

Wage Level Descriptions as of January 1, 2026

All RISD student wage levels exceed the Rhode Island state minimum wage requirement. The structure maintains differentiation by skill, responsibility, and experience level.

Level	Wage Rate	Position Level Definitions
Level I	\$16.05	Entry-level position involving routine or repetitive tasks. Little or no prior experience is required. Training and close supervision are typically provided.
Level II	\$16.10	Positions requiring a basic understanding of assigned tasks and some previous work experience. Duties are performed with regular supervision.
Level III	\$16.15	Positions requiring a demonstrated understanding of assigned tasks and relevant experience. Employees work with greater independence, may support more complex workflows, and require limited supervision.
Level IV	\$16.20	Positions requiring a high level of proficiency or specialized knowledge. Typically includes supervisory responsibilities and/or advanced coursework. Must be able to work independently with minimal supervision.

Equity and Pay Standards

All student positions must fall within these four wage levels to maintain consistency, equity, and compliance with federal and institutional labor standards.

If you create a new position and want to pay above Level IV, you must submit a written job description and justification to Student Employment for review and approval.

Existing positions that already pay above Level IV and will maintain their current rates.

Effective Date: January 1, 2026

Next Scheduled Review: Fall 2026