

WAGES AND COMPENSATION

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

Section 2. Stipend model for Residential Assistants

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

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

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

Section 3. Student workers shall be eligible for the following 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 worked before 7:00 AM or after 9:00 PM	+\$2.00/hr
Any student required to operate heavy	+\$3.00/hr

equipment	
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	+\$5.00/hr

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Section 4. The following COLA raises to the base wages shall be effective on the following 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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Section 5. No student worker shall ever have a compensation less than what they have previously had.

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