

Student Employment Pay Structure

Developed April 2021

Levels of student employment positions:

Level 1

Requires skills and knowledge that can be learned on the job. Involves the use of some independent decision-making. Exercises some responsibility and judgment for a variety of tasks, tasks may be manual and/or repetitive in nature, sound judgment in supervisor's absence upon completed training, and general instruction from a supervisor with some follow-up required.

Examples: Clerical Assistants, Helpdesk Employees, Ticket Office (entry-level roles)

Level 2

Requires skills at a level higher than those that can easily be learned on the job, including skills beyond those typically expected of an undergraduate student. Uses independent problem-solving to complete tasks with moderate accountability. Demonstrates initiative and decision-making in planning and prioritizing workload, moderate analytical abilities, leadership abilities, minimal supervision on routine tasks, and some follow-up on complex tasks.

Examples: Tutors, Lifeguards, Student Employment Managers (not in lead positions)

Level 3

Independent project management of University initiatives or oversight of student employees which includes coordination of the responsibilities, accountability for the workload of other student employees. Requires highly specialized skills to complete complex tasks, and independent judgment in decisions with high accountability and confidentiality.

Examples: Lead SPI, WELL Team Leads, Lead Managers

Anticipated Level Pay Rates

Academic Year (7/1-6/30)	Level 1	Level 2	Level 3
2021-2022	\$10	\$10.25	\$10.75
2022-2023	\$11	\$11.25	\$11.75
2023-2024	\$12	\$12.25	\$12.75
2024-2025	\$13	\$13.25	\$13.75
2025-2026	\$14	\$14.25	\$14.75
2026-2027	\$15	\$15.25	\$15.75

This policy applies to all hourly student employment and endowment funded positions.

Pay rate will be consistent for each student within the same position.