

WAGES AND COMPENSATION

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2 **Section 1. Base rates for student workers, excluding residential assistants**

¶	Definition¶	Term 1¶	Term 2+¶
Student 1¶	Performs work that may be considered entry level; does not require any prior experience¶	\$24.00¶	\$0.50 increase per term worked on campus¶
Student 2¶	Performs work beyond entry level; performs work that requires experience and/or being on the job¶	\$25.00¶	\$0.50 increase per term worked on campus¶
Student 3¶	Performs work that requires extensive training from professional staff; may act as a lead to other student workers; may require prior experience¶	\$26.00¶	\$0.50 increase per term worked on campus¶

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Starting Wage Rates for Student Workers (Excluding Residential Assistants)			
Job Category	Student 1	Student 2	Student 3
Student Food and Retail Service: Performs a variety of work associated with the provision of dining, food, and retail services.	\$24.00/hr	\$25.00/hr	\$26.00/hr
Student Clerical: Performs general office work such as typing, copying, filing, sorting, indexing, reception duties, and accounting tasks.	\$24.00/hr	\$25.00/hr	\$26.00/hr
Student Facilities/Maintenance: Performs work such as custodial or maintenance tasks for the purpose of upkeep and care of university buildings, facilities, or grounds.	\$24.00/hr	\$25.00/hr	\$26.00/hr

Student Technical Assistant: Performs routine to complex technical tasks in support of research or administrative work which includes laboratory, green house, field plot, data collection, simple analysis, or the care and maintenance of animals.	\$24.00/hr	\$25.00/hr	\$26.00/hr
Student Information Technology: Performs a variety of tasks related to computing operations, user support and installation, or programming and analysis.	\$24.00/hr	\$25.00/hr	\$26.00/hr
Student Outreach Assistant: Performs a variety of work related to outreach programs, including assistance at camps, youth programs, nutrition and education programs, and physical activity courses.	\$24.00/hr	\$25.00/hr	\$26.00/hr
Student Support Services: Performs a variety of work related to the support and enhancement of the quality of student life at the university.	\$24.00/hr	\$25.00/hr	\$26.00/hr
Residential Assistant Stipend Model			
Residential Assistants	Fall Term	Winter Term	Spring Term
	\$3750	\$3750	\$3750

	Definition
Student 1	Performs work that may be considered entry level; does not require any prior experience
Student 2	Performs work beyond entry level; performs work that requires experience and/or being on the job
Student 3	Performs work that requires extensive training from professional staff; any student worker who is a lead to other student workers; may require prior experience

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6 All student workers in wage categories student 1, student 2, and student 3 shall receive a \$0.50
7 raise each term worked following the first term they work.

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9 **Section 2. Stipend model for Residential Assistants**

Fall term (including move-in)	Winter term	Spring term (including move-out)	Total
\$3750	\$3750	\$3750	\$11250

10 Residential assistants will be paid \$350/shift for each shift that they work during winter and
11 spring break on-call. The money will be paid in the following pay period in which the shifts are
12 worked.

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14 Residential assistants shall be provided free housing, and the highest point-based meal plan
15 every term they are employed.

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17 **Section 3.** Student workers, **excluding residential assistants**, shall be eligible for the following
18 differentials:

Condition	Differential to be added to Base Wage
Any shift that a student employee is actively required to have a license, such as a liquor license	+\$1.00/hr
Any shift worked that was assigned by a manger with less than seven (7) days notice to the employee	+\$2.00/hr
Any hours scheduled before 7:00 AM or after 9:00 PM	+\$2.00/hr
Any student required to operate heavy equipment	+\$3.00/hr
Any student who is in a supervisory role or who regularly trains other employees	+\$3.00/hr

Any shift worked that requires a student worker to use a language other than English	+\$3.00/hr
Any hours worked during a weather emergency (as defined by the University) or any time local or state government suggests people stay home for health reasons	+\$4.00/hr
Any hours worked past 25 hours per week (excluding breaks or terms that a student worker is working full time)	+\$5.00/hr

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20 **Section 4.** The following COLA raises to the base wages shall be effective on the following
21 dates:

	September 1, 2026	September 1, 2027
Student 1	6%	6%
Student 2	6%	6%
Student 3	6%	6%
Resident Assistants	6%	6%

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23 **Section 5.** No student worker shall ever have a compensation less than what they have
24 previously had.

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26 **Section 6.** Any lab worker who worked for credit or on a scholarship and then moves into a
27 position for an hourly wage shall receive hourly wages equal to the commensurate hourly wage,
28 plus the increases for each term stated in Section 1 above as if the time they spent receiving
29 credit or scholarship were spent receiving hourly wages.