ARTICLE 20
COMPENSATION

Section 1. It is understood that the Union has no authority, nor shall the University be obligated, to negotiate over stipends for graduate students, including the stipends of bargaining unit members, nor shall the University be obligated to negotiate over any other financial matters for graduate students who are not members of the bargaining unit. The provisions of this Article only apply when a student is working as a member of the bargaining unit.

Section 2. Compensation for salaried SWs.

A. Research Assistant 1 –

A Research Assistant 1-- A graduate student usually appointed on an annual basis for a 12-month period to perform research work under the supervision of a faculty/principal investigator**.** The parties understand that the work of a Research Assistant is a blend of academic and employment endeavors and that clear separation of each is difficult. The stipend that such an RA receives could be characterized as financial assistance or compensation or both. Thus, it is understood that for this category of SW and for purposes of this Agreement only, the stipend offered by the University is the functional equivalent of a salary and will be referred to as such in this Article only.

The minimum salaries for all such SWs in FY 25 were:

Life Sciences	12 months	$47,076
Physical Sciences	12 months	$45,180
Other	12 months	$42,480

10 month, academic term, or shorter appointments for these three levels are pro-rated accordingly.

Upon ratification, there will no longer be a distinction between disciplines for the RA rate. The minimum RA1 and RA2 rate will be $48,996. This represents an average increase of 9.1% (a 4.1% increase to the FY25 Life Science rate, a 8.4% increase to the Physical Science rate, and a 15.3% increase to the Other rate).

The following increases will apply to the minimum RA1 and RA2 rate of $48,996:

The rate will increase by 7.0% effective upon ratification
The rate will increase by 3.25% effective 7/1/27
The rate will increase by 3.25% effective 7/1/28
The rate will increase by 3.25% effective 7/1/29

Accordingly, the minimum pay rate will be as follows:

	Upon Ratification	FY28	FY29	FY30
12 months	$52,428	$54,132	$55,896	$57,708

B. Research Assistant 2 –

A Research Assistant 2 -- In addition to their research work, a graduate student who also has a teaching assignment.

Provided such a teaching appointment is approved by their faculty advisor, the SW will have an appropriate adjustment in their research assistant workload. If in discussions with the faculty advisor and/or principal investigator there is mutual agreement to not fully reduce the research assistant workload by the teaching appointment workload, and consistent with regulations such as visa restrictions, employment laws, and academic policies, the Research Assistant II will receive additional compensation for the increased workload.

The minimum salaries for Research Assistants 2 will be the same as for Research Assistants 1.

C. Teaching Fellows

1. There are four types of salaried teaching fellows (TFs) throughout the University who perform instructional duties:

1. Teaching Fellow 1
2. Teaching Fellow 2
3. Instructional Fellow
4. Pedagogical Fellow

General descriptions of the duties and eligibility for such positions are found in Article 2, Titles and Classifications and Article 16, Workload. More particularized duties may be found in individual employment appointment letters.

2. Teaching Fellow categories when the TF is teaching a single standard University course or section under the direction of a full-time faculty member or when teaching a course independently. Compensation may be pro-rated for courses that run for less than a full semester.

The minimum pay rates for FY 25 were as follows:

	Junior Rate	**Senior Rate**
Teaching rate A	$5,860	$6,575

The minimum rate for Teaching Fellow I or Pedagogical Fellow or a CA 1 or CA 2 for teaching a section in any School or College that usually although not always accompany lectures given by faculty members.

A Teaching Fellow 2 (Head Teaching Fellow) does not have section teaching responsibilities. Teaching Rate A is the rate for a Teaching Fellow 2. If a TF2 were to also lead a section, they would receive an additional TF1 appointment and be paid the TF1 compensation in addition to the TF2 compensation.

Teaching rate B $11,720 $13,150

The minimum rate for any Instructional Fellow. An Instructional Fellow has primary instructional responsibilities for a course, under the supervision of a faculty member.

The following increases will apply to these minimum teaching rates:

The junior rate will increase by 7.0% effective upon ratification
The senior rate will increase by 12.4% effective upon ratification
The rates will increase by 3.25% effective 7/1/27
The rates will increase by 3.25% effective 7/1/28
The rates will increase by 3.25% effective 7/1/29

Accordingly, the minimum pay rate will be as follows:

Teaching Fellow Rate A

	Upon Ratification	FY28	FY29	FY30
Junior	$6,270	$6,474	$6,684	$6,901
Senior	$7,390	$7,630	$7,878	$8,134

Teaching Fellow Rate B

	Upon Ratification	FY28	FY29	FY30
Junior	$12,540	$12,948	$13,368	$13,802
Senior	$14,780	$15,260	$15,756	$16,268

Except as minimally provided above, variation between and within Teaching Rates A and B will be determined by each School. While the School must pay the minimum rates above, the School has the discretion to pay more than this rate based on a variety of factors. In deciding whether more than the minimum should be paid, the School shall take into account various factors including but not limited to degree of difficulty of the course or section; class size; degree of independence and accountability for the SW; frequency of meetings; attendant course advising; and any oversight responsibilities. Such determination shall not be grievable.

Each School is required to publish which rate applies for particular courses and particular teaching activities.

All such rates may be pro-rated accordingly for courses with less than a full semester's (term's) duration.

