*Note: Sections in this Article have been rearranged*

**Article SALARY\_ARTICLE – ~~Stipend~~ Salary**

**Section SALARY\_ARTICLE.GENERAL\_SECTION – General Provisions**

**PSU and GEU have a shared interest in promoting equity and providing a livable monthly salary to all GAs.**

**Employing units may determine a GA’s FTE and hourly rate, so long as they are set in keeping with the contents of this Article. The provisions in this Article apply to the combined salary and FTE and all hourly rates for GAs with multiple appointments.**

The University shall not reduce the monthly salary rate of bargaining unit employees re-appointed in a subsequent fiscal or academic year within the same employing ~~department~~**unit**.

**Section SALARY\_ARTICLE.LEVELS\_SECTION – GA Pay Level Definitions**

**Level I – Eligible graduate students admitted to a graduate degree program or doctoral students who are not eligible for a Level II or Level III appointment.**

**Level II – Eligible graduate students in a graduate degree program who have**

* 1. **a master’s degree in the same or cognate field,**
	2. **successfully completed a qualifying examination toward a doctoral degree,**
	3. **completed 45 credit hours toward a doctoral degree and have a written recommendation of the head of their major department, or**
	4. **completed at least one year of satisfactory coursework in the degree program.**

**Level III – Regularly enrolled doctoral students who have advanced to candidacy.**

**Section SALARY\_ARTICLE.MINIMUM\_SALARY\_SECTION – Minimum Salary ~~Monthly Salary Rate~~**

|  |  |  |  |
| --- | --- | --- | --- |
| **GA Level** | **Term of Appointment** | **Salary by Levels** | **Minimum Salary for 2017-2018** |
| **Level I** | **Monthly Salary** | **100% of Level I** | **$1,005** |
| **Hourly Rate** | **$13.65** |
|  |
| **Level II** | **Monthly Salary** | **111% of Level I** | **$1116** |
| **Hourly Rate** | **$15.15** |
|  |
| **Level III** | **Monthly Salary** | **111% of Level II** | **$1238** |
| **Hourly Rate** | **$16.82** |

1. The minimum monthly salary **at Level I** will be **set to no less than the federal poverty line, as published by the U.S. Department of Health and Human Services (**[**https://aspe.hhs.gov/poverty-guidelines**](https://aspe.hhs.gov/poverty-guidelines)**). The Level II and III minimum monthly salaries are computed from the minimum monthly salary as shown in the table above.**~~based on the annual salary rate and will be prorated for FTE. Effective September 16, 2017, the minimum annual salary rate at 1.0 FTE shall be $28,400 for 12-month graduate assistant appointments and $21,300 for 9-month graduate assistant appointments.~~
2. **The minimum hourly rate for the 2017/2018 academic year will be $13.65 at Level I, and the Level II and III hourly rates are computed from the minimum hourly rate as shown in the table above.**
3. **On the first day of employment of the Fall appointment period (September 16) of each year, the minimum hourly rate shall increase at the same rate as the Cost of Living Adjustment in Section SALARY\_ARTICLE.COLA\_SECTION.**

**Section SALARY\_ARTICLE.LEVEL\_ADVANCEMENT – Level Advancement:**

1. **GAs who advance a level will receive a minimum of a 5% raise to their salary or a monthly salary equal to the minimum monthly salary for that level, whichever is greater.**
2. **GAs who are entering a master’s or doctoral program and meet one of the qualifications of Level II or above and whom the University deems to have equivalent experience shall be appointed at no lower than Level II.**
3. **GAs shall be advanced to the appropriate level of the salary scale in the first pay period of the term immediately following the term during which the criteria for advancement were met. GAs will receive back pay taking the raise into account for all pay periods from when criteria for advancement were met until the implementation pay period.**

