

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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