

Academic Student Employee Hiring Guidelines

Faculty Affairs Office

The hiring of Academic Student Employees (**Teaching Associates, Graduate Assistants, and Instructional Student Assistants**) is regulated by the articles of the Collective Bargaining Agreement as agreed upon by the CSU and the UAW (Bargaining Unit 11). The current CBA covers the period of November 9, 2010 through September 30, 2013 and may be accessed at:

http://www.calstate.edu/LaborRel/Contracts_HTML/CBA_Contract/index.shtml

Care must be taken to ensure that Agreement articles related to appointment and notice, as well as CSU System-wide Classification and Qualification Standards are upheld.

Work Assignments & Salary

According to CSU Qualification & Classification Standards, there are three types of Academic Student Employees (ASE's): Teaching Associates (TA's), Graduate Assistants (GA's), and Instructional Student Assistants (ISA's). All Academic Student Employees must be enrolled in a degree seeking program at California State University, Stanislaus. Teaching Associates and Graduate Assistants are to be employed within the Programs in which they are seeking a Graduate degree. These classifications differ from traditional Student Assistants in that the nature of work ASE's are expected to perform is in the areas of grading, tutoring or teaching either directly or in support of faculty. Traditional Student Assistants (not ASE's) perform other duties including clerical, technical, custodial, laborer or other work as assigned.

- **Teaching Associates** are given work assignments that primarily involve classroom and laboratory instruction. Responsibility for preparing course materials and administering the course is vested in the TA under the direct supervision of a faculty member.
- **Graduate Assistants** provide non-teaching assistance to faculty members with work assignments that may involve supervising students, research for a supervising faculty member, and the evaluation of student work and examinations.
- **Instructional Student Assistants** have working assignments that may involve tutoring, advising, and/or grading.

Salary

- TAs, GAs, and ISAs may be hired at any salary within the appropriate range on the salary schedule
- Reappointment of TAs, GAs, and ISAs within the same department must be at the same salary as their previous appointment or above
- Salaries of GA's and ISA's may be funded traditionally or through the federal work study program.
- AY TA's are salaried positions and receive six pay warrants for each semester assignment.
- GA's are salaried positions and receive five pay warrants for each semester appointment (Fall: Sept, Oct, Nov, Dec, Jan; Spring: Feb, Mar, Apr, May, Jun). Monthly GA's (2325) are paid monthly based on length of employment.
- ISA's are positive pay positions, paid for hours worked. ISA's receive their pay warrants on the "Payday for Students, Hourly/Intermittent, Overtime, Shift, Stipend, and Special Pay" dates as noted on the University Payroll Calendar, usually the 15th day of the month.

Hiring Academic Student Employees

The university is required by the Unit 11 Collective Bargaining Agreement to advertise open positions for Teaching Associates, Graduate Assistants, and Instructional Student Assistants when they become available. Open hire positions are those positions available for currently enrolled or admitted students and are not used to fulfill a commitment of support made to a student (a) at the time of admission or (b) under an existing advising relationship with a faculty member(s). The hiring program should contact Faculty Affairs for information/instructions on posting online positions at (209) 667-3392. Programs may, when necessary, make emergency appointments. An emergency appointment is one in which the beginning of the appointment period must begin less than a week after the position is posted.

All position postings should contain the following information:

- An employment non-discrimination statement (included as part of the online or paper application)
- A general description of the duties performed by each of the classifications covered by the agreement.
- The minimum and required qualifications by classification as established by and at the sole discretion of the University.

- Application procedures or hiring unit contact person for bargaining unit positions.
- Hiring criteria for each classification.
- Percentage or number of hours of appointment, when known.
- Deadlines for application or review begins on date

Classifications & Hiring Ranges

Graduate Assistants and Teaching Associates

Classification Title	Job Code	Salary Range Minimum	Salary Range Maximum
Teaching Associate – AY	2354	\$2,046	\$4,809
Teaching Associate – Monthly/12 Month	2353	\$2,318	\$5,521
Graduate Assistant – AY	2355	\$1,956	\$2,772
Graduate Assistant – Monthly/Hourly	2325	\$1,956 / \$11.28 Hr.	\$3,844/ \$22.18 Hr.
Graduate Assistant – Federal Work Study	2326	\$1,956 / \$11.28 Hr.	\$3,844/ \$22.18 Hr.

Instructional Student Assistants

Classification Title	Job Code	Salary Range Minimum	Salary Range Maximum
Instructional Student Assistant	1150	\$11.50	\$17.92
Instructional Student Assistant–Work Study	1151	\$11.50	\$17.92
ISA-Off Campus	1152	\$11.50	\$17.92
ISA-Off Campus- Work Study	1153	\$11.50	\$17.92

- Programs must coordinate Work Study appointments with the Financial Aid Office.
- Salary Minimum and Maximum figures are as of July 1, 2014.

