

BOD 2025-26 – XR

**Resolution in Support of Establishing a Teaching Associate (TA) Tuition and Fee Waiver
Program at Cal State East Bay**

WHEREAS, Associated Students, Incorporated (ASI) of California State University, East Bay (CSUEB) is the recognized voice of approximately 11,000 students; and

WHEREAS, it is the mission of the ASI Board of Directors to advocate and provide responsible and effective leadership for a diverse student population to make sound decisions for the betterment of CSUEB students; and

WHEREAS, Teaching Associates (TAs) play a **critical instructional role** at Cal State East Bay by leading laboratory sections, assisting in lectures, grading assignments, mentoring students, and supporting faculty in high-enrollment general-education and gateway courses; and

WHEREAS, on average, approximately **20 to 30 Teaching Associates** are employed each semester across departments such as **Computer Science, Mathematics, Biological Sciences, Chemistry & Biochemistry, Engineering, and Statistics**, collectively supporting instruction for hundreds of undergraduate students each term ¹. These Teaching Associates significantly reduce student-to-faculty ratios, expand course availability, and provide individualized academic support that directly advances CSUEB's **Graduation Initiative 2025** goals of retention, equity, and timely degree completion ²; and

WHEREAS, TAs are formally classified under **Job Codes 2353 and 2354** and represented by **UAW Local 4123 (Unit 11)** - the Academic Student Employee bargaining unit within the California State University system - and are governed by CSUEB's *Policy on Teaching Associates*, which designates them as part-time graduate instructors responsible for direct teaching and instructional support while pursuing advanced study ³; and

¹. <https://www.csueastbay.edu/directory/>

². <https://www.calstate.edu/csu-system/why-the-csu-matters/graduation-initiative-2025>

³. <https://www.csueastbay.edu/oaa/files/docs/policies-and-procedures/ta.pdf>



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WHEREAS, the CSUEB TA Policy and official appointment letters issued by Academic Resources and Planning demonstrate that most TAs hold appointments averaging **0.13 FTE** (2 WTU out of a 15-WTU full-time equivalent) - approximately one course assignment - confirming that typical CSUEB TAs fall within the **0.10 to 0.20 FTE** workload range defined as the lower-tier waiver bracket in **SJSU Senate Policy F01-3** ⁴; and

WHEREAS, the CSU system's **Employee Fee Waiver and Reduction Program** explicitly states that Teaching Associates (Unit 11) are not eligible for standard employee fee waivers "except as provided under **Executive Order 611 (EO 611)**," which grants campus presidents authority to establish campus-specific tuition-waiver programs for Graduate Assistants and Teaching Associates - **including international (non-resident) graduate Teaching Associates - for the waiver of mandatory State University Fees** ⁵; and

WHEREAS, **Executive Order 611 (EO 611)** authorizes CSU presidents to waive the **State University Fee and/or mandatory campus fees** for Teaching Associates and Graduate Assistants at their discretion, enabling campuses to create independent fee-waiver programs ⁶; and

WHEREAS, numerous CSU campuses have already exercised this authority, demonstrating clear systemwide precedent and feasibility:

⁴. <https://www.sjsu.edu/senate/docs/F01-3.pdf>

⁵. <https://www.calstate.edu/apply/paying-for-college/csu-costs/tuition-and-fees/fee-waivers/Pages/employee-fee-waivers.aspx>

⁶. [*Executive Order 611](#)



- **San José State University (SJSU)** adopted Senate Policy **F01-3**, granting TAs appointed at 0.10 – 0.20 FTE waivers for up to six units of tuition and mandatory campus fees, and those above 0.20 FTE waivers for all enrolled units for that term; the **SJSU Fee Waiver Program explicitly applies to all Graduate Teaching Associates, including international (non-resident) students**, covering the mandatory State University Fee ⁴⁷;
- **California State University, Fresno** implements **APM 311 – Policy on Teaching Associates**, providing tuition-only waivers under EO 611 authority for **both domestic and international graduate Teaching Associates** ⁸; and
- **Cal Poly Humboldt** operates a **Graduate Assistant / Teaching Associate Tuition Waiver Program**, requiring a minimum 2 Weighted Teaching Units for eligibility and offering tuition remission ⁹; and
- **Sonoma State University** and **CSU Northridge**, which each provide partial or full tuition waivers for graduate TAs as part of their academic employment programs; and

