

**ACADEMIC STUDENT EMPLOYEE (ASE) SALARY SCHEDULE
Unit 11 Salaries - Effective January 1, 2023**

Classification	Job Code	Range	Time Base Limit*	Minimum Rate	Maximum Rate
Instructional Student Assistant (ISA) - Classification and Qualification Standards Hourly, Intermittent; Paid monthly, mid-month; Undergrad or Grad Students					
On-Campus	1150	-	20 hrs/wk	\$ 17.00†	\$21.62
On-Campus Work-Study	1151	-	20 hrs/wk	\$ 17.00	\$21.62
Off-Campus	1152	-	20 hrs/wk	\$ 17.00	\$21.62
Off-Campus Work-Study	1153	-	20 hrs/wk	\$ 17.00	\$21.62
Graduate Assistant (GA) - Classification and Qualification Standards AY Paid 5 checks per semester, Monthly paid Monthly; Grad Student Enrolled in Program					
AY (Full AY)	2355	1/A	.5 FTE	\$ 2,943	\$3,972
AY (1 Semester)		2/B	.5 FTE	\$ 2,943	\$3,972
Monthly	2325	-	.5 FTE	\$ 3,091	\$5,508
On-Campus Work-Study	2326	-	.5 FTE	\$ 3,091	\$5,508
Teaching Associate (TA) - Classification and Qualification Standards AY Paid 6 checks per semester; Others paid Monthly; Grad Student Enrolled in Program					
AY (Master's Level)	2354	1/A	1.0 FTE	\$ 2,943	\$6,891
AY (Doctoral Level)		2/B	1.0 FTE	\$3,470	\$8,686
12-month (Master's Level)	2353	1/A	1.0 FTE	\$3,322	\$7,912
12-Month (Doctoral Level)		2/B	1.0 FTE	\$3,968	\$9,994
Summer (Master's Level)	2324	1/A	1.0 FTE	\$2,943	\$11,946
Summer (Doctoral Level)		2/B	1.0 FTE	\$3,470	\$15,062
Ext. Educ.-for Credit (Master's)	2309	1/A	1.0 FTE	\$2,943	\$11,946
Ext. Educ.-for Credit (Doctoral)		2/B	1.0 FTE	\$3,470	\$15,062
Substitute TA - Hourly‡	2453	-	-	\$19.17	\$86.90

*All ASE employment is considered non-exempt employment. All ASEs may be approved to work up to 40 hours per week (paid) when classes are not in session during their appointment, and must be paid overtime if approved to exceed 40 hours per work week. Total appointment time base from any combination of appointments—including with non-ASE student assistant positions—may not exceed the lowest maximum time base.

†The minimum salaries reflect the City of San José minimum hourly wage of \$17.00

‡Substitute TA must be a current TA substituting for another TA. Workload remains limited as described in the first note.