



## Student Staff Pay Increase Guidelines

### Purpose

ISU Dining intends to attract and retain qualified student employees by maintaining a compensation system that is externally competitive and internally consistent.

### Process

1. Student employees must work 480 hours to be eligible for a wage increase. A second step increase will be earned when a student employee reaches 640 hours worked. The wage increase will take place at the beginning of the next pay period. Student workers are able to earn a raise in less than 2 semesters, depending upon the number of hours worked.
2. **Student employees' performance is considered** when raises are given. A discussion shall take place with the student employee to review overall performance.
3. When a student worker is promoted to a student supervisor or student assistant manager, hours worked toward the next pay raise will also reset to zero. Therefore, all newly promoted employees will start at the beginning of the pay scale (see below) regardless of how many hours they have worked for ISU Dining. Student supervisors will be paid their normal supervisor pay regardless of what duties they are assigned. Student Assistant Managers will receive a one-step increase after working 480 hours.

**Pay Rate for All Dining Locations  
Current Rate for the 2021-2022 Academic Year  
Begins October 1, 2021**

	<b>Start</b>	<b>480 hr</b>	<b>640 hr</b>
Dining Service Regular	\$13.00	\$13.50	\$14.00
Dining Service Supervisor/Scheduler	\$14.50	\$15.00	\$15.50
Dining Service Asst Mgr/Coordinator	\$18.00	\$18.50	

\*\* July 1, 2019 – All returning student workers after this date will start over with “0” hours worked due to the new time keeping system (Workday) implementation, which took place on this date.