

ARTICLE 15 – JOB TITLES AND CLASSIFICATIONS

Section 1. Effective Autumn Quarter 2004, ASEs will be placed into titles and pay classifications based on the nature of job duties and qualifications as follows:

Title/Pay Classification	Occupation Code	Salary	Job Duties	Standard Qualifications
Reader/Grader	10886	Hourly Range	Non-teaching/research academic assistance	Undergraduate or Graduate Student
Tutor	10887	Hourly Range	Tutoring	Undergraduate or Graduate Student
UG Teaching Assistant	10868	Hourly Range	Assist in teaching	Undergraduate Student
UG Research Assistant	10869	Hourly Range	Assist in research	Undergraduate Student
Stipend Grad Trainee C	10859	Stipend per Grant	Research	Graduate
Teaching Assistant	10817	Base	Teaching	Premaster
Predoctoral Teaching Associate I	10817	Base + 7.5%	Teaching	Postmaster or equivalent
Predoctoral Teaching Associate II	10817	PDTA I + 7.5%	Teaching	Candidate
Predoctoral Instructor	10804	PDTA II Minimum	Teaching own class	Premasters, postmaster or Candidate
Research Assistant	10847	Base	Research	Premaster
Predoctoral Research Associate I	10847	Base + 7.5%	Research	Postmaster or equivalent
Predoctoral	10847	PDRA I + 7.5%	Research	Candidate

Research Associate II				
Staff Assistant	10857	Base	Non-teaching/research academic assistance	Premaster
Predoctoral Staff Associate I	10857	Base + 7.5%	Non-teaching/research academic assistance	Postmaster or equivalent
Predoctoral Staff Associate II	10857	PDRA I + 7.5%	Non-teaching/research academic assistance	Candidate
Summer Only Graduate Research Student Assistant	10854	Hourly Rate based on equivalent %FTE Rate*	Research	Graduate

*The GRSA Rate shall be calculated by multiplying the monthly salary for a %FTE Research Assistant by three and then dividing the product by 220.

Section 2. ASEs shall be appointed to the highest title and pay classifications for which they are eligible based on job duties, degree standing and experience, as described in Section 1. ASEs may be appointed to a higher title and pay classification at the discretion of the Department or Hiring Unit. In making promotional decisions, Departments and Hiring Units are encouraged to take an ASE's job experience and performance into account as well as degree standing.

Section 3. ASEs who meet the standard qualifications described above and who are assigned to teach their own courses shall be classified for that quarter in the Pre-doctoral Instructor title and pay classification.

Section 5. Variable rates are those established at or above PDTAII/PDRAII/PDSAII levels. Nothing in this Agreement is intended to limit the University's right to add new variable rates in all pay classifications or to change existing variable rates.

Section 6. No modifications or deletions shall be made to the bargaining unit pay classifications and job titles in Section 1 unless they are agreed to by both parties.

Section 7. The parties recognize that certain funding agencies do not allow tuition to be charged to the agency grant or contract. In such cases, the University may compensate the ASE at a pay rate equal to the appropriate salary level plus the

operating fee portion of tuition. The ASE will be responsible for payment of tuition to the University.