Pay Scale Guideline

Please use the following guideline to maintain consistency in regard to student wages at Charleston Southern University.

**MINIMUM WAGE IS $7.25 PER HOUR**

<table>
<thead>
<tr>
<th>Pay Level</th>
<th>Pay Range</th>
<th>Description</th>
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</table>
| **Pay Level 1:** | $7.25 – $7.75 | - Job requires little or no prior work experience  
- Student performs simple, repetitive duties  
- Student works under direct supervision and instruction  
- Does not supervise other students  
- Student works during normal business hours |
| **Pay Level 2:** | $7.75 – $8.25 | - Student with some prior work experience or demonstrated skill preferred but not required  
- Student performs mostly routine duties from detailed instruction  
- Has some contact with the public; required to provide correct information  
- Student is required to work independently when necessary  
- Does not supervise other students  
- Student works during normal business hours |
| **Pay Level 3:** | $8.25 – $8.75 | - Prior work experience or demonstrated skill required  
- Specific major required to understand job and perform required duties  
- Must demonstrate good judgment and independent decision-making  
- Student required to work in stressful area, has contact with public  
- May require supervisory training to other students  
- Job duties may be during nontraditional business hours |
| **Pay Level 4:** | $8.75 and up | - Extensive skills or specific major required  
- Technical skills required  
- Student works with little to no direct supervision on several self-directed tasks  
- The consequences of errors are great and could be detrimental to project or department  
- Students work nontraditional hours and/or may be on call  
- Supervision and training of other student employees required |