# 2014-2015 DDS Student Wage Structure

<table>
<thead>
<tr>
<th>Term:</th>
<th>Min hrs Per Term</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5+ Terms</th>
</tr>
</thead>
<tbody>
<tr>
<td>Associate I</td>
<td>60</td>
<td>10.00</td>
<td>10.50</td>
<td>10.75</td>
<td>11.00</td>
<td>0.25 Increase each term*</td>
</tr>
<tr>
<td>Associate II</td>
<td>100</td>
<td>11.00</td>
<td>11.50</td>
<td>11.75</td>
<td>12.00</td>
<td>0.25 Increase each term*</td>
</tr>
<tr>
<td>Supervisor**</td>
<td>100</td>
<td>12.00</td>
<td>12.50</td>
<td>12.75</td>
<td>13.00</td>
<td>0.25 Increase each term*</td>
</tr>
<tr>
<td>Area Manager**</td>
<td>120</td>
<td>13.00</td>
<td>13.50</td>
<td>13.75</td>
<td>14.00</td>
<td>0.25 Increase each term*</td>
</tr>
</tbody>
</table>

**Unless already at the $10.00 rate or higher when promoted – then the employee receives an increase to the next highest rate.

Wage increases and the flex dollar credit are contingent upon the following:
- Students must complete DDS employment forms each term worked.
- Students must be in good standing.
- Associate I’s are not eligible for the flex dollar credit.
- Employees who receive an unexcused absence will lose their flex dollar credit the following pay period.
- The per term hour requirement must be met in order to receive a pay increase the following term.
- Students that sign up as an Associate II but who fail to meet the 10hr/week hour requirement on a consistent basis will be demoted to Associate I for the remainder of the term.
- Promotion rates are contingent upon continued employment in the location in which you were promoted.

Promotion rates do not apply if you transfer to another area or work less than the majority of your shifts in the area in which you were promoted (unless pre-approved and authorized by a professional manager).
- Students who desire to work less than 6hrs/week may do so but will not be eligible for term increases or promotions.
- All overtime must be pre-approved and authorized by Kelly Mousley, Personnel Administrator or Don Reed, Associate Director.

**Rate increases and the discount credit are effective on the date employment forms are completed.**

Note: Student employees receive credit for terms worked as an Associate I when changing to an Associate II status and vice-versa…i.e. if a student works two terms as an Associate I and is earning $10.50 then the third term signs up as an Associate II their rate would increase to the base rate of Associate II at $11.00. A two-term Associate II earning $11.50 who then signs up as an Associate I would earn $10.75.