

New Student Employee Wage Grid

As of April 1, 2026

4. Manager Responsibilities

When Hiring New Student Employees

- It is recommended to hire all students at \$17.60
- Consult HR before offering any rate above the start level
- Ensure job postings reflect the standard rate

When Extending Existing Students

1. Check the student's current rate.
2. If the rate is included in the new grid → keep it.
3. If the rate is *not* included → select the closest rate in the new grid.
4. Do not adjust rates downward without discussing with HR.

Student Grid

Pay band	Rate A	Rate B	Rate C
1	\$17.60	\$17.89	\$18.06
2	\$18.25	\$18.31	\$19.33

If requesting to use the Payband 2 rates when hiring a student, or requesting to pay them at Rate B or C, please consult with your Talent Acquisition Specialist.