

## Student Employment Pay Levels 2019-2020

Effective Fall 2019 Semester

Level	Pay rate	Description
1	\$9.45*	Position involves routine tasks. Applicant may have minimal skills, experience, knowledge, or previous training. Responsibilities are clearly outlined and there will be minimal independent decision making. Special instruction may be necessary for some aspects of the position. Student is expected to perform additional duties as requested. May be permitted to study when responsibilities have been met, subject to supervisor approval.
2	\$10.00	Student will apply their intermediate to more-advanced knowledge and skills at this level. Moderate training, experience, and knowledge of the work process is necessary to complete the work. Student must possess some independent judgment and decision-making proficiency. There must be the desire to increase skills, knowledge, and decision-making competency at this level. For this level and all higher levels, student will not have the time to do non-job related activities while on the job.
3	\$10.50	Engaging personality and ability to communicate well is required. The student must possess independent judgment and decision-making ability with little or no direct supervision. This position represents KCAI to others, including prospective students and families, small groups, and special events. Knowledge is required of KCAI and surrounding area. This level includes experienced Tour Ambassadors, First Year Experience Group Leaders, and Special Events Staff.
4	\$11.00	Student is required to have high-level advanced knowledge and/or skill in a particular field. Position may involve participation in required meetings, trainings, and/or assessments. Punctual attendance is required and very important. This level includes students working as Community Service Reading Tutors and Tutoring or Teaching Assistants.
5	\$13.00	Work assignments require more advanced and specialized knowledge, skills, or abilities; independent decision making and problem-solving skills; extensive or specialized training; demonstrated ability to perform the duties involved; and may include supervisory and administrative responsibilities for large or complex activities. <b>Few positions will be at this level.</b>
6	\$15.00	Positions require a high level of special skills, training, independence, and responsibility for other people, property, facilities, and/or projects. Little supervision is required, and employees generally work independently. Student may have administrative and supervisory responsibilities. Hiring at this level may require strong academic standing and a faculty/staff referral. <b>Very few positions will be at this level.</b>

**Durwood Internship Program** - The responsibilities for Durwood Interns are determined by the Durwood Foundation and the Nelson-Atkins Museum supervisors. The pay rate is determined by the Durwood Foundation. Currently the Pay Rate is \$12.00 per hour.

\*Hourly rate is subject to change based on minimum wage increases.

Pay levels are designed to create opportunities for advancement, encourage students to remain with the same department year after year, and create equity between jobs that require minimal skills and those that are more advanced.