

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 (Sr. Dir. of Ops can approve requests).

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

2016 Pay Ranges

	New Hire Academic Year 1	Step 1 Academic Year 2	Step 2 Academic Year 3	Step 3 Academic Year 4+
Student Assistant 1	\$9.75	\$10.00	\$10.25	\$10.75
Student Assistant 2	\$10.60	\$10.85	\$11.10	\$11.35
Student Assistant 3	\$11.50	\$11.75	\$12.00	\$12.25
Student Assistant 4	\$13.45	\$13.70	\$13.95	\$14.20

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)