

## 2020 Student Wage Scale

The Student Wage Scale is provided to help you determine student wages. **The wage you assign to first time student employees must be between the bottom and top wages listed in the categories on this scale**, and the total wages the employee will earn must be within your student wage budget. Jobs are graded based upon difficulty, experience, and the level of training required to perform them. Students in jobs that lead/supervise others a minimum of 50% of the time are paid one grade higher than the job supervised.

**You must provide Career Development & Calling with written approval from your departmental VP for any wage exceeding \$14.25/hr.**

### Pay Grades\*\*

*These job titles listed are meant to serve as an example. Not all job titles will be listed. Find the title most related to your position to determine the pay grade. CD & Calling is available at x6031 if you have questions.*

**General** - Includes all entry-level student jobs that do not require previous training or special skills other than basic computer skills. May require on-the-job training.

**Skilled** - Skilled jobs include positions that require a higher level of responsibility and some previous training or experience. Positions offer extensive on-the-job training or require certification. Students may be supervising other students in the General category.

**Specialist** - Specialist jobs require special skills or an advanced level of academic or other qualifications. The position might involve a high degree of training, and/or extensive previous experience. Job duties may include hiring, training, scheduling and supervising students in the Skilled category.

### Job Title Examples\*

<b>General</b> <b>\$13.00-12.50/hr to start</b>	<b>Skilled</b> <b>\$13.25-13.75/hr to start</b>	<b>Specialist</b> <b>\$13.75-14.25/hr to start</b>
Admissions Tour Guide	Admissions Intern	Accompanist
Art Docents	EMO Technician	IT Assistant/Programmer
Athletic Events Staff	First Responder	Lab Assistant
Bookstore Staff	Fitness Center Supervisor	Research Assistant
Chapel Set-Up/Tear Down	Graphic Design Intern	Teaching Assistant
Conference Services Staff	Intramurals Student Director	Lifeguard
Custodian/Maintenance	Tele-Counselor	
Fitness Center Monitor	Provost Fellow	
Groundskeeper	Risk Management Project Asst	
Interlibrary Loan	Sound/Light/PowerPoint Technician	
IT Help Desk	Sports Broadcaster	
Liberal Arts Ambassador	Videographer	
Library Assistant	Webmaster Assistant	
Library Technical Services		
Office Assistant		
Orchestra Crew		
Post Office Clerk		
Student Ambassadors		
Switchboard Operator		
955 Driver		

**\*\* Be certain of the wage you assign a student employee. We do NOT make wage changes after a TEA has been submitted.**