

1 **ARTICLE 22. SALARY**

2 GTFF Proposed Language | ~~GTFF deletion~~ | UO Proposed Language | ~~UO deletion~~ |
3 Agreed Upon Language | Status Quo
4

5 **Section 1. Appointment Full Time Equivalency (FTE)**
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7 Salary rates on which GE stipends are calculated and salaries paid will be prorated according to
8 percentage FTE of the appointment held. Effective September 16, 2024 the minimum allowable
9 appointment for GE positions shall be 0.~~25~~40 FTE for a full quarter.
10

11 At the maximum 0.49 FTE appointment, a GE will be assigned employment responsibilities that
12 do not exceed a maximum of 215 hours for the quarter, or with the mutual consent of the GE
13 and the employing department, program or administrative unit, 646 hours per 9-month academic
14 year. Summer term allowances are in ARTICLE 19.
15

16 Workloads for GEs shall be prorated on the percentage basis of FTE. For example, a GE
17 appointed at 0.25 FTE shall be assigned employment responsibilities that do not exceed a
18 maximum of 110 hours of work per quarter, and proportionately for appointments at other FTEs
19 as follows:
20

FTE	HOURS PER QUARTER	AVERAGE HOURS PER WEEK (11 WEEKS PER TERM)	15% OF HOURS PER QUARTER
0.25	110	10	16.5
0.30	131	12	19.7
0.40	175	16	26.3
0.49	215	19	32.3

21
22 GEs who also work as student employees are limited to 0.49 FTE employment, counting both
23 the GE and student employment hours.
24

25 **Section 1a.** During the academic year, minimum FTE assignments of GEs who have sole
26 responsibility for teaching a course and/or are listed as the instructor of record shall be based
27 on the academic credit value of the course for which the GEs are responsible. (Sole

28 responsibility is understood to mean sole responsibility for preparation for and teaching of
29 classes assigned to them). Minimum FTE appointments shall be:

30

31 3 credit classes - minimum 0.40 FTE appointment

32 4 or 5 credit classes - 0.49 FTE appointment

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34 For four- or eight-week courses during the summer session, minimum FTE appointments of
35 GEs with the same responsibilities described above shall be:

36

37 3 credit classes - minimum 0.40 FTE appointment

38 4 or 5 credit classes - 0.49 FTE appointment

39

40 **Section 1b.** GEs are encouraged to notify their supervisors at any time during the quarter if
41 their GE assignments require hours in excess of assigned FTE.

42

43 **Section 1c.** GEs will not be asked to work more than 15% of one quarter's total FTE
44 assignment in any one week, except by mutual agreement of the GE and the supervisor in
45 advance of such an assignment.

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47 **Section 2. Across the Board (ATB) Salary Increases**

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49 On the dates in the table below, hiring units shall raise the base salary rates they pay GEs by at
50 least the corresponding percentage. Effective September 16, 2023~~6~~, ~~an ATB increase will be~~
51 ~~applied based on the department rate at a 1.0 FTE equivalent on a 9-month basis. Those~~
52 ~~units with salary base rates below \$50,000 will apply a 10% increase to their base rates.~~
53 ~~Those units with salary base rates above \$50,000 will apply a 4% increase to their base~~
54 ~~rates~~base salary rates will be increased at least 10%. Effective September 16, 2024~~7~~ base
55 salary rates will be increased at least 410%~~regardless of the unit base rate~~. Effective
56 September 16, 2025~~8~~ base salary rates will be increased at least 410%~~regardless of the unit~~
57 ~~base rate~~. Units may provide greater increases consistent with Section 5.

