

2019 STUDENT EMPLOYEE WAGE RATE SCALE	
Students are given NO standardized annual raises.	
SKILL SET 1: 1st year Basic Skill, with little or no previous training or work experience	\$8.60
Some examples include: clerical (filing, data entry, reception, clerks, office assistance); custodial/housekeeping; lab assistants; childcare; etc.	
SKILL SET 2: 1st year with experience or basic education (2 yrs. Elsewhere) or have completed two successful years in the same basic position	\$8.75
Some examples include: tutors; student admissions counselors; accounting/finance positions; Fellows; and technical skills (ITAV, Helpdesk, video production, graphic design)	
SKILL SET 3: 1st year with experience and education (Juniors with 2 years' experience in a highly specialized area) or have completed two successful years in a skill set 2 position/three years in a basic skill set 1 position	\$8.90
Some examples include: specialized trade/craft (carpentry); positions that supervise, coordinate or schedule other students; positions requiring travel (community service); providing instruction (i.e. leading a fitness class)	
SKILL SET 4: special approval* or have completed two successful years in a specialized skill set 3 position/three in a skill set 2 position	\$9.05
* Special Approval: Departments would submit a written request and the student's resume' to the Student Employee Coordinator in HR for review and recommendation. Final Approval would be granted by the department's Director/ Chair in conjunction with HR Student Employee Coordinator recommendation. All wage rates have to fit into the department's annual budget.	