



Compensation Planning Instructions Undergraduate Students Fiscal Year 2024

Here is information to guide your unit in budgeting undergraduate student compensation for fiscal year 2024. The President is recommending these parameters to the Board of Regents as part of the overall University budget. The recommendation will be considered for approval by the Board of Regents in June.

Please note, this pay plan will not be implemented by central OHR. Departments are responsible for entering all undergraduate student increases.

These parameters cover all undergraduate student employees on all University of Minnesota campuses, including job classifications 2221 through 2226.

Salary Floor

On September 26, 2022, the floor or minimum salary rate moved to \$15.00 an hour. Every student employee must be paid at or above the floor.

Annual Pay Increases

There is no standard salary increase budget for student employees. Salary adjustments and/or lump sum increases may be granted at any time during fiscal year 2024 at the discretion of the unit.

Promotional Increases

Units that have established criteria for promotional increases for their undergraduate students may continue to follow these procedures.

Overtime

Students must be paid overtime—one and a half times the individual's regular rate of pay—when a student employee works more than 40 hours a week.

Working with Student Employees

For more information on student workers, including general hiring and management information, see the OHR web page [Hiring and Managing Student Workers](#).

Questions

If you have further questions, contact your campus, college, or unit's HR department.