

OLD DOMINION UNIVERSITY
STUDENT EMPLOYMENT WAGE SCALE
EFFECTIVE DATE: July 16, 2008

GUIDELINES FOR CONSIDERATION IN DETERMINING STUDENT RATE OF PAY

	GROUP I	GROUP II	GROUP III
Starting Skill Level	Minimal skills	Moderate skills	Advanced skills
Typical educational level might be:	First year students	2 nd -3 rd year students Students with 12-15 credits in the field of employment or some work experience.	Seniors and graduate students, students with prior work experience, students with certification or specialized training.
Minimum start pay	\$6.55/hour	\$7.45/hour	\$10.70/hour
Pay Range	\$6.55 - \$7.20/hour	\$7.45 - \$10.45/hour	\$10.70-\$20.70
Typical jobs	Grounds work, filing, photocopying, answering phones, assisting with mail, athletic room monitor, mailroom assistant, food services, cashier, ticket taker, usher, student escort, receptionist, computer lab worker.	Secretary, data entry, computer technician, assistant, recreation leader, life guard, aerobics instructor, teacher's aide, database or spreadsheet manager, computer lab worker, peer advisor, lab mechanic assistant, information desk worker, test grader, audio visual tech, research assistant, production assistant, water safety instructor.	Graphic artist, photographer, LAN administrator trainee, experienced tutor, audio visual specialist, public relations assistant, training specialist, LPN, dental technician, programmer telecommunications specialist, athletic professional, senior research specialist, computer engineer, translator, interpreter

Managers have the discretion to determine the starting pay rate, and to increase the rate of pay for students who remain employed in the unit on an on-going basis to acknowledge the increased skill, reliability and contribution to the work unit.