**~~Section 2 – Salary Increases~~**

1. ~~At the beginning of the first term following a 90-day implementation period after ratification by both parties, and for the period until September 15, 2018, the minimum annual salary rate for 12-month and 9-month graduate assistant appointments will increase by 5.63%.~~
2. ~~Effective September 16, 2018 and for the period until September 15, 2019, the minimum annual salary rate for 12-month and 9-month graduate assistant appointments will increase by 3.33%.~~
3. ~~Effective September 16, 2019 and for the period until September 15, 2020, the minimum annual salary rate for 12-month and 9-month graduate assistant appointments will increase by 3.23%.~~
4. ~~Effective September 16, 2020 and for the period until September 15, 2021, the minimum annual salary rate for 12-month and 9-month graduate assistant appointments will increase by 3.13%.~~
5. ~~Effective September 16, 2021 and for the period until September 15, 2022, the minimum annual salary rate for 12-month and 9-month graduate assistant appointments will increase by 3.03%.~~

|  |  |  |  |
| --- | --- | --- | --- |
| **~~Term of Appointment~~** | **~~Effective Dates~~** | **~~Minimum Annual Salary Rate at~~** **~~1.0 FTE~~** | **~~Increase Amount~~** |
| **~~2017-18 Salary Rates~~**  |
| ~~12 Months~~ | ~~September 16, 2017 until ratification by both parties~~ | ~~$28,400~~ | ~~NA~~ |
| ~~9 Months~~ | ~~$21,300~~ | ~~NA~~ |
| ~~Gross Hourly Rate~~ | ~~$13.65~~ | ~~NA~~ |
| **~~At the beginning of the first term following a 90-day implementation period after ratification by both parties through September 15, 2018~~** |  |  |  |
| ~~12 Months~~ | ~~Ratification by Both Parties through September 15, 2018~~ | ~~$30,000~~ | ~~5.63%~~ |
| ~~9 Months~~ | ~~$22,500~~ | ~~5.63%~~ |
| ~~Gross Hourly Rate~~ | ~~$14.42~~ |  |
| **~~2018-19 Salary Rates~~** |
| ~~12 Months~~ | ~~September 16, 2018 through September 15, 2019~~ | ~~$31,000~~ | ~~3.33%~~ |
| ~~9 Months~~ | ~~$23,250~~ | ~~3.33%~~ |
| ~~Gross Hourly Rate~~ | ~~$14.90~~ |  |
| **~~2019-20 Salary Rates~~** |
| ~~12 Months~~ | ~~September 16, 2019 through September 15, 2020~~ | ~~$32,000.00~~ | ~~3.23%~~ |
| ~~9 Months~~ | ~~$24,024.14~~ | ~~3.23%~~ |
| ~~Gross Hourly Rate~~ | ~~$15.38~~ |  |
| **~~2020-21 Salary Rates~~** |
| ~~12 Months~~ | ~~September 16, 2020 through September 15, 2021~~ | ~~$33,000~~ | ~~3.13%~~ |
| ~~9 Months~~ | ~~$24,750~~ | ~~3.13%~~ |
| ~~Gross Hourly Rate~~ | ~~$15.87~~ |  |
| **~~2021-22 Salary Rates~~** |
| ~~12 Months~~ | ~~September 16, 2021 through September 15, 2022~~ | ~~$34,000~~ | ~~3.03%~~ |
| ~~9 Months~~ | ~~$25,500~~ | ~~3.03%~~ |
| ~~Gross Hourly Rate~~ | ~~$16.35~~ |  |

**Section SALARY\_ARTICLE.CATCH\_UP\_SECTION - Catch up Cost of Living Adjustment (COLA)**

**All GAs employed during the 2017-2018 academic year will receive a one-time combined increase of $105 to their most recent monthly salary for current and subsequent appointments for the pay period during which ratification occurs.**

**Section SALARY\_ARTICLE.COLA\_SECTION - Cost Of Living Adjustment (COLA)**

**Effective the first day of employment of the Fall 2018 employment period (September 16, 2018), all GAs who were employed for any term during the previous academic year will receive a 2.38% (or if Portland Metro CPIU is available, its annual change or 2%, whichever is higher) increase to their salary rate upon reappointment into each academic year.**

**Section SALARY\_ARTICLE.RAISE\_IMPLEMENTATION\_SECTION – Raise Implementation**

**To compute a raise, perform the following steps:**

1. **If the GA was previously employed as a GA during a previous academic year and the salary is being computed for the initial pay period of the first appointment for this GA during a new academic year, apply the COLA increase in Section SALARY\_ARTICLE.COLA\_SECTION.**
2. **If the GA has met the criteria in Section SALARY\_ARTICLE.LEVELS\_SECTION for a new pay level, apply the level increase for the pay period wherein the criteria were met.**
3. **If the resulting monthly salary does not meet the minimum established in Section SALARY\_ARTICLE.1, increase it to meet that minimum.**

