

Job Title	Qualifications	FLSA Classification	Hourly Rate (non-exempt classification)		Full Academic Year (2020-2021) Salary/Stipend		Fall 2020 or Spring 2021 Semester Salary/Stipend		Summer Salary/Stipend*	
			min**	max	min	max	min	max	min	max
<b>Graduate Assistant</b>	Enrolled in a Masters or PhD program	Non-exempt - Hourly	12.50	20.00	N/A		N/A		N/A	
<b>Graduate Grading Assistant</b>	same as above	same as above	12.50	20.00	N/A		N/A		N/A	
<b>Graduate Technical Assistant</b>	same as above	same as above	12.50	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.

\*\*effective 12/31/2020