

C. STUDENT GROUP DEFINITIONS

Departments are responsible for assigning positions to appropriate student groups. The correct student group should be the group that best defines the level of duties the student employee will be performing. These duties should be defined on the Hiring Form (HF).

Student Group Descriptions and Salary Ranges (effective 1/21/2013)			
CLASSIFICATION	JOB CODE	MINIMUM OF RANGE	MAXIMUM OF RANGE
<p>Student Group A [Note: As of 1/1/2013, Student Group A is no longer available for new hires.] Jobs in Student Group A are for both undergraduate and graduate students. They require few skills and little or no previous training or work experience. Duties are generally of a routine nature, are closely supervised, and require little decision making. This group also includes jobs that require some previous training, experience, and/or knowledge (six months). Work is performed under general supervision and requires some decision making. Student Group A employees may be allowed to lead other student employees.</p>	120472	\$7.80	\$11.00
<p>Student Group B Jobs in Student Group B are for both undergraduate and graduate students. They require few skills and little or no previous training or work experience. Duties are generally of a routine nature, are closely supervised, and require little decision making. This group also includes jobs that require 1-2</p>	120473	\$7.80	\$15.50

<p>years of college or 1-2 years comparable experience, preferably in a specific area of study. Work is performed under general to limited supervision. Duties are varied and can require independent judgment and considerable mechanical or technical abilities.</p>			
<p>Student Group C Jobs in Student Group C are for appropriately qualified upper level undergraduate students, graduate students or licensed professionals. They require extensive training or experience and advanced knowledge at the upper undergraduate or master's level or three to four years comparable experience. Duties are performed under general direction, require considerable knowledge of a discipline, exercises independent judgment and decision making in the development of new procedures, techniques, systems, or equipment. They may include skills requiring licensing or certification by a state agency. Generally these positions involve supervision of other student employees.</p>	<p>120474</p>	<p>\$9.00</p>	<p>\$22.50</p>
<p>Student Group D Jobs in Student Group D are for graduate students who do not hold a Graduate Assistant/Associate position and are assigned to perform similar work. Experience and qualifications parallel comparable Graduate Assistants/Associates.</p>	<p>120475</p>	<p>\$11.25</p>	<p>\$28.00</p>

Student employees simultaneously holding two or more UA student positions may be classed in more than one student classification group, if warranted by the nature of the duties to be performed. As a result, they may receive different rates of pay for the various jobs performed. All student employees are non-exempt under the Fair Labor Standards Act (FLSA). Any further questions related to the FLSA designation of student employee positions should be directed to Human Resources.