

**2023-2024 Award and Minimum Salary Rates for Graduate Assistantship Appointments
(Sept 2023 to Aug 2024)**

Rates for a One-month Term RA appointment								
Pay Scale	Work Hours Per Week	Award	Minimum Salary		Estimated Benefits		Total Wage	
			Doctoral Program	Master's Program	Doctoral Program	Master's Program	Doctoral Program	Master's Program
12	12	\$1102.57	\$1,232.96	\$1,138.06	\$123.30	\$113.81	\$2,458.83	\$2,354.44
11	11	\$1010.68	\$1,130.23	\$1,043.22	\$113.02	\$104.32	\$2,253.93	\$2,158.22
10	10	\$918.81	\$1027.47	\$948.39	\$102.75	\$94.84	\$2,049.03	\$1,962.04
9	9	\$826.93	\$924.71	\$853.54	\$92.47	\$85.35	\$1,844.11	\$1,765.82
8	8	\$735.05	\$821.99	\$758.69	\$82.20	\$75.87	\$1,639.24	\$1,569.61
7	7	\$643.16	\$719.23	\$663.86	\$71.92	\$66.39	\$1,434.31	\$1,373.41
6	6	\$551.29	\$616.49	\$569.03	\$61.65	\$56.90	\$1,229.43	\$1,177.22
5	5	\$459.40	\$513.73	\$474.19	\$51.37	\$47.42	\$1,024.50	\$981.01
4	4	\$367.52	\$410.98	\$379.35	\$41.10	\$37.94	\$819.60	\$784.81
3	3	\$275.64	\$308.25	\$284.52	\$30.83	\$28.45	\$614.72	\$588.61
2	2	\$183.77	\$205.50	\$189.68	\$20.55	\$18.97	\$409.82	\$392.42
1	1	\$91.88	\$102.76	\$94.83	\$10.28	\$9.48	\$204.92	\$196.19
Rates for a 4-month Term RA appointment								
Work Hours Per Week	Award	Minimum Salary		Estimated Benefits		Total Wage		
		Doctoral Program	Master's Program	Doctoral Program	Master's Program	Doctoral Program	Master's Program	
12	\$4,410.28	\$4,931.84	\$4,552.24	\$493.18	\$455.22	\$9,835.30	\$9,417.74	
11	\$4,042.72	\$4,520.92	\$4,172.88	\$452.09	\$417.29	\$9,015.73	\$8,632.89	
10	\$3,675.24	\$4,109.88	\$3,793.56	\$410.99	\$379.36	\$8,196.11	\$7,848.16	
9	\$3,307.72	\$3,698.84	\$3,414.16	\$369.88	\$341.42	\$7,376.44	\$7,063.30	
8	\$2,940.20	\$3,287.96	\$3,034.76	\$328.80	\$303.48	\$6,556.96	\$6,278.44	
7	\$2,572.64	\$2,876.92	\$2,655.44	\$287.69	\$265.54	\$5,737.25	\$5,493.62	
6	\$2,205.16	\$2,465.96	\$2,276.12	\$246.60	\$227.61	\$4,917.72	\$4,708.89	
5	\$1,837.60	\$2,054.92	\$1,896.76	\$205.49	\$189.68	\$4,098.01	\$3,924.04	
4	\$1,470.08	\$1,643.92	\$1,517.40	\$164.39	\$151.74	\$3,278.39	\$3,139.22	
3	\$1,102.56	\$1,233.00	\$1,138.08	\$123.30	\$113.81	\$2,458.86	\$2,354.45	
2	\$735.08	\$822.00	\$758.72	\$82.20	\$75.87	\$1,639.28	\$1,569.67	
1	\$367.52	\$411.04	\$379.32	\$41.10	\$37.93	\$819.66	\$784.77	

Notes:

a) These tables are for budgeting purposes only. They are based on the GRA rates posted by FGSR + estimated benefits added to the salary component.

<https://www.ualberta.ca/human-resources-health-safety-environment/media-library/my-employment/agreements/gsa-agreement-se-graduate-student-assistantship-agreement-final.pdf>

b) Total Wage = Award component + Salary component + Benefits

c) Benefits are not paid on Award component.

d) Benefits are estimated at 10% on Salary component only.

e) Hours Per Term do not include one week of paid vacation.

f) 1-month term rates are from Appendix B in the collective agreement. 4-month term is calculated at 4x the 1-month term.

g) Allow for annual contract increases (approximately 1-2%/year)

h) Allow for annual merit increases (5%/year on salary portion) for students employed in previous academic year (whose work was satisfactory) in addition to the annual negotiated contract increases

Short Term Academically Related Employment (STARE)

The minimum hourly rate shall be at least half of the stipend (salary + award) for the graduate assistant rate. Benefits are not included in this salary and must be added.

Doctoral \$22.46/hr Masters \$21.54/hr