

ARTICLE __: BASE COMPENSATION

1. 9 month, FTE contracts

- a. SGEU is proposing a tiered pay table where years of service at SU correspond with an increase in stipend—a structure that acknowledges and rewards graduate employees’ professional growth and experience while also incentivizing steady progression through one’s program. It is our belief that the compensation rates listed in the subsequent table:
 - i. will provide graduate employees with the means they need to professionally and personally thrive at SU;
 - ii. make graduate employment (and the corresponding education) economically accessible to broader swath of the American and global population (rather than just those of particular means), honoring SU’s commitment to cultivating a truly diverse graduate body;
 - iii. and lastly, are representative of the overall value and prestige graduate employees bring to Syracuse University via their instructional delivery and research.

- b. Compensation Table to take effect in the 24-25 AY

Research Assistant, Teaching Assistant, Graduate Assistant FTE Contract Salary Structure	
Tier Description	FTE Pay Rate
Graduate Assistants in Year 1 and Year 2	\$42,313
Pre-Candidacy Grad Assistants in Years 3+	\$46,121
PhD Candidates	\$50,271

*The amounts stated in the above table represent minimum compensation rates. No part of this article or contract shall preclude a specific department or advisor from paying graduate employees above the previously stated base pay.

2. Additional Bonus Compensation for those serving as Instructors of Record

- a. In acknowledgment of the work and labor disparity between traditional TA responsibilities and the responsibilities of those serving as instructors of record, SGEU seeks additional compensation for graduate employees serving as instructors of record. This bonus shall be determined by the number of students being taught, as well as the credit hours associated with the course, as laid out in the table below:

Instructor of Record Bonus							
Class Size	2-7 Students	8-11 Students	12-21 Students	22-31 Students	32-41 Students	42-51 Students	52+ Students
3 Credit Hours	\$1,000	\$1,300	\$1,600	\$1,900	\$2,200	\$2,500	\$2,800 + \$125 per student above 52
4 Credit Hours	\$1,330	\$1,729	\$2,128	\$2,527	\$2,926	\$3,325	\$3,724 + \$166 per student above 52

3. Annual Cost-Of-Living Adjustment (COLA)

- a. SGEU is seeking a clause that ensures “cost-of-living” adjustments, in all departments and programs across campus, keep pace with inflation, which has been as high as 6% over the last two fiscal years according to the Bureau of Labor Statistics
- b. Accordingly, SGEU proposes the following COLA policies:
 - i. Cost of Living Adjustments, for the duration of this Collective Bargaining Agreement, shall equal the year-over-year inflation rate according to the Consumer Price Index (CPI) maintained by the Bureau of Labor Statistics

- ii. In the event of the deflationary economic trend, base stipends shall not be decreased, nor shall a COLA adjustment be dispersed.