

Student Employment Pay Levels 2018-2019

Level	Pay rate	Description
1	\$8.00*	Basic skills. Minimal or no previous training or experience is required. Position includes routine tasks with minimal responsibility and little independent decision making. Student has a few responsibilities that are clearly outlined. When the student's tasks are completed the student may be permitted to study.
2	\$8.25	Basic skills+. Some experience, technical knowledge, or previous training necessary. Special instruction may be necessary for some aspects of the position. Student must possess the ability to learn new tasks and work independently with limited supervision. Student is expected to perform additional duties as requested and may be permitted to study when responsibilities have been met.
3	\$8.50	Intermediate skills or abilities. Moderate or substantial training or experience and knowledge of the work process is necessary to complete the job. Student has desire to increase their skills and knowledge. Student must possess independent judgment and decision-making ability with little or no direct supervision. For this level and all higher levels, student will not have time to do other non-job related activities while on the job.
4	\$9.00	Advanced skills are required; student will apply their developed knowledge & skills in this position. Student must possess independent judgment and decision-making ability with little or no direct supervision. Student has strong desire to further their skills. May be responsible for other people or equipment. (Higher pay rate for Level 4 may be allowed with approval of Financial Aid Director.)
5	\$10.00	Experienced Tour Ambassador/Group Leader/Special Events. This position represents KCAI to others, whether to prospective students and families, small groups of students, or at special events. Knowledge required of KCAI and surrounding area. 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.
6	\$11.00	Tutor/Teaching Assistant. Student is required to have advanced knowledge and/or skill in a particular field; punctual attendance is expected of the student as well as participation in required meetings, trainings and/or assessments. This level includes students working as Community Service Reading Tutors.
7	\$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. Few positions will be at this level.
8	\$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. Very few positions will be at this level.

Durwood Internship Program - The responsibilities for Durwood Interns is 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.