

Article 34: Wages**34.1. Minimum Rates**

Effective September 1, 2023, ASE's shall be placed on the pay scale described in Table 1.

Table 1:

	Pre-bachelor		Pre-master		Postmaster or equivalent		Candidate	
Location	Salary	Hourly	Salary	Hourly	Salary	Hourly	Salary	Hourly
Pullman	\$2,498	\$33	\$2,700	\$36	\$2,903	\$38	\$3,120	\$41
Spokane	\$2,548	\$34	\$2,755	\$36	\$2,962	\$39	\$3,184	\$42
Prosser	\$2,548	\$34	\$2,755	\$36	\$2,962	\$39	\$3,184	\$42
Tri-Cities	\$2,548	\$34	\$2,755	\$36	\$2,962	\$39	\$3,184	\$42
Wenatchee	\$2,598	\$34	\$2,809	\$37	\$3,020	\$40	\$3,246	\$43
Mt Vernon	\$2,734	\$36	\$2,956	\$39	\$3,178	\$42	\$3,416	\$45
Puyallup	\$2,948	\$39	\$3,187	\$42	\$3,426	\$45	\$3,683	\$49
Vancouver	\$3,358	\$44	\$3,630	\$48	\$3,902	\$52	\$4,195	\$56

34.2 Standard Qualification Levels

34.2.1 For each step an ASE moves up in the experience categories identified in Table 1, there will be a 7.5% increase in salary.

34.2.2 ASEs who meet the standard qualifications described above and who are assigned to teach their own courses shall be paid at the candidate rate.

34.2.3 ASEs shall be appointed to the highest pay classifications for which they are eligible based on job duties, degree standing and experience. ASEs may be appointed to a higher pay classification at the discretion of the Department or Hiring Unit. In making promotional decisions, Departments and Hiring Units are encouraged to take an ASE's job experience and performance into account as well as degree standing.

34.3 Variable Rates

34.3.1 Variable rates are those established at or above the salaries described in Table 1. Nothing in this Agreement is intended to limit the University's right to add new variable rates in all pay classifications or to increase existing variable rates.

34.3.2 If a variable rate is established, the same 7.5% increase between standard qualification steps shall apply.

34.4 Yearly Wage Increases

34.4.1 Effective September 1, 2023, the University shall move all ASEs to the wage rates in Table 1 or increase their wage rate by 25%, whichever results in the greater increase.

34.4.2 Effective September 1 of each subsequent year of this agreement;

- a. The base rates in table 1 shall be increased by 12%
- b. All ASE variable rates shall be increased by the same percentage as the base rate

34.5 The parties recognize that certain funding agencies do not allow tuition to be charged to the agency grant or contract. In such cases, the University may compensate the ASE at a pay rate equal to the appropriate salary level plus the operating fee portion of tuition. The ASE will be responsible for payment of tuition to the University.