

# University of Oregon Management Proposal

June 5, 2026

*(Track changes reflects modifications of the original cba language)*

## ARTICLE 22. SALARY

### Section 1. Appointment Full Time Equivalency (FTE)

Salary rates on which GE stipends are calculated and salaries paid will be prorated according to percentage FTE of the appointment held. ~~Effective September 16, 2024 the~~The minimum ~~allowable~~ appointment for GE positions shall be 0.25 FTE for a full quarter.

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

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

| FTE  | HOURS<br>PER<br>QUARTER | AVERAGE HOURS PER WEEK<br>(11 WEEKS PER TERM) | 15% OF HOURS<br>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                        |

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

**Section 1a.** During the academic year, minimum FTE assignments of GEs who have sole responsibility for teaching a course and/or are listed as the instructor of record shall be based on the academic credit value of the course for which the GEs are responsible. (Sole responsibility is understood to mean sole responsibility for preparation for and teaching of classes assigned to them). Minimum FTE appointments shall be:

3 credit classes - minimum 0.40 FTE appointment

4 or 5 credit classes - 0.49 FTE appointment

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

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3 credit classes - minimum 0.~~2540~~ FTE appointment

4 or 5 credit classes - 0.~~3049~~ FTE appointment

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

**Section 1c.** GEs will not be asked to work more than 15% of one quarter's total FTE assignment in any one week, except by mutual agreement of the GE and the supervisor in advance of such an assignment. Except for GEs classified as Instructors, GEs agree to receive permission from their supervisor prior to working more than forty (40) hours in a work week.

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

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

| <del>Across the Board (ATB)</del>                                     | <del>September 16, 2023</del> | <del>September 16, 2024</del> | <del>September 16, 2025</del> |
|-----------------------------------------------------------------------|-------------------------------|-------------------------------|-------------------------------|
| <del>Current 1.0 FTE rates below \$50K for a 9-month contract*</del>  | <del>10%</del>                | <del>4%</del>                 | <del>4%</del>                 |
| <del>Current 1.0 FTE rates above \$50K for a 9-month contract *</del> | <del>4%</del>                 |                               |                               |

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

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

### **Section 3. Salary Minimums**

For the duration of the Agreement, the unified minimum salary rate for all GE appointments shall be \$51,627 (9-month annual base rate, at 1.0 FTE).

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~~Effective September 16, 2023 all three GE levels shall have the same minimum salary rate. This unified minimum salary rate shall be set at 10.5% above the previous GE III minimum salary rate. This increases the GE I minimum 31.81% and the GE II minimum 16.68% above the previous rates and brings them up to the new unified minimum salary rate. Effective September 16, 2024, the unified minimum salary rate will be increased 5%. Effective September 16, 2025, the unified minimum salary rate will be increased 5%. Salary minimums increases as outlined below:~~

| <del>GE Level</del> | <del>September 16, 2023</del> | <del>September 16, 2024</del> | <del>September 16, 2025</del> |
|---------------------|-------------------------------|-------------------------------|-------------------------------|
| <del>GE III</del>   | <del>10.5%</del>              | <del>5%</del>                 | <del>5%</del>                 |
| <del>GE II</del>    | <del>16.68%</del>             |                               |                               |
| <del>GE I</del>     | <del>31.81%</del>             |                               |                               |

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

| <del>GE Minimum Salary Base Rates</del>                     | <del>September 16, 2023</del> | <del>September 16, 2024</del> | <del>September 16, 2025</del> |
|-------------------------------------------------------------|-------------------------------|-------------------------------|-------------------------------|
| <del>9 Month Annual Base Rate (Equivalent at 1.0 FTE)</del> | <del>\$46,828</del>           | <del>\$49,169</del>           | <del>\$51,627</del>           |
| <del>One Month Base Rate (Equivalent at 1.0 FTE)</del>      | <del>\$5,203.11</del>         | <del>\$5,463.22</del>         | <del>\$5,736.33</del>         |
| <del>Gross Monthly Salary (0.20 FTE)</del>                  | <del>\$1,040.62</del>         | <del>N/A</del>                | <del>N/A</del>                |
| <del>Gross Monthly Salary (0.25 FTE)</del>                  | <del>\$1,300.78</del>         | <del>\$1,365.81</del>         | <del>\$1,434.08</del>         |
| <del>Gross Monthly Salary (0.30 FTE)</del>                  | <del>\$1,560.93</del>         | <del>\$1,638.97</del>         | <del>\$1,720.90</del>         |
| <del>Gross Monthly Salary (0.35 FTE)</del>                  | <del>\$1,821.09</del>         | <del>\$1,912.13</del>         | <del>\$2,007.72</del>         |
| <del>Gross Monthly Salary (0.40 FTE)</del>                  | <del>\$2,081.24</del>         | <del>\$2,185.29</del>         | <del>\$2,294.53</del>         |
| <del>Gross Monthly Salary (0.45 FTE)</del>                  | <del>\$2,341.40</del>         | <del>\$2,458.45</del>         | <del>\$2,581.35</del>         |
| <del>Gross Monthly Salary (0.49 FTE)</del>                  | <del>\$2,549.52</del>         | <del>\$2,676.98</del>         | <del>\$2,810.80</del>         |
| <del>One Quarter Minimum (0.50 FTE)</del>                   | <del>\$7,804.67</del>         | <del>\$8,194.85</del>         | <del>\$8,604.50</del>         |

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

### Section 4. GE Levels

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

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

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

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

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

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

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

In the event that a GE appointed for more than one academic quarter decides not to work as a GE in one or more of the quarters for which the GE has an appointment, overpayment will be returned to the University by the GE immediately.

**Section 7.** For GEs classified as salaried non-exempt, the overtime rate of pay of 1.5 times their hourly rate shall be calculated by Payroll in the same manner in which they calculate overtime for other salaried non-exempt employees. Currently, Payroll calculates the hourly rate and overtime rate on a weekly basis.

## **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 |

### APPOINTMENT BY QUARTER

|        |              |                                           |
|--------|--------------|-------------------------------------------|
| 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 |

### TWO-QUARTER APPOINTMENTS

|               |              |                                           |
|---------------|--------------|-------------------------------------------|
| 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 |

### SUMMER TERM

|        |             |                                             |
|--------|-------------|---------------------------------------------|
| Summer | 6/16 - 9/15 | June and Sep ½ month; July - Aug full month |
|--------|-------------|---------------------------------------------|

Appointment dates in the tables above are approximate. Actual working dates may vary based on term start, dates, end dates, and grading deadlines. In no case shall a hiring unit require a GE to exceed the maximum employee assigned responsibilities for their FTE (Section 1). Teaching GEs are not expected to work beyond when grades are due.