



Disclaimer: These guidelines contain CoF's forecasted estimates and are subject to change without notice.

OPE RATES - CLASSIFIED AND UNCLASSIFIED - FTE >= 0.5

Forecasted Salaries to increase **3%-4%** per year

Forecasted OPE rates to increase **1% -3%** per year

Benefits Eligible

		Estimated	
		FY2026	Next Year
Monthly Salary	Yearly (12m)		
\$25,000	\$300,000	44%	46%
\$23,000	\$276,000	44%	46%
\$21,000	\$252,000	45%	47%
\$19,000	\$228,000	46%	48%
\$18,000	\$216,000	46%	48%
\$17,000	\$204,000	47%	49%
\$16,000	\$192,000	47%	49%
\$15,000	\$180,000	48%	50%
\$14,000	\$168,000	49%	51%
\$13,000	\$156,000	50%	52%
\$12,000	\$144,000	51%	53%
\$11,000	\$132,000	52%	54%
\$10,000	\$120,000	54%	56%
\$9,000	\$108,000	56%	58%
\$8,000	\$96,000	58%	60%
\$7,000	\$84,000	61%	63%
\$6,000	\$72,000	65%	67%
\$5,000	\$60,000	71%	73%
\$4,000	\$48,000	79%	81%
\$3,000	\$36,000	94%	96%
\$2,000	\$24,000	122%	124%

Notes

- OPE rates reflect OSUs blended rate estimates. Hires prior to **8/29/03 (Tier 1 & 2)** should increase **OPE rates by ~7.25%**. Source: <https://budget.oregonstate.edu/budget-resources>
- OPE/Fringe Rate Includes: Medical/Dental Insurance (PEBB), **Pension, Social Security, Medicare, Unemployment, and SAIF
- Current actual OPE rates may be used but must be noted in budget. Contact CoFRO for current rate information.
- Employees on an Educational Visa (i.e., J-1, F-1, etc.) are not eligible to participate in the pension programs per ORS 238.015(4) and OAR 459.010.0025(1). Check with CoFRO (College of Forestry Research Office)

Please Note: Subject to change by the OSU Budgets Office without notice.

OTHER OPE RATES

Forecasted OPE rates to increase **1%-2%** per year

	FY2026	Next Year
Unclassified		
90 days or more, less than 0.5FTE per month ¹	37%	39%
Classified		
Permanent, < 0.50 FTE per month	37%	39%
Temporary (academic wage/ 1040 appointment)		
Less than 30 hours per week	10%	12%
Equal to or more than 30 hours per week ²	use full OPE rates from table above	
Undergraduate Student ³		
Max 20hr/week during academic year	8%	8%
Postdoctoral Scholar ⁴		
Individual coverage only FY26 14% + \$618/	26%	28%

Notes

- OPE rates reflect OSUs blended rate estimates. Hires prior to **8/29/03 (Tier 1 & 2)** should increase **OPE rates by ~7.25%**.
- CoFRO will check non-standard OPE rates
- OSU approved temp agencies can be used, but OPE rates are TBD. Budget for these costs under the professional services category.
- Please see <http://gradschool.oregonstate.edu/postdocs/stipends-and-benefits>

OTHER SALARY RANGES

Forecasted **3%** increase for Temporary, FRA, RA

	FY2026	Next Year
Student Technical Assist - hourly	\$15.50 - \$21.50	\$16.30 - \$22.30
Temporary - Bio Science Research Tech 1,2,3 monthly ^{1,2}	\$3355 - \$4675	\$3456 - \$4815
Faculty Research Assistant - (BS degree) Minimum ³	\$46,620	\$48,019
Research Associate - (MS/PhD degree) Minimum ³	\$48,844	\$50,309
Research Associate/RA Postdoc - Minimum ³	\$44,004	\$44,004
Postdoctoral Scholar (0 yrs experience) ⁴	\$62,232	\$63,480

- Follow OSU classified positions and step increase systems. See <https://hr.oregonstate.edu/classification-specifications?page=1>
- Temporary workers can be hired from an approved temp agency at minimum \$14/hr and +37% benefit rate. Budget for these costs under the professional services category.
- See the CBA for United Academics of OSU https://hr.oregonstate.edu/sites/hr.oregonstate.edu/files/2025-08/UAOSU_May%202025.pdf
- See <https://hr.oregonstate.edu/employees/stipends-postdoc-scholars>

Forecasted pay increases are estimates only; pay raise decisions are determined by CoF and OSU.



