

University of Minnesota System-Wide Undergraduate Students 2020-21 Compensation Planning Instructions

For fiscal year 2021, the University has made the difficult decision to freeze pay increases and promotional increases for student workers.

Student employees covered by this freeze include:

- Undergraduate student employees on all University of Minnesota campuses, including job classifications 2221 through 2226.

Student employees not covered include:

- Graduate academic student employees in the 95xx job classifications. The merit increase for these employees was also frozen for fiscal year 2021 as described in a separate memo titled, "Freeze of Fiscal Year 2021 Merit Increases".
- Graduate students appointed to bargaining unit classifications. These students are considered bargaining unit employees.

Salary Floor

Effective January 1, 2020 the floor or minimum salary rate is \$10.00 an hour. As of January 1, 2021, this floor may increase to correspond to the Minnesota minimum wage that may increase as of that date. Every student employee must be paid at or above the floor.

Overtime

Students must be paid overtime, one and a half times the individual's regular rate of pay, when a student employee works in excess of 40 hours per week.

Working with Student Employees

You may refer to the following link for more information on working with student employees, including general hiring and management information:

<http://www1.umn.edu/ohr/toolkit/hiring/studentemployees/index.html>

Questions

If you have further questions, please refer to your unit's HR professional or [Office of Human Resources HR Consultant](#)