Instruction to each individual is comparable to the instruction that would be provided during a private lesson when the instruction involves more than one individual at a time;
- The student-athlete does not use his or her name, picture or appearance to promote or advertise the availability of fee-for-lesson sessions.

STEPS TO FOLLOW BEFORE BEGINNING EMPLOYMENT:

Please complete the following steps **BEFORE** working.

1. Talk to your head coach about your intent to work during the academic year.
2. Go to the Compliance Office in the South Stadium and see Carrie Lowe regarding your employment.

3. Complete Student-Athlete Academic Year Employment Agreement.
4. Complete the Academic Year Employment Form and return it to Carrie Lowe.

Failure to complete the above steps prior to beginning employment may result in you becoming ineligible for practice and competition.

If you have questions regarding employment, please contact Carrie Lowe at 742-3355 ext. 256.