

| Job Title                                    | Qualifications                       | FLSA Classification   | Hourly Rate<br>(non-exempt classification) |       | Full Academic year<br>Salary/Stipend |        | Fall or Spring<br>Semester<br>Salary/Stipend |        | Summer<br>Salary/Stipend* |       |
|--|--------------------------------------|-----------------------|--|-------|--------------------------------------|--------|--|--------|---------------------------|-------|
|  |                                      |                       | min**                                      | max   | min                                  | max    | min  | max    | min                       | max   |
| <b>Graduate Assistant</b>                    | Enrolled in a Masters or PhD program | Non-exempt - Hourly   | 11.80                                      | 20.00 | N/A                                  |        | N/A  |        | N/A                       |       |
| <b>Graduate Grading Assistant</b>            | same as above                        | same as above         | 11.80                                      | 20.00 | N/A                                  |        | N/A  |        | N/A                       |       |
| <b>Graduate Technical Assistant</b>          | same as above                        | same as above         | 11.80                                      | 20.00 | N/A                                  |        | N/A  |        | N/A                       |       |
|  |                                      |                       |  |       |                                      |        |  |        |                           |       |
| <b>Graduate Teaching Assistant-Masters</b>   | Enrolled in a Masters program        | Exempt - biweekly     | N/A  |       | 13,750                               | 20,000 | 6,875  | 10,000 | 4,583                     | 6,667 |
| <b>Graduate Teaching Assistant - PhD</b>     | Enrolled in a PhD program            | same as above         | N/A  |       | 20,000                               | 26,250 | 10,000                                       | 13,125 | 6,667                     | 8,750 |
|  |                                      |                       |  |       |                                      |        |  |        |                           |       |
| <b>Graduate Research Assistant - Masters</b> | Enrolled in a Masters program        | student, not employee | N/A  |       | 13,750                               | 20,000 | 6,875  | 10,000 | 4,583                     | 6,667 |
| <b>Graduate Research Assistant - PhD</b>     | Enrolled in a PhD program            | same as above         | N/A  |       | 20,000                               | 26,250 | 10,000                                       | 13,125 | 6,667                     | 8,750 |

Graduate Assistants, Grading Assistants and Technical Assistants are paid for actual hours worked during the appointment period.

Graduate Teaching Assistants (GTAs) are paid a bi-weekly salary beginning in September and ending in May. If the GTA is not continuously engaged in teaching responsibilities during Fall and Spring semesters, an individual appointment can be made for a single semester.

Graduate Research Assistants (GRAs) appointed for a full academic year receive semi-monthly stipend payments beginning in September and ending in May. If the GRA is not continuously engaged in research responsibilities during Fall and Spring semesters, an individual appointment can be made for a single semester.

GRA Masters and PhD must meet the following requirements: 1) matriculated in a Masters or PhD degree program; 2) conducting original, professional-level research which is primarily for the purpose of fulfilling the requirements for an advanced degree (i.e. the research is related to the student's field of study); 3) the research is performed under the supervision of an RIT faculty member; and 4) the research environment is provided by RIT. Per the U.S. Department of Labor, no employment relationship exists between the graduate student (who meets the criteria listed above) and the University; therefore, GRAs are considered to be "students" and not "employees" (i.e. not covered by the FLSA).

\*Note: the above summer salary/stipend ranges are calculated by dividing the academic year rate by 9 months and multiplying by 3 summer months

For students who work throughout the calendar year, please add the academic year minimum rates to the summer minimum rates to determine the calendar year minimums.

\*\*updated 12/31/19