

## Student Compensation for AY 2018/2019

Grade A	Grade B	Grade C	Grade D
AI: \$11.00	BI: \$11.25	CI: \$12.00	Special approval from
	BII: \$11.50	CII: \$12.25	SEO required to hire
	BIII: \$11.75	CIII: \$12.50	into this grade

*(Level I: basic responsibilities    Level II: moderate responsibilities    Level III: complex responsibilities)\**

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### **Grade A (Level I):**

Includes all student jobs that do not require previous experience or special skills. Minimal on-the-job training is necessary. Requires some independence, and some supervision.

### **Grade B (Level I, II & III):**

Includes positions that require a higher level of responsibility and independence. Positions typically require some previous experience, related/specified academic coursework and provide on-the-job training. Students may be responsible for an aspect of a program, and/or supervising other students.

### **Grade C (Level I, II & III):**

Includes positions that require related/specified academic coursework, specialized skills/experience, specific training and/or supervisory skills. Job responsibilities may include hiring, training, scheduling and supervising other student employees. Position might be responsible for the success of an entire program. **All dining positions are included in this grade; levels vary based upon responsibilities/shifts.**

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*\* Level I is the baseline for each grade. For grades B & C there are three levels, Level III is the highest. As the work becomes more complex (more training required), specialized skills and experience are required and responsibilities increase (management of a project/program, management of student workers, more independence in work, etc.) the level within the grade goes up.*

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**Pay Increases:** To ensure compliance with Maine State minimum wage laws, student pay rate increases occur at the start of the academic year. On rare occasions, off-cycle increases may occur, but must be pre-approved by SEO. Pay increases, in excess of minimum wage rates, are not guaranteed each year.

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For questions, please contact Meredith Haralson, Associate Director of Student Employment (x3497) or [mharalso@bowdoin.edu](mailto:mharalso@bowdoin.edu).