

STUDENT EMPLOYMENT HIRING WAGE SCALE

The Student Employment Wage Scale is created as a guideline to help supervisors assign appropriate wages for student employees. Please remember that it is never appropriate to pay high hourly wages as a favor to students or arbitrarily without consideration of qualifications, responsibilities or skills required for the job. On the other hand, do not underpay a student, demanding far more from the student than the wage indicates.

Pay increases are an excellent way to recognize students for merit, number of hours worked and seniority, and are often given on a semester or annual basis. Recognizing students' contributions through raises is an excellent way to decrease turn-over and increase morale.

Job Level	Wage Range	General Job Characteristics
Basic	\$7.25 to \$12.00	Minimum or no skills, limited responsibilities, limited to no previous experience. Duties are generally simple in nature and are closely supervised. Examples: custodial; data entry; filing; general office work; lawn care; making deliveries; mail processing; photocopying; snow/ice removal; receptionist/night-hosting; telemarketing; typing; and word processing.
Intermediate	Up to \$18.00	Some special training required, may be of a complex or difficult nature. Examples: supervision of other student assistants; use of software that requires programming skills or text/graphic manipulation for design purposes; configuring/repairing equipment or use of materials that require special skills or knowledge because of danger or difficulty; making presentations to groups and responding to questions; tutoring; life-guarding; instruction; or coaching.
Advanced	Up to \$25.00	Special skill or combination of special skills that may have been acquired through prior experience, through course work or both required. Little supervision required. This category covers those students performing professional level skills who are NOT pre-veterinary or pre-pharmacy students.
Project Based	Determined per position	Positions that pay students on the basis of work accomplished. Examples: written articles submitted on a random basis or for contributing to the work involved in putting on a special event. These might be positions that pay stipends.
Pre-Professional	Up to \$25.00	Positions for pre-veterinary and pre-pharmacy students who perform highly specialized tasks.



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