3. The Senior Rates will be applied for any SW enrolled in a Ph.D. program. The Junior Rates will be applied for all other SWs. The parties agree that there are currently some situations where a School has stated in writing that it will pay the Senior Rate to SWs who would ordinarily be paid at the Junior Rate. Those situations will continue during the life of this Agreement. Determination of successful completion of the first two years is based on academic progress and is not grievable.

4. In courses that do not have a TF2, faculty may, but are not required, to designate a TF 1 to carry out some additional administrative duties. If such duties are beyond the scope of the appointment, additional compensation will be provided to the SW.

5. For SWs within their admissions offer period, (normally, in their third and fourth year of graduate work), the minimum rates described above for teaching will be considered compensation and will be separately paid to the SW. However, such compensation is not an addition to the SW's stipend. During the admissions offer period, the total amount of funding to the SW, including the compensation for teaching, will be equal to the amount specified in the admissions offer letter.

D. Other Teaching Rates

Full-time graduate students teaching in any School of the University will be paid under the Junior or Senior Teaching Rates A or B categories in Section C above, except for Lecturer/Instructors, Teaching Assistants and Salaried Course Assistants in the Division of Continuing Education (DCE).

Nothing shall preclude the University from paying higher compensation rates in its discretion.

E. Division of Continuing Education (DCE)

As an exception to the rates in Section C above unit members teaching in DCE were paid at the following minimum compensation rates depending on title during FY 25

DCE - Lecturer/instructor	$9,037	per 4 credit course
DCE - Teaching Assistant	$4,519	per 4 credit course
DCE - Head Teaching Assistant	$2,260	for such work
DCE - Salaried Course Assistant	$985	per 4 credit course

The following increases will apply to these minimum rates:

The rate will increase by 7.0% effective upon ratification
The rate will increase by 3.25% effective 7/1/27
The rate will increase by 3.25% effective 7/1/28
The rate will increase by 3.25% effective 7/1/29

Accordingly, the minimum pay rate will be as follows:

		Upon Ratification	FY28	FY29	FY30
DCE - Lecturer/instructor	(per 4 credit course)	$9,670	$9,984	$10,308	$10,643
DCE - Teaching Assistant	(per 4 credit course)	$4,835	$4,992	$5,154	$5,322
DCE - Head Teaching Assistant	(for such work)	$2,418	$2,497	$2,578	$2,662
DCE - Salaried Course Assistant	(per 4 credit course)	$1,054	$1,088	$1,123	$1,159

F. Other instructional work besides teaching. It is understood that programs may offer differing amounts of compensation for other instructional work besides teaching a course or section of a course, such as tutoring, thesis advising, leading practicums and other instructional work.

The rates for these appointments will be dependent on the duration and scope of the work. Work expectations, anticipated time commitments, and rate of pay must be detailed and explicit in the employment appointment letter, and such expectations should not reasonably imply an hourly wage less than the minimum hourly rate specified in this agreement. Any increase to those expectations will require additional compensation.

G. The teaching rates delineated in Section C. above for teaching courses includes, in addition to class time, preparation, grading, meeting with and advising students on course work and all other matters attendant to teaching the course. No additional compensation is paid for any such attendant work other than the course rate except as provided in Section C. d. above.

H. Limited Research Assistant Appointments

SWs may have short duration and/or limited scope salaried research assistant appointments. These appointments may be for work that is not directly related to the student's academic endeavors. The rates for these appointments will be dependent on the duration and scope of the work. Work expectations, anticipated time commitments, and rate of pay must be detailed and explicit in the employment

appointment letter and such expectations should not reasonably imply an hourly wage less than the minimum hourly rate specified in this agreement. Any increase to those expectations will require additional compensation.

Section 3. Compensation for Hourly SWs

A. It is recognized that hourly rates of pay for hourly Research Assistant, Course Assistants, hourly Teaching Fellows and other hourly workers vary greatly throughout the University. Some Schools have specific rates of pay for their hourly workers. Some hourly rates vary depending on the amount of available funds in a faculty member's grant.

B. However, all hourly SWs who perform instructional or research work regardless of School will receive at least the minimum hourly rate of pay. The minimum hourly rate for FY25 was $21.00.

The following increases will apply to the minimum hourly rate:

The rate will increase by $1.50 effective upon ratification
The rate will increase by $0.50 effective 7/1/27
The rate will increase by $0.50 effective 7/1/28
The rate will increase by $0.50 effective 7/1/29

Accordingly, the minimum hourly rate will be as follows:

	Upon Ratification	FY28	FY29	FY30
Minimum Hourly Rate	$22.50	$23.00	$23.50	$24.00

Section 4. A SW shall be paid on a timely basis, in accordance with the University's normal business operations, for the teaching and other compensable duties they performed, provided the SW has submitted to the University, in a timely fashion, all documentation or information necessary for the processing of said payment. In no case shall a SW be paid less frequently than on a monthly basis.

Section 5. If the University, in error, overpays wages to a SW in a given pay period, the University, once it discovers the error, will promptly notify the SW of the amount of the overpayment and the date on which the overpayment occurred. In such a case, the University and the SW will work out a repayment plan for the overage. If they wish, the SW may seek the help of the Union in negotiating over the repayment plan. Such repayment plan shall be consistent with applicable federal and state wage law.

In cases of overpayment, the University will not put a registration hold on student transcripts and records while repayment is pending.

If the University, in error, underpays a student worker, it shall promptly correct the error and pay any back wages owed. SWs shall endeavor to report to the University any possible overpayments, or underpayments, so they may be corrected as soon as possible.