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Across the Board (ATB)	September 16, 202 <u>36</u>	September 16, 202 <u>47</u>	September 16, 202 <u>58</u>	<u>September 16, 2029</u>
Current 1.0 FTE rates below \$50K for a 9-month contract* <u>Across the Board (ATB) Raise</u>	10 %	<u>410%</u>	<u>410%</u>	<u>10%</u>
Current 1.0 FTE rates above \$50K for a 9-month contract *	<u>4%</u>			

62 ~~*A 1.0 FTE rate of \$50K for a 9-month contract is equivalent of a 0.5 FTE one term salary~~
63 ~~of \$8,333.~~
64

65 ATB increases will be applied to department rates prior to minimum salary increases under
66 Section 3. If after an ATB increase is applied under this section, a department rate is below the
67 minimums specified in Section 3 then the unit rate shall be increased to the minimums specified
68 in Section 3.
69

70 **Section 3. Salary Minimums Effective**
71

72 ~~September 16, 20236 all three GE levels shall have the same minimum salary rate. This~~
73 ~~unified minimum salary rate shall be set at 10.5% above the previous GE III minimum~~
74 ~~salary rate. This increases the GE I minimum 31.81% and the GE II minimum 16.68%~~
75 ~~above the previous rates and brings them up to the new unified minimum salary rate~~the
76 minimum salary rate will be increased 10%. Effective September 16, 20247, the **unified**
77 minimum salary rate will be increased 105%. Effective September 16, 20258, the **unified**
78 minimum salary rate will be increased 105%. Salary minimums increase as outlined below:
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80
81
82
83

GE Level	September 16, 20236	September 16, 20247	September 16, 20258	<u>September 16, 2029</u>
GE III <u>Minimum Salary Raise</u>	10.5%<u>10%</u>			
GE II	16.68%	5%<u>10%</u>	5%<u>10%</u>	<u>10%</u>
GE I	31.81%			

84

85 The unified GE minimum salary base rates are as follows:

86

GE Minimum Salary Base Rates	September 16, 20236	September 16, 20247	September 16, 20258	<u>September 16, 2029</u>
9 Month Annual Base Rate (Equivalent at 1.0 FTE)	\$46,828 <u>\$56,789.64</u>	\$49,169 <u>\$62,468.64</u>	\$51,627 <u>\$68,715.54</u>	<u>\$75,587.09</u>
One Month Base Rate (Equivalent at 1.0 FTE)	\$5,203.11 <u>\$6,309.96</u>	\$5,463.22 <u>\$6,940.96</u>	\$5,736.33 <u>\$7,635.06</u>	<u>\$8,398.57</u>
Gross Monthly Salary (0.20 FTE)	<u>\$1,040.62</u>	N/A	N/A	
Gross Monthly Salary (0.25 FTE)	\$1,300.78 <u>\$1,577.49</u>	\$1,365.81 <u>\$1,735.24</u>	\$1,434.08 <u>\$1,908.77</u>	<u>\$2,099.65</u>
Gross Monthly	\$1,560.93 <u>\$1,892.99</u>	\$1,638.97 <u>\$2,082.29</u>	\$1,720.90 <u>\$2,290.52</u>	<u>\$2,519.57</u>

Salary (0.30 FTE)				
Gross Monthly Salary (0.35 FTE)	\$1,821.09 <u>\$2,208.49</u>	\$1,912.13 <u>\$2,429.34</u>	\$2,007.72 <u>\$2,672.27</u>	<u>\$2,939.50</u>
Gross Monthly Salary (0.40 FTE)	\$2,081.24 <u>\$2,523.98</u>	\$2,185.29 <u>\$2,776.38</u>	\$2,294.53 <u>\$3,054.02</u>	<u>\$3,359.42</u>
Gross Monthly Salary (0.45 FTE)	\$2,341.40 <u>\$2,839.48</u>	\$2,458.45 <u>\$3,123.43</u>	\$2,581.35 <u>\$3,435.78</u>	<u>\$3,779.36</u>
Gross Monthly Salary (0.49 FTE)	\$2,549.52 <u>\$3,091.88</u>	\$2,676.98 <u>\$3,401.07</u>	\$2,810.80 <u>\$3,741.18</u>	<u>\$4,115.30</u>
One Quarter Minimum (0.50 FTE)	\$7,804.67 <u>\$9,464.94</u>	\$8,194.85 <u>\$10,411.44</u>	\$8,604.50 <u>\$11,452.59</u>	<u>\$12,597.85</u>

87 One quarter term salary can be calculated by multiplying the monthly salary by three (monthly
88 salary x 3 = one quarter salary).

