

CAED Salary Guidelines 2018-19

Student Assistants (SA)

Level	Pay Range	Description	Other Information
1	\$11.00 – \$12.00 <i>(CA Min. Wage Jan. 2019 will be \$12.00)</i>	<ul style="list-style-type: none"> - No prior paid work experience in this position. - Minimal required qualifications, such as interest in position and available to work. - Basic duties requiring close supervision. 	<p align="center">How to use these guidelines:</p> <ul style="list-style-type: none"> - These are examples, and not meant to be all inclusive. - Employees may meet one or more criteria in a given range to qualify for that range. - The guiding principle is that employees performing the same work or work with similar levels of responsibility should be paid the same, with consideration given to experience gained over time. <p align="center">Evaluations & Pay increases</p> <ul style="list-style-type: none"> - Performance evaluation prior to end of appointment; minimum of once per academic year. - Student may move to the next pay range following a satisfactory performance evaluation and verification that qualifications for the next pay range are met.
2	\$12.25 – \$13.50	<ul style="list-style-type: none"> - One academic year of paid work experience in this position. - Duties can be performed with minimal training and moderate supervision. - Increased level of responsibility. - Working knowledge of specific software, tools or equipment. 	
3	\$13.75 - \$15.00	<ul style="list-style-type: none"> - Two to three academic years of paid work experience in this position. - Moderately complex work with some supervision. - Occasionally acting in a lead role, overseeing other student assistants or volunteers. - Extensive knowledge of specific software, tools, equipment or subject matter. - Graduate student. 	
4	\$15.25 - \$18.42	<ul style="list-style-type: none"> - Three to four academic years of paid work experience in this position. - Complex work with nominal supervision. - Frequently acting in a lead role, overseeing other student assistants or volunteers. - Graduate student with specialized skills. 	

CAED Salary Schedule

Instructional Student Assistants

As of July 1, 2017, negotiated pay range: \$13.00 - \$19.42

Pay Level	Pay Range	Description	Other Information
1	\$13.00 - \$14.00	<ul style="list-style-type: none"> - No prior experience in position - Grade of B or better in same class as grading/tutoring 	<p style="text-align: center;">Sample Job Placements</p> <p>Grader or Tutor Course Discussion Facilitator Research Assistant</p> <p style="text-align: center;">Evaluations & Pay increases</p> <p>Supervisors should provide verbal feedback to ISA employees. No written evaluation will be completed.</p>
2	\$14.25 - \$16.00	<ul style="list-style-type: none"> - 1 year of experience in position - Grade of B or better in same class as grading/tutoring - Industry specific skills or experience - Research experience 	
3	\$16.25 - \$19.42	<ul style="list-style-type: none"> - Above, and graduate student - Students hired at the upper end of this range should have highly specialized skills or experience. 	

Graduate Assistants or Teaching Assistants

Please contact Kate Auslen (805) 756-1414 to discuss salary placement.