

**OLD DOMINION UNIVERSITY**  
**STUDENT EMPLOYMENT WAGE SCALE**  
EFFECTIVE DATE: January 01, 2023

**GUIDELINES FOR CONSIDERATION IN DETERMINING STUDENT RATE OF PAY**

	<b>GROUP I</b>	<b>GROUP II</b>	<b>GROUP III</b>
<b>Starting Skill Level</b>	Minimal skills	Moderate skills	Advanced skills
<b>Typical educational level might be:</b>	First year students	2 <sup>nd</sup> -3 <sup>rd</sup> year 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.
<b>Minimum Start Pay</b>	\$12.00/hour	\$13.70/hour	\$16.29 hour
<b>Pay Range</b>	\$12.00 - \$13.69/hour	\$13.70 - \$16.28/hour	\$16.29-\$26.29/hour
<b>Typical jobs</b>	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, lifeguard, 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.