WHEREAS, these existing programs confirm that CSU campuses can and do offer term-based tuition and fee waivers for graduate instructors under EO 611, proving that such a policy is system-compliant, fiscally manageable, and essential for maintaining equitable treatment of graduate employees across the CSU system; and

WHEREAS, Cal State East Bay currently has **no equivalent tuition-waiver program**, placing its Teaching Associates at a disadvantage relative to peers at other CSU campuses and limiting the University's ability to recruit and retain qualified graduate instructors; and

WHEREAS, graduate students at CSUEB face increased financial pressure due to high cost of living and tuition rates, and tuition waivers would enhance TA recruitment, retention, and instructional quality; be it therefore

⁷.<https://www.sjsu.edu/up/docs/teaching-associate-fee-waiver-application.pdf>

⁸.<https://academics.fresnostate.edu/facultyaffairs/documents/apm/311.pdf>

⁹.<https://gradprograms.humboldt.edu/sites/default/files/tuitionwaivers.pdf>



RESOLVED, that ASI strongly urges the **President of Cal State East Bay**, in collaboration with the **Provost, Academic Affairs, Human Resources**, and the **Academic Senate**, to establish a **Teaching Associate Tuition and Fee Waiver Program** under the authority of **Executive Order 611**, granting campus presidents the power to waive State University Fees and mandatory campus fees for Teaching Associates and Graduate Assistants; and let it be further,

RESOLVED, that the proposed program provide equitable fee relief aligned with existing CSU precedents, ensuring that Teaching Associates appointed at **0.10–0.20 FTE** (typically one-course assignments) receive a waiver covering up to six units of **mandatory State University Fees** and campus fees per semester, guaranteeing that at least one three-unit course fee is waived during every term of employment, while Teaching Associates appointed above 0.20 FTE shall receive full **State University Fee** and mandatory campus fee waivers for the term of appointment; and let it be further,

RESOLVED, that the waiver apply solely to **state-supported (regular session)** courses, excluding non-resident tuition and self-support program fees (such as Extended Education), as well as optional charges like parking, housing, or lab fees, unless separately funded by departments or grants; and let it be further,

RESOLVED, that **Human Resources** and **Academic Affairs** shall jointly develop and publish **eligibility criteria, deadlines, and application procedures**, modeled after the **San José State University Teaching Associate Fee Waiver Application**, and ensure these guidelines are clearly communicated to all Teaching Associates at the start of each academic term; and let it be further,

RESOLVED, that ASI transmit this resolution and supporting research documentation to the **University President, Provost, Vice President for Student Affairs, Dean of the College of Science, Academic Senate Chair, AVP of Human Resources, Financial Aid and Scholarships Office, and UAW Local 4123 (CSUEB Chapter)**, while also publishing it digitally through **ASI communication channels and The Pioneer**; and let it be finally,

RESOLVED, that ASI shall continue to advocate for **graduate student equity** and monitor implementation until Cal State East Bay adopts a **Teaching Associate Fee Waiver Program** comparable to those at San José State, Fresno State, and Humboldt, thereby ensuring parity across the CSU system by **Spring 2026**.



Authored by: **NIKHIL CHOWDARY NETTEM, Senator at Large**
NIHARIKA NAIDU IMMADI, Senator of Science
YASHICA AVHAD, Director of Communities

Approved On: Wednesday, January 21, 2026

ASI President/CEO does hereby *approves* / *refuses to approve* this resolution.

London Deguzman
London Deguzman (Jan 26, 2026 12:57:17 PST)

London Deguzman
ASI President/CEO

Approved by: ASI Board of Directors 2025-2026



Resolution - (TA) Tuition and Fee Waiver

Final Audit Report

2026-01-26

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