

Appendix A – Salary Scales

2017 – 0%	w/o Vacation Pay	Vacation Pay
Grad Teaching Fellow/Univ. Teaching Fellow	6,259.43	6,740.92
Grad Teaching Assistant (120 hrs/semester)		
Ph.D.	2,436.00	2,623.38
Masters	2,322.00	2,500.62
Teaching Assistant 1 (90 hrs/semester)		
Ph.D.	1,827.00	1,967.54
Masters	1,741.50	1,875.46
4th Year	1,530.00	1,618.27
Other	1,253.70	1,326.03
Teaching Assistant 2 (Hourly Rate)		
Ph.D.	20.30	21.86
Masters	19.35	20.84
4th Year	17.00	17.98
Other	13.93	14.73

2018 – 0%	w/o Vacation Pay	Vacation Pay
Grad Teaching Fellow/Univ. Teaching Fellow	6,259.43	6,740.92
Grad Teaching Assistant (120 hrs/semester)		
Ph.D.	2,436.00	2,623.38
Masters	2,322.00	2,500.62
Teaching Assistant 1 (90 hrs/semester)		
Ph.D.	1,827.00	1,967.54
Masters	1,741.50	1,875.46

CUPE 2419 2017-2021 Appendix A

4th Year	1,530.00	1,618.27
Other	1,253.70	1,326.03
Teaching Assistant 2 (Hourly Rate)		
Ph.D.	20.30	21.86
Masters	19.35	20.84
4th Year	17.00	17.98
Other	13.93	14.73

2019 – 0%*	w/o Vacation Pay	Vacation Pay
Grad Teaching Fellow/Univ. Teaching Fellow	6,259.43	6,740.92
Grad Teaching Assistant (120 hrs/semester)		
Ph.D.	2,436.00	2,623.38
Masters	2,322.00	2,500.62
Teaching Assistant 1 (90 hrs/semester)		
Ph.D.	1,827.00	1,967.54
Masters	1,741.50	1,875.46
4th Year	1,530.00	1,618.27
Other	1,253.70	1,326.03
Teaching Assistant 2 (Hourly Rate)		
Ph.D.	20.30	21.86
Masters	19.35	20.84
4th Year	17.00	17.98
Other	13.93	14.73

* Active employees at the time of ratification will receive a one-time lump sum payment of \$500.

CUPE 2419 2017-2021 Appendix A

2020 – 1.5%	w/o Vacation Pay	Vacation Pay
Grad Teaching Fellow/Univ. Teaching Fellow	6,353.32	6,842.04
Grad Teaching Assistant (120 hrs/semester)		
Ph.D.	2,472.54	2,662.74
Masters	2,356.83	2,538.12
Teaching Assistant 1 (90 hrs/semester)		
Ph.D.	1,854.41	1,997.06
Masters	1,767.62	1,903.59
4th Year	1,552.95	1,642.54
Other	1,272.51	1,345.92
Teaching Assistant 2 (Hourly Rate)		
Ph.D.	20.60	22.18
Masters	19.64	21.15
4th Year	17.26	18.26
Other	14.14	14.96

2021 – 1.75%	w/o Vacation Pay	Vacation Pay
Grad Teaching Fellow/Univ. Teaching Fellow	6,464.50	6,961.77
Grad Teaching Assistant (120 hrs/semester)		
Ph.D.	2,515.81	2,709.33
Masters	2,398.07	2,582.54
Teaching Assistant 1 (90 hrs/semester)		
Ph.D.	1,886.86	2,032.00
Masters	1,798.55	1,936.90
4th Year	1,580.13	1,671.29
Other	1,294.78	1,369.48

CUPE 2419 2017-2021 Appendix A

Teaching Assistant 2 (Hourly Rate)		
Ph.D.	20.96	22.57
Masters	19.98	21.52
4th Year	17.56	18.57
Other	14.39	15.22

Notes:

1. The column headed including vacation pay above, includes vacation pay at the rate of 3/52nds or 4/52nds of normal earnings. Quotations of pay, both verbally and in writing, are to be assumed to include appropriate vacation pay, unless specified otherwise.
2. **JOB CLASSIFICATIONS**
 - 2.1 **Graduate Teaching Fellow (GTF)**

Graduate Teaching Fellows are fully qualified graduate students accepted to either a master's or doctoral degree program at the University of Regina who are awarded a Fellowship by the Faculty of Graduate Studies and Research (FGSR) on the recommendation of the corresponding academic unit. Fellowships are integrated with a Graduate Teaching Assistantship at either the master's or doctoral level. Students need not be registered at the time of application, but must be registered full-time throughout the semester to which the appointment applies. Duties normally consist of teaching one undergraduate course. The work is directed by a faculty member assigned by the head of the academic unit. Holders of teaching fellowships must have appropriate qualifications to teach in the assigned unit. As a condition of employment, all Graduate Teaching Fellows will have attended, or will attend, a teaching workshop as may be offered by the Centre **for Teaching and Learning**.

