Student Employment Compensation Guidelines

Wage Level Positions - **May 9, 2026 – May 14, 2027**

University of Vermont

Job Category	Wage Band 5/9/2026-12/31/2026	Wage Band 1/1/2027-5/14/2027	Job Expectations
Entry	**$14.42-$15.76**	**$14.91-$15.76**	Positions involve well-established procedural work, scope of work is limited to department/organization, few special skills and little or no previous experience are required, a minimal amount of training is necessary.
Professional	**$14.42-$16.87**	**$14.91-$16.87**	Positions involve medium level tasks with occasional independent judgments necessary, scope of work reaches other departments, special knowledge and specific skills are required, previous experience is preferred, often responsible for an aspect of a program, frequently required to maintain confidentiality.
Technical/Senior Professional **(Teaching/Research Assistants)**	**$14.42-$17.98**	**$14.91-$17.98**	Positions involve interpretation of procedures and independent judgement, demonstration of advanced knowledge/specialized skills (e.g., extensive computer knowledge, advanced proficiency in a particular academic area, and/or advanced writing skills). UTA Guidance - provides classroom or laboratory classroom assistance; is not the instructor of record.
Student Leadership	**$14.42-$19.10**	**$14.91-$19.10**	Supervises a team of students, running buildings or operations in the absence of staff or faculty, individuals that are required to have a specific certification to perform work.
Graduate-Advanced Professional	**$18.00-$22.43**	**$18.00-$22.43**	Other professional-level work for which a bachelor's degree is required. **Only Federal Work Study awarded Graduates are hired through JobX.**

Frequently Asked Questions….

To maximize on a student's work study eligibility, should I hire them at the lowest pay rate in the wage band?	Absolutely not. We recognize that increased pay rates equal less hours that an awarded student can work, however, awarded students cannot be paid less than a non-awarded student. Your department can determine whether or not the student can be hired into a non-work study version of the job once their award is about to run out.
What is the best way to pay returning student employees?	View their previous rate of pay for the positon they're being re-hired into and adjust according to where their experience falls within the wage band.
Will all pay rates be adjusted when Vermont State minimum wage increases on January 1?	Automatic pay rate adjustments will only happen for students being paid below the new Vermont State minimum wage.
Are pay increases allowed?	With the exception of the above minimum wage and minimum wage compression adjustments, mid-year wage increases are unallowable, including merit increases, and increases awarded upon the completion of an initial training period.