



**UNIVERSITY OF GUAM
UNIBETSEDAT GUAHAN
Board of Regents**

Resolution No. 26-12

**RELATIVE TO UPDATING THE TEACHING ASSISTANT PAY SCALE FOR UNDERGRADUATE
AND GRADUATE STUDENTS**

WHEREAS, the University of Guam (UOG) is the primary U.S. Land Grant and Sea Grant institution accredited by the Western Association of Schools and Colleges Senior College and University Commission serving the post-secondary needs of the people of Guam and the region;

WHEREAS, pursuant to 17 GCA § 16136, the Board of Regents (BOR) Articles of Incorporation, and the BOR Bylaws, the BOR is authorized to adopt rules and regulations governing student employment;

WHEREAS, Teaching Assistants support the student's University experience with the opportunity to earn supplementary income while gaining valuable classroom experience supporting faculty with their primary role with teaching and classroom activities;

WHEREAS, Teaching Assistants often take on responsibilities such as grading, providing one-to-one student support, and assist with multiple sections of classes;

WHEREAS, the last review and revision to the Teaching Assistant pay scale was in April 2019, pursuant to BOR Resolution 19-13;

WHEREAS, a needed update is necessary to bring the TA pay rate to comparable internship pay across University programs;

WHEREAS, the 22% General Pay Plan increase in 2023 was applied to all classified service staff and University Professional/Technical employees excluding Teaching Assistants hence the need for this adjustment;

WHEREAS, alignment with the University General Pay Plan Grade E for undergraduates and Grade H for graduate students would reflect a proportionate increase; and

WHEREAS, the updated increase ensures fair compensation that promotes a more equitable and just work environment across UOG's classrooms.

WHEREAS, the BOR Academic, Personnel and Tenure committee has reviewed this action and recommends this be sent to the full BOR for approval.

NOW, THEREFORE, BE IT RESOLVED, that the BOR hereby approves the enclosed Teaching Assistant pay scale for undergraduate and graduate students.

Adopted this 19th day of February, 2026.

Mike W. Naholowaa, Acting Chairperson

ATTESTED:

Anita Borja Enriquez, D.B.A., Executive Secretary

Exhibit 1: Proposed Teaching Assistant Pay Scale Update

University of Guam
Human Resources Office
Teaching Assistant Pay Scale

Undergraduate

Grade	Rate
Undergraduate Step 1	\$12.37
Undergraduate Step 2	\$13.33
Undergraduate Step 3	\$14.36

Graduate

Grade	Rate
Graduate Step 1	\$15.56
Graduate Step 2	\$16.76
Graduate Step 3	\$18.05

Undergraduate Teaching Assistant (TA)

Step 1: (Grade E), 0-30 credits; starting pay is \$12.37 per hour.

Step 2: (Grade E), 31-90 credits + one semester TA experience; starting pay is \$13.33 per hour.

Step 3: (Grade E), 91+ college credits + 1 year or two semesters TA experience; starting pay is \$14.36 per hour.

Graduate Teaching Assistant (TA)

Step 1: (Grade H), Bachelor's Degree + less than 1-year TA experience or (1-12 graduate credits); starting pay is \$15.56 per hour.

Step 2: (Grade H), Bachelor's Degree + 1-year (or two semesters) TA experience or (13-20 graduate credits); starting pay is \$16.76 per hour.

Step 3: (Grade H), Bachelor's Degree + 2-year (or four semesters) TA experience or (more than 20 graduate credits); starting pay is \$18.05 per hour.

Job Description

Teaching Assistant (Undergraduate)

Undergraduate Teaching Assistants provide administrative support for quiz, discussion, or laboratory sections and serve as class assistants. Faculty or other academic personnel should provide appropriate guidance and feedback, particularly in cases where Undergraduate Teaching Assistants are filling new roles and engaging in activities that are new to them. Undergraduate Teaching Assistants may not perform teaching duties.

Note: This Teaching Assistant Pay Scale is managed by the UOG Human Resources Office

Exhibit 1: Proposed Teaching Assistant Pay Scale Update (continued)

Teaching Assistant (with a Bachelor’s Degree and/or Graduate Student status)

Graduate Teaching Assistants lead quiz, discussion, or laboratory sections, serve as class assistants, or provide supervised teaching. Faculty or other academic personnel should provide appropriate guidance and feedback, particularly in cases where Graduate Teaching Assistants are filling new roles and engaging in activities that are new to them. A Graduate Teaching Assistant is usually a pre-master’s or a graduate student.

University General Pay Plan

Government of Guam - General Pay Plan - 2023

Graduate TA →	Pay Grade	H-01	H-02	H-03	H-04	H-05
	Per Annum	\$32,355	\$33,581	\$34,853	\$36,173	\$37,545
	2080 hours	\$15.56	\$16.14	\$16.76	\$17.39	\$18.05
	Pay Grade	G-01	G-02	G-03	G-04	G-05
	Per Annum	\$30,169	\$31,313	\$32,498	\$33,731	\$35,008
	2080 hours	\$14.50	\$15.05	\$15.62	\$16.22	\$16.83
Undergraduate TA →	Pay Grade	F-01	F-02	F-03	F-04	F-05
	Per Annum	\$28,269	\$29,340	\$30,452	\$31,606	\$32,804
	2080 hours	\$13.59	\$14.11	\$14.64	\$15.20	\$15.77
	Pay Grade	E-01	E-02	E-03	E-04	E-05
	Per Annum	\$25,736	\$26,712	\$27,724	\$28,774	\$29,865
	2080 hours	\$12.37	\$12.84	\$13.33	\$13.83	\$14.36

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Exhibit 2: Teaching Assistant Pay Scale adopted by BOR Res. 19-13

**University of Guam
Human Resources Office
Teaching Assistant PayScale
March 14, 2019**

Modified for Consideration by Deans & BOR Relative to Alignment with BOR-Approved UGPP

Teaching Assistant

	Steps				
	2	3	4	5	6
Undergraduate	\$9.50	\$9.66	\$10.23	\$10.62	\$11.02
	1	2	3	4	5
Graduate	\$12.75	\$13.23	\$14.25	\$14.80	\$15.36

Undergraduate Teaching Assistant	Step 2	Undergrad Student with 61 - 90 credits IN ACADEMIC PROGRAM
	Step 3	Undergrad Student with 90 or more credits IN ACADEMIC PROGRAM
Graduate Teaching Assistant	Step 1	Grad Student with 0 - 12 credits
	Step 2	Grad Student with 7 - 13 credits IN ACADEMIC PROGRAM and 1 year Teaching Assistant Experience
	Step 3	Grad Student with 14 - 20 credits IN ACADEMIC PROGRAM and 2 years Teaching Assistant Experience
	Step 4	Grad Student with 21 - 27 credits IN ACADEMIC PROGRAM and 3 years Teaching Assistant Experience
	Step 5	Grad Student with 28 or more credits IN ACADEMIC PROGRAM and 4 years Teaching Assistant Experience

**Job Description
Teaching Assistant
(Undergraduate)**

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Teaching Assistant

(with a Bachelor's Degree and/or Graduate Student status)

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