CUPE 2419 2017-2021 Appendix A

2.2 Graduate Teaching Assistant (GTA)

Graduate Teaching Assistants are fully qualified graduate students accepted in either a master's or doctoral degree program at the University of Regina who are awarded an assistantship by the Faculty of Graduate Studies and Research on the recommendation of the corresponding academic unit. Students need not be registered at the time of application, but must be registered full-time throughout the semester to which the appointment applies. Duties will normally consist of assisting with the instructional program of undergraduate courses or laboratories, assisting with research on curriculum development for a course, and/or marking assignments or tests, counseling or tutoring positions. A GTA position is to have 120 assigned hours of work per semester. As a condition of employment, all Graduate Teaching Assistants will have attended, or will attend, a teaching workshop as may be offered by the Centre **for Teaching and Learning**.

Note: Qualifying and Probationary master's students are not eligible for funding by the Faculty of Graduate Studies and Research.

2.3 University Teaching Fellow (UTF)

University Teaching Fellows are fully qualified graduate students accepted to either a master's or doctoral degree program at the University of Regina, who are awarded a Fellowship by the academic unit. Students need not be registered at the time of application, but must be registered full-time throughout the semester to which the appointment applies. Duties normally consist of teaching one undergraduate course. The work is directed by a faculty member assigned by the head of the academic unit. Holders of teaching fellowships must have appropriate qualifications to teach in the assigned unit. As a condition of employment, all University Teaching Fellows will have attended, or will attend, a teaching workshop as may be offered by the Centre **for Teaching and Learning**.

CUPE 2419 2017-2021 Appendix A

2.4 Teaching Assistant 1 (TA1)

A Teaching Assistant 1 is an employee engaged for one semester to assist a faculty member by leading either one seminar or one lab section per week for at least ten weeks of the semester, with associated marking, preparation and assignments. These positions are generally considered to be an average of 90 hours (including vacation pay) for the semester. The rate of pay for this position shall be based on the pay classification of the employee in Note 3. If seminars or labs can be demonstrated to require more than 90 hours, additional hours are to be approved by the supervisor before being worked or paid.

2.5 Teaching Assistant 2 (TA2)

A Teaching Assistant 2 is an employee engaged for one semester to assist a faculty member in any of the following ways: marking assignments or tests, counselling or tutoring positions, Fine Arts skilled positions, **invigilating duties**, etc. The number of hours assigned to these positions will be determined by the academic unit offering the position in a fair and reasonable manner, based on anticipated hours of work. The rate of pay for these positions shall be based on the pay classification of the employee in Note 3. If the position requires more hours than were originally assigned, additional pay shall be paid.

2.6 Counselling Assistant

A counselling assistant is an employee engaged for a semester by Counselling Services, and is on call for approximately twenty hours per week for thirteen weeks. The hourly rate will be the appropriate pay classification specified in Note 3.

2.7 Student Assistant

A student assistant is an employee who is hired to facilitate with the research and associated functions of a project in an academic or administrative unit. This classification also includes an employee who is hired by a faculty member holding a research grant to provide services associated with the research project. Such

CUPE 2419 2017-2021 Appendix A

employees will be paid based on the hourly rate appropriate to their pay classification as specified in Note 3, except in circumstances where it would violate any terms and conditions set by an external funding agency.

3. PAY CLASSIFICATIONS

- 3.1 **Ph.D.:** Employees will be paid at this rate if the Faculty of Graduate Studies and Research has accepted them as Ph.D. students, or if they hold Ph.D. degrees.
- 3.2 **Master's:** Employees will be paid at this rate if they have been accepted as fully qualified Master's students by the Faculty of Graduate Studies and Research, or if they hold Master's degrees.
- 3.3 **Fourth Year:** An employee will be paid at this rate who requires thirty hours or fewer in order to complete the undergraduate degree in the discipline in which employed or who has attained an undergraduate degree in the area in which employed, and is not eligible to be paid at the Master's rate.
- 3.4 **All Others:** All student employees not eligible for rates in Note 3.1 to 3.3 will be paid at this rate.