

Non-Work Study and Work Study Student Employment Hourly Compensation Guidance

Student Employment offers a wide range of positions, which require different degrees of skill or experience. The student begins with minimum wage which is \$7.25 per hour and increases based on job responsibilities and or requirements. Four levels with differing requirements and sample job titles have been provided below. Federal work study and non-work study employment share the same wage levels and associated rates of pay.

Pay equity is critical, therefore placement must be in relation to the type of duties performed and in consideration of other student worker wages rates or permanent employees in similar jobs. Temp hourly wage rates are not considered in terms of student work.

Grant funding does not provide an exception to the wage guideline or does any other fund source

It is a privilege to work on campus and participate in student employment whether as work study or non-work study. The non-work study student employment program competes with off campus employers. Some of the benefits a student receives through on-campus employment:

- x Convenience
- x No FICA and Medicare taken out for part-time or greater students
- x Academics come first
- x Restrictions in place to help students succeed, i.e., work hours, GPA requirements, etc.

Student Job Classifications

Level	Job Duties	Required Experience	Skill Level	Supervision	Sample Job Groups	Rate Range
I – Entry Level/Semi Skilled	General Routine and repetitive work involving simple to moderate levels of difficulty.	Little or no prior education/ experience necessary Requires training in routine procedures	Few or no special skills required	Work is performed under supervision Use of	Athletics (Paws, Training Assistants), Lab Monitors,	\$7.25- \$10.00

				No supervisory duties	Assistants, Mentors, Entry level - Entourage WaLC Tutor, UP Supports CRW, CRC positions, Entourage	
II – Intermediate	Performs moderately difficult tasks, works with general guidelines including written or verbal direction	Moderate level of related education/work experience required (minimum one semester)	Related skills Knowledge and skills to perform independently with limited training	Limited supervision Uses independent		

