

Article 15 – Job Profiles and Classifications

Section 1. AEs will be placed into job profiles based on the nature of job duties and qualifications as follows:

Job Profile	Job Code	Job Duties	Standard Qualifications	Compensation
Reader/Grader	10886	Non-teaching/research academic assistance	Undergraduate or Graduate Student	Hourly Range
Tutor	10887	Tutoring	Undergraduate or Graduate Student	Hourly Range
UG Teaching Assistant	10868	Assist in teaching	Undergraduate Student	Hourly Range
UG Research Assistant	10869	Assist in research	Undergraduate Student	Hourly Range
Stipend Grad Trainee C	10859	Research	Graduate	Stipend per Grant
Teaching Assistant	10817	Teaching	Premaster	Base
			Postmaster or equivalent (Intermediate)	Base + 5%*
			Candidate	Intermediate + 5%*
Predocctoral Instructor	10804	Teaching own class	Premaster, Postmaster, or Candidate	TA Candidate Minimum

Research Assistant	10847	Research	Premaster	Base
			Postmaster or equivalent (Intermediate)	Base + 5%*
			Candidate	Intermediate + 5%*
Staff Assistant	10857	Non-teaching/research academic assistance	Premaster	Base
			Postmaster or equivalent (Intermediate)	Base + 5%*
			Candidate	Intermediate + 5%*
Summer Only Graduate Research Student Assistant (GRSA)	10854	Research	Graduate	Hourly Rate based on equivalent %FTE Rate***
Summer Only Graduate Teaching Student Assistant (GTSA)**	XXXXX	Teaching	Graduate	Hourly Rate based on equivalent %FTE Rate***
Summer Only Graduate Student Academic Assistant (GSAA)**	XXXXX	Non-teaching/research academic assistance	Graduate	Hourly Rate based on equivalent %FTE Rate***
Summer Only Graduate Predoctoral Instructor (GPI)**	XXXXX	Teaching own class	Graduate	Hourly Rate based on equivalent %FTE Rate***

*Effective July 1, 2024. Prior to July 1, 2024, the percentage between levels is 7.5%.

**The GTSA, the GSAA, and the GPI positions will be available for use starting Summer quarter 2025.

***The GRSA, the GTSA, the GSAA, and the GPI Rate shall be calculated by multiplying the monthly salary for a %FTE Research Assistant, Teaching Assistant, Staff Assistant, or Predoctoral Instructor (whichever is appropriate) by three and then dividing the product by 220 (50% FTE ASE quarterly workload).

Section 2. ASEs shall be appointed at the highest compensation for which they are eligible based on job duties, degree standing, and experience as described in Section 1. ASEs may be appointed at a higher compensation 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 Predoctoral Instructor job profile.

Section 4. Variable rates are those established at or above Teaching Assistant, Research Assistant and Staff Assistant candidate levels. Nothing in this Agreement is intended to limit the University's right to add new variable rates in all job profiles or to change existing variable rates.

Section 5. No modifications or deletions shall be made to the bargaining unit job profiles in Section 1 unless they are agreed to by both parties.

Section 6. 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.