



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. Entry level student employees begin at \$13.00 per hour.
 - Bakery, Catering, and Gentle Doctor Cafe entry level student employees begin at \$14 per hour.
2. To be eligible for a wage increase, a student employee will surpass working 480 hours. A second step increase will be earned when a student employee surpasses working 640 hours. The wage increases 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.
3. **Student employees' performance is considered** when raises are given. A discussion shall take place with the student employee to review overall performance.
4. Promotions to a student supervisor or student assistant manager position will lead to a reset of *total hours worked* 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.

Standard Pay Rate for All Dining Locations for the 2023-2024 Academic Year

	Start	480 hr	640 hr
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	

* ISU Dining recognizes the need to increase the hourly wage for *regular student employees and student supervisors* in the Bakery, Catering and Gentle Doctor Cafe locations due to the required extreme work hours (overnight) and transportation difficulties. Hours of work shifts may be in periods of time or in circumstances other than those considered normal (see pay scale below). If a worker is unable to fulfill the time/hour requirements, a facility transfer will be considered.

Non-traditional Pay Rate (Bakery, Catering and Gentle Dr only) for the 2023-2024 Academic Year

	Start	480 hr	640 hr
Dining Service Regular	\$14.00	\$14.50	\$15.00
Dining Service Supervisor	\$15.50	\$16.00	\$16.50
Dining Service Asst Mgr/Coordinator	\$18.00	\$18.50	