Separations & Terminations

If an Academic Student Employee declines or resigns from an appointment, the employee should submit a written letter stating that they decline the appointment or resign from the position (an effective date must be included).

- ✓ Teaching Associates: Teaching Associate positions are for a specific period. Hiring programs should notify Faculty Affairs of any TA's not returning or when the appointment ends early.
- ✓ Graduate Assistants: Graduate Assistants positions are for a specific period. Hiring programs should notify Faculty Affairs of any GA's not returning or when the appointment ends early.
- ✓ Instructional Student Assistants: Instructional Student Assistants are hired with an effective start and end date.

If an Academic Student Employee fails to perform his or her duties in fulfillment of the appointment, the hiring department or supervisor should consult with Faculty Affairs.

Appointment Letters, Conditions of Appointment & Evaluation

Per the Collective Bargaining Agreement, no employee shall be deemed appointed in the absence of an official written notification and the bargaining unit employee's acceptance within the timelines established by the notification. Each hiring program is responsible for completing the appropriate paperwork to hire Instructional Student Assistants and the timely submission to the Faculty Affairs Office. Each ISA must complete the sign-in process with the Faculty Affairs Office prior to reporting for work. The Faculty Affairs Office will generate appointment letters for Instructional Student Assistants. The Unit 11 Collective Bargaining Agreement stipulates that in addition to an appointment letter, each Academic Student Employee is to receive documentation that outlines the employee's specific duties of appointment. Hiring programs are responsible for completing Position Descriptions for Instructional Student Assistants. Templates are located on the Faculty Affairs website at: <http://www.csustan.edu/FacultyAffairs/EmploymentOppsUnit11.html>.

Conditions of Appointment

- The duration, terms and conditions of an employee's appointment will be specified in the appointment notification. The appointment shall state that the appointment automatically expires at the end of the period stated and does not establish an obligation for a subsequent appointment. No other notice shall be provided.

- If an appointment accepts appointment(s) for one or more terms, and the position offered is no longer available, the CSU will ensure that the employee:
 - is placed in an appointment at the same level of compensation for the academic term(s) stated in the appointment, or
 - receives the same compensation in lieu of the position for the academic term(s) in the appointment.
- An employee may be reassigned by the CSU due to the operational needs of the CSU upon written notice. The CSU shall determine its operational needs, including the quality of instructional and research activities. Any reassignment must be to another position with the same compensation.
- As a condition of employment all employees must remain academically eligible. In the event he employee becomes ineligible, the employee may be removed without pay form or returned to said appointment as set forth below:
 - Within the first five weeks of an academic term, the University may, at its sole direction, remove an employee who has become academically ineligible
 - If a bargaining unit employee regains academic eligibility, the University shall determine in its sole discretion whether or not to reinstate the employee. Reinstatement, if any shall be at the level of employment held prior to removal.

Evaluation of Academic Student Employees:

The evaluation of Academic Student Employees is governed by Article 8 of the Collective Bargaining Agreement (http://www.calstate.edu/LaborRel/Contracts_HTML/CBA_Contract/Article_8.shtml) and is defined as a faculty member's or supervisor's written assessment of an bargaining unit employees' employment performance.

If an employment evaluation is to take place, the employing program or hiring unit shall communicate, in writing, evaluation criteria, schedule and procedures for written employment evaluations to the employee (or upon request to the Union) within the first fourteen (14) days of the appointment period. Please see the Unit 11 CBA for additional information specific to employment evaluations.

Restrictions on Total Employment

Academic Student Employees (TA's, GA's, and ISA's) may not be concurrently employed in a non-student classification (i.e., Lecturer, Substitute, Special Consultant, Extended Learning Instructor, or Staff position).

- **Graduate Assistant Employment Policy:**

Graduate Assistants are limited to a maximum of **20 hours per week of total employment while the student is enrolled in classes**. Graduate Assistants employed for less than 20 hours per week may be appointed concurrently in another student classification up to a combined total of approximately 20 hours per week.

- **Teaching Associate Employment Policy:**

Teaching Associates must be appointed **less than full-time, up to a maximum of 14.8 units, while the student is enrolled in classes**. Teaching Associates appointed half-time or more may **not** be appointed concurrently in another classification. Teaching Associates appointed for less than half-time may be appointed concurrently in another student classification, up to a **combined total of approximately 20 hours per week**.

- **Instructional Student Assistant Employment Policy:**

Instructional Student Assistants are limited to a maximum of **20 hours per week of total employment while the student is enrolled in classes**. Instructional Student Assistants employed for less than 20 hours per week may be appointed concurrently in another student classification up to a combined total of approximately 20 hours per week.

Sign-In:

All new Academic Student Employees must complete the Sign-In Process at the Faculty Affairs Office located in the Mary Stuart Rogers building, Suite 340, **before** they can begin working.

Additional information on academic student employee positions may be obtained by reviewing the CSU Classification Standards for Unit 11 positions as available at: <http://www.calstate.edu/HRAdm/Classification/index.shtml>.