

Academic Student Employees (ASE) - UNIT 11

Instructional Student Assistant (ISA) / Graduate Assistants (GA) / Teaching Associates (TA)

Winter 2025

**** Students Do Not Need to Be Enrolled to Work during Winter Break ****

Submit Position Postings & Hiring Forms: ogs-aseunit11@csus.edu

Winter Intersession Dates **DEC 23 – JAN 1, 2025**

Campus Closed – Winter Break DEC 25, 2024 – JAN 1, 2025

Start Submitting Position Postings **NOV 4, 2024** (CBA 2.1-2)

Start Submitting OnBase Entry Hires **NOV 18, 2024**

PRIORITY – ASE / Unit 11 Deadline **DEC 9, 2024**

Winter Intersession 2025 Unit 11 Work Dates (ASE-PTF):

<u>Position</u>	<u>Work Dates</u>
○ Teaching Associate (TA)	JAN 2 – 14, 2025
○ Instructional Student Assistant (ISA)	AUG 26, 2024 – JAN 20, 2025*
○ Graduate Assistant (GA)	AUG 30, 2024 – JAN 30, 2025*

*Part of **Fall 2024** dates

Late Applications – We will accept late applications, but **we cannot guarantee** that students will process in time to start their position on the first day noted on the PTF. Processing may take 5-7 business days.

Important Academic Calendar Dates

- **Grades Posted – Fall 2024 JAN 2, 2025** (CBA 2.14)

✓ **Appointment notification will be sent to the student's Sac State email. The signed letter must be returned to the HR - Student Employment Office, per directions, within 14 calendar days of the date noted on the letter** (CBA 2.10)

✓ **Students must NOT work until their signed offer letter is returned to the Student Employment Office** (CBA 2.10)

✓ **New & Continuing Student Employees (w/ break 12 month+ service break)** – These students will be required to submit the additional payroll documents. Student HR will be sending an email to the student PRIOR to the appointment notification before being eligible to begin working.

✓ **Work Period – Dates on ASE-PTF** - Students may only work WITHIN the semester work dates assigned by the Payroll Office. Contact the Student Employment Office if the student needs to start earlier (e.g., training or orientation).

Unit 11 Pay Base – Links

Doctorate Students: The pay scale is different, please verify pay before submitting paperwork. Chancellor's website for Unit 11 Salary Schedule:

<http://www.calstate.edu/hrpims/salary/SalarySchd20171009.pdf>

Collective Bargaining Agreement

<http://www.calstate.edu/hr/employee-relations/bargaining-agreements/contracts/uaw/index.shtml>

In order to stay in compliance with the CBA, please be mindful of the due dates & hiring periods for Academic Student Employees

Article 2.1 - The University shall create and maintain a central website on each campus and shall post information on it regarding open hire bargaining unit employee positions when these positions become available. Open hire positions are those positions available for currently enrolled or admitted students that are not used to fulfill a commitment of support made to a student (a) at the time of admission or (b) under an existing advising relationship with a faculty member(s). The University may update or edit this information as appropriate.

Article 2.5 - Departments or other hiring units may also post information regarding open hire positions. Departments or other hiring units may, when necessary, make emergency appointments. For the purpose of this Article an emergency situation is one in which the beginning of the appointment period must begin less than a week after the position is posted.

Article 2.10 - No employee shall be deemed appointed in the absence of an official written notification from the President and the bargaining unit employee's acceptance within the timelines established by the notification. The bargaining unit employee shall have **fourteen (14)** days from the date of written notification to accept the appointment.

Article 2.14 - As a condition of employment, all employees must remain academically eligible. In the event the employee becomes academically ineligible, the employee may be removed without pay from or returned to said appointment as set forth below.

- a. Within the first five (5) weeks of an academic term, the University may, at its sole discretion, remove an employee who has become academically ineligible.
- b. If a bargaining unit employee regains academic eligibility, the University shall decide in its sole discretion whether to reinstate the bargaining unit employee. Reinstatement, if any, shall be at the level of employment held prior to removal