

Article 23

Stipends

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23.1 Minimum Stipend. The minimum stipend shall be as follows:

A. Effective beginning with the Fall 2016 Semester: fFor students at the masters level, each nine-month employee (19.5 pay periods) on a .50 FTE appointment shall be guaranteed a minimum stipend of ~~\$9,880~~10,540. Appointments greater or less than .50 FTE shall be paid at a stipend rate representing a proportion of this minimum as determined by the fractional FTE appointment and the budgeted weeks of activity.

B. Effective beginning with the Fall 2016 Semester: fFor students at the doctoral level, each nine-month employee (19.5 pay periods) on a .50 FTE appointment shall be guaranteed a minimum of ~~\$11,455~~12,600. Appointments greater or less than .50 FTE but no less than .25 FTE shall be paid at a stipend rate representing a proportion of this minimum as determined by the fractional FTE appointment and the budgeted weeks of activity.

C. The University agrees to provide a one-time cash bonus of \$500 net to each Graduate Assistant employed at .50 FTE and above. The amount shall be pro-rated for appointments less than .50 FTE. Payment will be issued within 60 days of ratification by both parties

~~D. The University will make every effort to issue the one-time cash bonus in December 2014, if the agreement is ratified by both parties by December 4, 2014. If ratification occurs after December 4, 2014, payment will be issued within 60 days of ratification by both parties.~~

23.2 Employer's Contribution to Health Insurance.

A. ~~The University agrees to pay the health insurance premium for graduate assistants appointed at .25 FTE or greater who elect coverage under the USF Student Health Insurance Plan. With an effective date beginning with the Fall 2016 semester, the University agrees to continue to pay the health insurance premium up to a maximum \$2,410 annual amount plus 1% above the consumer price index as published by the Bureau of Labor Statistics of the United States Department of Labor on the preceding July 1 for graduate assistants appointed at .25 FTE or greater who elect coverage under the USF Student Health Insurance Plan.~~

B. Payment of the employer contribution will be discontinued or reduced as applicable under the following circumstances:

- (1) cessation of the appointment; or
- (2) reduction of the appointment to less than .25 FTE, as applicable;
- (3) completion of the hours specified for completion of the degree requirements of the program in which the employee is enrolled; or
- (4) failure of the employee to pay the employee portion of the insurance premium when due.

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2 23.3 \_\_Departmental Discretion to Provide Stipend Increases. Nothing contained herein shall  
3 prevent departments from paying stipends higher than the minimum specified nor prevent the  
4 University to review market data to determine if increased funding for GA stipends to a  
5 specific department(s) or unit(s) supports market competitiveness. Any such increase in  
6 funding to a department or unit is at the sole discretion of the University, which shall retain  
7 this authority for the duration of this Agreement and which will further continue upon its  
8 expiration. The University will issue a report or other appropriate notification to UFF-USF-  
9 GAU on a quarterly basis indicating the departments or units, if any, that received additional  
10 funding levels provided to increase market competitiveness, and not regularly budgeted  
11 amounts paid for GA stipends. Increased funding for GA stipends under this paragraph is not  
12 subject to Article II, Grievance Procedure and Arbitration.

13 23.4 \_\_Initial Payment. Employees who have turned in paperwork in a timely manner shall  
14 receive their first paycheck not later than four (4) weeks after the first day of the term of their  
15 contract. In the case of administrative error by the University and the employee is not paid on  
16 time, the University shall make a reasonable effort to provide the paycheck to the employee  
17 within one (1) week of notification of the error.

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