Grade Level System for Student Pay Rates:
Oberlin College

In order to establish fairness and consistency in student hiring, it is highly recommended that all employers use the following grade level system when hiring students: this Grade Level will be re-evaluated in January of 2017 if the state increases the minimum wage.

<table>
<thead>
<tr>
<th>Grade Level</th>
<th>Minimum Pay Rate</th>
<th>Maximum Pay Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>I</td>
<td>$8.10</td>
<td>Employer’s discretion</td>
</tr>
<tr>
<td>II</td>
<td>$8.20</td>
<td></td>
</tr>
<tr>
<td>III</td>
<td>$8.30</td>
<td></td>
</tr>
<tr>
<td>IV</td>
<td>$8.40</td>
<td></td>
</tr>
</tbody>
</table>

A student job is assigned a grade level according to the following criteria:
- Level of skills required, including special skills
- Level of experience/training required
- Level of independent work, confidentiality and supervision
- Level of mental activity
- Level of accountability

Grade levels

I. Clerical work; does not require any special skills or previous training (excluding typing and basic computer skills); routine tasks and clearly established duties; no decision-making/leadership involved. MINIMUM STARTING WAGE: $8.10 / hour

II. Some special skills required; low level of accountability; some decision-making may be required; may involve some supervisory tasks (for instance, supervising students from level I). RECOMMENDED STARTING WAGE: $8.20 / hour

III. Require special skills, knowledge, ability, and training. Leadership and decision-making involved; may require a certain level of confidentiality and independent work; supervising students at levels II and I. Increased level of accountability. RECOMMENDED STARTING WAGE: $8.30 / hour

IV. Requires highly specialized/advanced skills, knowledge, and training. Works with low level of supervision; high accountability; job may require a high level of confidentiality; high degree of mental activity; may involve a great deal of supervisory work (i.e. supervising students at levels I, II, and/or III). RECOMMENDED STARTING WAGE: $8.40 / hour

The following guidelines are recommended for a pay raise at the beginning of the year. After a positive evaluation, a $0.05 to $0.10/hour increase in pay for a student working in the same position is fair. An employer must submit a Student Pay Rate Change Card to the SEO in order for an employee to receive a raise via the SEO website at www.oberlin.edu/studemp/, then click on the ‘Submit a Rate Change Card electronically’.