89

90 **Section 4. GE Levels**

91 **GE I** - Regularly enrolled graduate students admitted to a graduate degree program or doctoral
92 students who are not eligible for a GE II or GE III appointment.

93

94 **GE II** - Regularly enrolled graduate students who have a) master's degree in the same or
95 cognate field as their UO degree program, b) successfully completed a qualifying examination
96 or equivalent milestone toward their UO doctoral degree, or c) completed 45 credit hours toward
97 a doctoral degree in the same or cognate field as their UO degree program and have written
98 recommendation of the head of their major department.

99

100 **GE III** - Regularly enrolled doctoral students who have advanced to candidacy.

101

102 Graduate students transferring from another institution who meet one of the qualifications of GE
103 II above at another institution and whom the University deems to have equivalent experience
104 shall be appointed at no lower than the GE II level.
105

106 GEs shall be advanced to the appropriate level of the salary scale at the beginning of the term
107 immediately following that during which the criteria for the level advancement were met.
108

109 **Section 5.** Academic and administrative units reserve the right to pay at a higher level, so long
110 as salary equity by level of appointment for GEs is maintained in the department, program or
111 administrative unit.
112

113 **Section 6.** Gross pay shall be stated in each individual GE's notice of appointment. Monthly
114 gross pay for full months shall be paid as stated in each individual GE's notice of appointment.
115 Monthly gross pay for partial months' pay shall be calculated as a fraction of the stated gross
116 pay for full months prorated according to the ratio of working days worked within the
117 appointment dates and working days of the particular partial month. Each GE shall be paid in
118 full each payday for the month or fraction thereof which they have worked and which is covered
119 by their appointment in accordance with the payroll salary distribution schedule described in
120 Section 7 below.
121

122 In the event that a GE appointed for more than one academic quarter decides not to work as a
123 GE in one or more of the quarters for which the GE has an appointment, overpayment will be
124 returned to the University by the GE immediately.
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126 **Section 7. If the University fails to issue pay to any GE by the payment date indicated on**
127 **their appointment letter, the University shall be liable for any costs incurred by the GE as**
128 **a result of late payment, including but not limited to overdraft fees, late fees assessed for**
129 **rent or other household bills. If the University is more than five (5) calendar days late in**
130 **issuing GE pay, the University shall also provide affected GEs with \$25 per calendar day**
131 **until their full salary is issued.**
132

133 **Section 87.** For GEs classified as salaried non-exempt, the overtime rate of pay of 1.5 times
134 their hourly rate shall be calculated by Payroll in the same manner in which they calculate
135 overtime for other salaried non-exempt employees. Currently, Payroll calculates the hourly rate
136 and overtime rate on a weekly basis.
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138 ACADEMIC YEAR APPOINTMENTS
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12 month	7/1 - 6/30	12 payments
9 month	9/16 - 6/15	Sept and Jun ½ month; Oct - May full month

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141 APPOINTMENT BY QUARTER

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Fall	9/16 - 12/15	Sep and Dec ½ month; Oct - Nov full month
Winter	12/16 - 3/15	Dec and Mar ½ month; Jan - Feb full month
Spring	3/16 - 6/15	Mar and Jun ½ month; Apr - May full month

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144 TWO-QUARTER APPOINTMENTS

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Fall/Winter	9/16 - 3/15	Sep and Mar ½ month; Oct - Feb full month
Winter/Spring	12/16 - 6/15	Dec and Jun ½ month; Jan - May full month

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148 SUMMER TERM

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Summer	6/16 - 9/15	June and Sep ½ month; July - Aug full month
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151 Appointment dates in the tables above are approximate. Actual working dates may vary based
 152 on term start, dates, end dates, and grading deadlines. In no case shall a hiring unit require a
 153 GE to exceed the maximum employee assigned responsibilities for their FTE (Section 1).
 154 Teaching GEs are not expected to work beyond when grades are due.