

Suggested Compensation Guide - Pay Levels for Student Employees

Level 1 Pay Range:

Minimum wage to \$14.50/hour

Description: These entry-level positions. Duties are of a routine to semi-routine, recurring nature. Students typically require one to three hours of training in this category. Students generally work with other student employees in a well-supervised setting. This category of job is a great way to build a foundation of transferable skills.

Examples of work performed may be similar to the following:

Barista	Call Center Assistant	Degree Checkout Assistant
Gallery Attendant	Grounds/Custodial Assistant	Kitchen Assistant
Lab Assistant	Library Assistant	Line Server
Mail Messenger	Maintenance Assistant	Office/Clerical Assistant
Tour Guide/Orientation	Teaching Assistant	Warehouse Assistant

Level 2 Pay Range:

\$14.50 to \$17.00/hour

Duties range from routine to somewhat routine in nature and involve a degree of responsibility and judgment by the student. Some positions may exercise a degree of latitude in decision-making and work with little or no direct supervision. Depending on the assignment, the student may require little to moderate levels of experience, may require a level of competency or fluency in a specialized skill, including specific knowledge, experience, or training. Special instruction may be necessary for some aspects of the position. Student demonstrates the ability to learn new tasks and work independently with moderate or limited supervision. May require previous work experience at a lower level within department or functional area and may involve supervising, leading, training, and/or tutoring of others.

Examples of work performed may be similar to the following:

Administrative Assistant	Advertising Sales Assistant	Wellington's Handler
Breeze Thru Café Manager	First Responder	Computer Lab Technician
Computer Lab Technician	Geology Driver	Custom Publishing Assistant
Conference Building Monitor	Graphic Designer	Lead Clerical Assistant
CWU Mascot (Wellington)	Retail Sales Assistant	Research Assistant
Call Center Representative	Tutor	Social Media Assistant
CPR/AED First Aid Instructor	Alternative Media Technician	TV Videographer/Editor
Office/Clerical Assistant	Programmer Aid	Street Team Assistant
ResNet Computer Apprentice	International Peer Advisor	Alternative Media technician
Distance Education Operator	Help Desk Assistant	Enterprise Accounting Apprentice

Level 3 Pay Range:

\$15.50 and up

Duties are varied, technical and/or complex, involving a substantial degree of responsibility and judgment. May supervise or direct activities of other students. Requires specific knowledge, skills or experience, junior, senior, or graduate student status, specific coursework, and/or specific specialized training.

Examples of work performed may be similar to the following:

Activity Instructor
Graphic Designer

Communications Assistant
Nutrition Lab Supervisor

GIS Technician
Teaching Assistant