

Student Wage Rates

July 1, 2024 – June 30, 2025

Enacted by the 2016 Oregon Legislature, Senate Bill 1532 establishes a series of annual minimum wage rate increases beginning July 1, 2016, through July 1, 2022. Beginning July 1, 2023, the minimum wage rate will be indexed to inflation based on the Consumer Price Index (CPI), a figure published by the United States Bureau of Labor Statistics. Employers located in the urban growth boundary of a metropolitan service district will have a separate rate (currently only Portland metro area), and employers located in certain “nonurban” counties will also have a separate wage rate.

Students must be paid at least minimum wage. Any wage rate over \$18 must be approved in advance by the Talent Acquisition team in Human Resources. Requests should be made via email to talent@uoregon.edu, including the student's name, UO ID number, and justification for the pay rate. Wages are applicable to undergraduate or graduate-level students if they are performing student hourly work. The rates below do not apply to Graduate Employees performing GE work.

Individual departments may set specific wage schedules for their operations. A well-written and updated position description is the basis for determining student employee pay rates. Supervisors, managers, and administrators are encouraged to consider the complexity of the student work and the skills, knowledge, certifications, etc. required to perform a job when determining wage rates for student positions. In addition, supervisors should consider the issue of pay equity with current student incumbents. Departments are encouraged to establish criteria for student employee wage increases based on good performance and/or months of service.

Student Employee Classification Level	Standard	Portland Metro	Nonurban County
Student Employee 1 – Performs basic tasks, repetitive in nature. Student work is considered entry level.	\$14.70 - \$15.51	\$15.95 - \$16.45	\$13.70 - \$14.76
Student Employee 2 – Performs work requiring a combination of basic skills and some experience. Work is guided by applicable work principles and standardized techniques.	\$15.52 - \$16.34	\$16.46 - \$16.97	\$14.77 - \$15.84
Student Employee 3 – Performs work requiring more specialized training. Usually requires experience and/or being on the job. Minimal level of supervision received. Work is analytical, technical, and based on acquired skills.	\$16.35 - \$17.17	\$16.98 - \$17.49	\$15.85 - \$16.92
Student Employee 4 – Performs specialized student duties such as student researchers requiring specialized training. May require minimum experience. Works with greater independence than lower-level positions and receives a minimal level of supervision. May act as a lead to other student employees. Considered specialized student positions.	\$17.18 - \$18.00	\$17.50 - \$18.00	\$16.93 - \$18.00
Student Employee 5 – Performs para-professional level work. Provides leadership in area of expertise. Acts as lead to other student employees. Positions work independently and can be highly technical in nature.	Over \$18.00	Over \$18.00	Over \$18.00

For a map with specific information about effected counties and the Portland Urban Growth Area, please refer to this webpage: <https://www.oregon.gov/boli/WHD/OMW/Pages/Minimum-Wage-Rate-Summary.aspx>

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