

### SOJC Student Employee Classification & Compensation

All increases in compensation are based on the availability of funds. Changes to this practice could be made at any time.

#### Increases (given once a year typically effective in January)

Student employees who worked at least one term during the academic year will be evaluated in fall term for potential increases in January.

Only student employees with an exceeds expectations rating may receive a .25 cent increase per hour based on the number of academic years employed.

#### Years of Service

In most cases, new hires should start at the new hire rate for their employment classification.

Directly related work experience in other units on campus can count towards years of service (HR Manager can approve requests).

When there is a change to minimum wage, the SOJC will investigate an across the board increase to minimize compression.

#### 2017-2018 Pay Ranges

	New Hire	Step 1	Step 2	Step 3
	Academic Year 1 Eugene/ Portland	Academic Year 2 Eugene/ Portland	Academic Year 3 Eugene/ Portland	Academic Year 4 Eugene/ Portland
Student Assistant 1	\$10.25/\$11.25	\$10.50/\$11.50	\$10.75/\$11.75	\$11.00/\$12.00
Student Assistant 2	\$11.50/\$12.50	\$11.75/\$12.75	\$12.00/\$13.00	\$12.25/\$13.25
Student Assistant 3	\$12.80/\$13.50	\$13.05/\$13.75	\$13.30/\$14.00	\$13.55/\$12.25
Student Assistant 4	\$14.25/\$14.90	\$14.50/\$15.15	\$14.75/\$15.40	\$15.00/\$15.65

*An academic year is fall term through summer term.*

### SOJC Student Employee Classifications

#### Student Assistant 1

Development  
Faculty Services  
Accounting  
Student Services  
Building  
IT Entry Level Support  
Dean's Office Support  
SOJC Program Support (e.g.,  
Scholastic Journalism, OR Media,  
faculty project support, etc.)

#### Student Assistant 2

IT Middle Level Support (e.g., help desk & checkout room)  
Communications Support  
Lead Position

#### Student Assistant 3

IT Advanced Level Support (e.g., IT projects)  
Communications Advanced Support

#### Student Assistant 4 (consult Sr. Dir of Ops)

Specialized Student Position  
Student researchers

#### Student Assistant 5 (consult HR Manager)

Research Assistant (e.g., graduate student  
research support)