



# Student Employment Compensation Scale

Ladder Level	Description	Recommended Pay Grade	Minimum	Suggested Pay Scale Midpoint	Max Pay
A	Beginner positions; have few educational requirements and minimal to no work experience. Level A jobs are a great way to build a foundation of transferable skills.	1	\$12.00	\$12.50	\$13.00
		2	\$12.50	\$13.25	\$14.00
B	Require some education, skills, and/or previous work experience. In these types of positions, you will begin to develop a new set of transferable skills and build on the ones you already have.	2	\$12.50	\$13.25	\$14.00
		3	\$13.25	\$14.25	\$15.25
C	Require at least 1–2 years previous experience and/or require certain levels of education (or specific coursework) with demonstrated knowledge, skills and abilities (KSAs). Usually begin to provide students with direct experience in their desired field. Level C positions can qualify for <u>UIP credit</u> and fulfill the Junior Year Experiential Learning requirement.	3	\$13.25	\$14.25	\$15.25
		4	\$14.25	\$15.50	\$16.75
D	May require more than 2 years of experience; junior, senior or graduate student status; specific coursework completed; and/or specific demonstrated knowledge, skills and abilities (KSAs). Often require leadership skills and/or specific knowledge and experience in a field. Level D positions can qualify for <u>UIP credit</u> and fulfill the Junior Year Experiential Learning requirement.	4	\$14.25	\$15.50	\$17.25
		5	\$15.50	\$17.00	\$18.50

**Note:** Each position posted on Campus Job Board has a designated Ladder Level (A-D) set by the Office of Student Employment. The pay grade represents the various experience levels of the student. When setting an hourly pay rate, the Office of Student Employment recommends managers consider the following factors: the position's ladder level, department budget, experience level of student and wage consistency of other employees in your department. If a manager would like to inquire as to the recommended starting wage, please contact the Office of Student Employment with a job description.