

**ACADEMIC STUDENT EMPLOYEE (ASE) SALARY SCHEDULE
Unit 11 Salaries - Effective January 1, 2026**

Classification	Job Code	Range	Time Base Limit*	Minimum Rate	Maximum Rate
Instructional Student Assistant (ISA) - Classification and Qualification Standards Undergrad or Grad Students Hourly, Intermittent; Paid monthly, mid-month; Payments issued mid-month on the 15th					
On-Campus	1150	-	20 hrs/wk	\$ 18.45†	\$23.84
On-Campus Work-Study	1151	-	20 hrs/wk	\$ 18.45†	\$23.84
Off-Campus	1152	-	20 hrs/wk	\$ 18.45†	\$23.84
Off-Campus Work-Study	1153	-	20 hrs/wk	\$ 18.45†	\$23.84
Graduate Assistant (GA) - Classification and Qualification Standards Grad Student Enrolled in Program AY Appointment paid 5 checks per semester, Monthly paid Monthly; Payments issued beginning of each month					
AY (Full AY)	2355	1/A	.5 FTE	\$3,245	\$4,380
AY (1 Semester)		2/B	.5 FTE	\$3,245	\$4,380
Monthly	2325	-	.5 FTE	\$3,408	\$6,072
On-Campus Work-Study	2326	-	.5 FTE	\$3,408	\$6,072
Teaching Associate (TA) - Classification and Qualification Standards Grad Student Enrolled in Program AY Appointment paid 6 checks per semester; §Others paid Monthly basis for the duration of appointment					
AY (Master's Level)	2354	1/A	1.0 FTE	\$3,245	\$7,598
AY (Doctoral Level)		2/B	1.0 FTE	\$3,826	\$9,576
12-month (Master's Level)	2353	1/A	1.0 FTE	\$3,662	\$8,723
12-Month (Doctoral Level)		2/B	1.0 FTE	\$4,374	\$11,019
Summer (Master's Level)	2324	1/A	1.0 FTE	\$3,245	\$13,170
Summer (Doctoral Level)		2/B	1.0 FTE	\$3,826	\$16,606
Ext. Educ.-for Credit (Master's)	2309	1/A	1.0 FTE	\$3,245	\$13,170
Ext. Educ.-for Credit (Doctoral)		2/B	1.0 FTE	\$3,826	\$16,606
Substitute TA - Hourly‡	2453	-	-	\$21.13	\$95.81

*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 \$18.45

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

§ Pay to academic year (AY) TAs issues monthly for twelve (12) months beginning in October. However, note that fall semester pay issues in the months of October, November, December, January, February, and the following September and spring semester pay issues in the months of March, April, May, June, July and August. The unique AY monthly pay patterns may be found here: [Academic Payment Schedule AY Faculty / Teaching Associate](#)

Salary Schedule of Unit 11 is finalization from CSU Chancellor's Office Last updated 11/20/2025