

Article 22: Stipends

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

A. Rates. Effective September 29, 2023, each graduate assistant on a 0.50 FTE academic year appointment will be guaranteed a minimum stipend of \$18,000~~17,100~~26,500~~17,100~~, or prorated to that value in accordance with Article 22.1 (B) with a minimum of \$23.08~~21.92~~ 21.92 per hour. Each graduate assistant on a 0.25 FTE academic year appointment will be guaranteed the listed minimum stipend of \$9,000~~8,500~~13,250~~8,500~~ or prorated to that value in accordance with Article 22.1 (B) with a minimum of \$23.08~~21.92~~33.97~~21.92~~ per hour.

1) Effective September 27, 2024, each graduate assistant on a 0.50 FTE academic year appointment will be guaranteed a minimum stipend of \$18,700, or prorated to that value in accordance with Article 22.1 (B) with a minimum of \$23.97 per hour. Each eligible graduate assistant on a 0.25 FTE academic year appointment will be guaranteed the listed minimum stipend of \$9,350 or prorated to that value in accordance with Article 22.1 (B) with a minimum of \$23.97 per hour.

B. Stipend Rates shall be prorated by FTE and appointment period.

C. Competitive Pay Adjustment


(1) For Fiscal Year 2023-2024, graduate assistants will receive a 5%~~5.25%~~TBD5% increase in pay. TBD~~April 1, 2023~~ Eligible Graduate assistants must be employed as a graduate assistant in active payroll status on the effective date of the increase in order to be eligible. as of TBD~~April 1, 2023~~. The increase will be effective September 15, 2023.—

(2) For Fiscal Year 2024-2025, graduate assistants will receive a 4% increase in pay. Graduate assistants must be in active payroll status on the effective date of the increase in order to be eligible. The increase will be effective September 13, 2024.

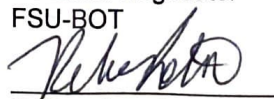
(2) For Fiscal Year 2024-2025, eligible graduate assistants will receive a 5% increase in pay, based on their rate of pay as of April 1, 2024. Eligible graduate assistants must be employed as a graduate assistant as of April 1, 2024. The increase will be effective TBD~~September 13, 2024~~.

22.2 Graduate assistants on contracts or grants shall receive salary increases equivalent to similar graduate assistants on regular funding, provided that such salary increases are

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permitted by the terms of the contract or grant, and adequate funds are available for this purpose in the contract or grant. Nothing contained herein shall prevent employees whose salaries are funded by grant agencies or auxiliary funds from being allotted raises higher than those provided in this Agreement. Distribution of increases for graduate assistants on contracts or grants shall be in compliance with all applicable federal rules and regulations.

22.3 Initial Payment. Employees shall receive their first paycheck based on their effective date of appointment and according to the payroll calendar schedule established by Human Resources. Appointments with an effective start date in a pay period will be processed for the next pay cycle so long as all appointment paperwork is received by Human Resources by the associated paperwork deadline.

22.4 Departmental Discretion to Provide Stipend Increases. Nothing contained herein shall prevent departments from paying stipends higher than the minimum specified above or from providing stipend increases during the term of this collective bargaining agreement.

A. Departments that provide stipend increases beyond those contained in this article, shall have a written policy on the eligibility requirements and effective dates for such increases in their departmental Graduate Handbook.


B. Departments that draft a new policy, or make changes to an existing policy required by 23.4A shall notify Faculty Relations in the Office of Human Resources of the proposed changes and provide at least one semester's notice of the change in policy to affected graduate assistants.

C. Notwithstanding any changes made to such policies, graduate assistants may elect to be subject to the policy in effect on their original date of hire.

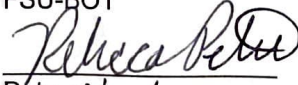
22.5 Tuition Payment Plan. The parties agree that the University shall offer a Graduate Assistant Tuition Plan year-round. This tuition plan shall permit all GAs employed by FSU to defer the due date for tuition and fees (including the \$5 FSUCard Fee) until the end of the term. The Tuition Payment Plan shall also offer the option to enroll in payroll deductions for participants.

22.6 ~~Employee Graduate Assistant Fee Relief~~. Effective Fall 2023, the University shall provide a scholarship to graduate students with a qualifying appointment. To qualify for the scholarship, a graduate assistant must be enrolled full-time, as determined by the Graduate School, in a degree seeking program and must be employed from at least the first day of classes through the last day of finals in a given semester for an appointment of at least 0.25 FTE. The scholarship shall be provided according to the following: such that qualifying Graduate Assistants pay no more in fees than: such that qualifying Graduate Assistants pay no more in fees than

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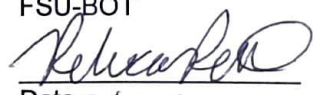
(1) \$250250125 per semester for Graduate Assistants with an appointment of 0.50 FTE and above.

(2) \$125500125250125 per semester for Graduate Assistants with an appointment of 0.25 FTE- 0.49 FTE.

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