FORESTRY GRAD STUDENT SALARY and OPE RATES

Forecasted Salaries to increase **2%-4%**

2.75% in FY2027

Forecasted fringe benefits to increase **2%**

	FY2026	Next Year	Notes
Graduate Student Salary¹			1. GA salary is set by CGE agreement and determined by COF. Minimum rate is for new students set at \$4,977 but rates here reflect returning students. Annual escalation determined by the CGE collective bargaining agreement. Appointments must be between 0.40 to 0.49 FTE. CoF strongly recommends GRA appointments for full 0.49FTE. 2. Summer appointments will be hourly as of July 2021 (summer wage/suffix 55 appointments eliminated) OPE rates include Worker's Comp and SAIF, plus medical/dental. **NOTE for proposal purposes, suggest budgeting GAs year round. Continuous enrollment including summer for GAs is an OSU policy for students using OSU resources and facilities. CGE agreement: new agreement not yet available as of 1/10/2025
1.00 FTE for 12 months	\$63,288	\$65,040	
0.49 FTE for 12 months	\$31,011	\$31,870	
0.49 FTE for 9 months	\$23,258	\$23,902	
0.49 FTE for 3 months - 1 term	\$7,753	\$7,967	
0.40 FTE for 3 months - 1 term FY2024 min	\$6,329	\$6,504	
1.0 FTE for 1 month	\$5,274	\$5,420	
0.49 FTE for 1 month	\$2,584	\$2,656	
0.40 FTE for 1 month	\$2,110	\$2,168	
Graduate Student Fringe Benefits			
OPE Rates for 0.49FTE AY (\$824/AY month)	32%	34%	
OPE Rates for 0.40 FTE (\$824/AY month)	39%	41%	

For more information on Graduate Assistant health insurance see OSU Human Resources website

<https://hr.oregonstate.edu/graduate-student-insurance-plans>

FORESTRY GRADUATE TUITION RATES

Forecasted Tuition rates to increase **4.5%** each year per **Sponsored Programs**

includes 90% of fees

	FY2026	Next Year	
Rate Per Term: Fall, Winter, Spring, Summer ^{1,2}	\$5,435	\$5,680	1. Minimum 12, Maximum 16 credits. https://fa.oregonstate.edu/budget/tuition-fees/tuition-fee-detail 2. A one time Matriculation Fee of \$350 will be assessed to all new and transfer students. If new student is considered a Non-Resident Alien, an additional one time International Orientation Fee of \$50 will be assessed.
Academic Year Total 12 credits (3 terms)	\$16,305	\$17,040	
Summer 5 credits	\$3,010	\$3,146	
Annual Total (4 terms)	\$19,315	\$20,186	

<http://fa.oregonstate.edu/business-affairs/tuition-and-fee-information>

COMPUTING FEES - GRANT SUPPORTED

Forecasted increase at **5%** per year

	FY2026	Next Year	
Fully supported user fee ¹	\$126/mo	\$132/mo	1. Includes help desk support for one account 2. Mainly used for undergraduate student workers, or other part-time or off-site staff
Account fee ²	\$480	\$504	

<https://helpdesk.forestry.oregonstate.edu/quantitative-sciences-group-service-center-fees>

F & A (INDIRECT) COST RATE

Last Updated 6/29/2022

	On-Campus	On-Campus	Off-Campus
	7/1/20 to 6/30/24		7/1/20 to 6/30/24
Organized Sponsored Research	48.5%		26%
Organized Sponsored Research on DOD agencies & DOD pass-through	49.2%		26.7%
Industry Sponsored Research Agreements (not Federal pass-through funds)	57.5%		35%
Other Sponsored Activities (OSA)	36%		26%
Other Sponsored Activities Industry (OSA)	41%		31%
State of OR	26%		26%
Federal Intergovernmental Personnel Act (IPA)			7%

For an unspecified foreign entity use F&A rate of 10%

For definition of cost rate types: <https://research.oregonstate.edu/osraa/forms-and-rates/facilities-administration-information-and-rates>

For copy of OSU NICRA: https://research.oregonstate.edu/sites/research.oregonstate.edu/files/osu_fa_rate_agreement.pdf

SUBCONTRACT INDIRECT RATE

Subcontracts with outside entities are charged the full OSU indirect rate on the first \$25,000. Outside entities use their negotiated/published F&A rate. If there is no published rate, then a 10% de minimus rate is applied.