

**MEMORANDUM**

TO: President Richard McCullough  
Provost Jim Clark  
Vice President Michael Alford  
Vice President Carolyn Egan  
Vice President Amy Hecht  
Vice President Marissa Langston  
Vice President Joe O'Shea  
Vice President Stacey Patterson  
Vice President Jeanette Taylor  
Vice President Marla Vickers  
Deans, Directors, Department Heads, & HR Representatives

FROM: Renisha Gibbs, Associate Vice President and Finance & Administration Chief of Staff  
Katie Perkins, Chief Budget Officer, University Budget Office

THRU: Kyle C. Clark, Sr. Vice President for Finance & Administration

SUBJECT: 2025-2026 Graduate Assistant Stipend Increase and Bonus

DATE: October 14, 2025

This memorandum reflects provisions and instructions pertaining to the administration of the 2025-2026 competitive pay adjustment, minimum stipend, and bonus for graduate assistants as a result of the tentative agreement reached on September 30, 2025, between Florida State University Board of Trustees (FSU/BOT) and the United Faculty of Florida-Florida State University-Graduate Assistants United (GAU).

**2025-2026 Competitive Pay Adjustment (Effective October 24, 2025)**

- Effective **October 24, 2025**, each eligible graduate assistant will receive a 2.0% increase in pay. The increase will be reflected in the paycheck dated **November 14, 2025**.
- Graduate assistants must be employed by FSU and be in active payroll status on the effective date of the increase in order to be eligible.
- No action is needed by the department/program to implement the stipend increases. Departments with questions or concerns regarding the increase due to lack of funding should contact Rebecca Peterson ([rpeterson@fsu.edu](mailto:rpeterson@fsu.edu)) in the Office of Human Resources, in writing, by **October 20, 2025**.

**2025-2026 Minimum Stipend (Effective October 24, 2025)**

- Effective **October 24, 2025**, each graduate assistant on a 0.50 FTE academic year appointment (19.5 pay periods) is guaranteed a minimum stipend of \$19,074 or prorated to that value in accordance with Article 22.1 (B) with a minimum of \$24.45 per hour. Each graduate assistant on a 0.25 FTE academic year appointment

is guaranteed the listed minimum stipend of \$9,537 or prorated to that value in accordance with Article 22.1 (B) with a minimum of \$24.45 per hour. Any graduate assistant who is below the new minimum stipend as of October 24, 2025, will receive an increase to their stipend, bringing them up to the new minimum. Graduate assistants hired after the minimum stipend effective date must meet the minimum stipend rate.

No action is needed by the department/program to implement the stipend increase. Departments with questions or concerns regarding the new stipend rate related to funding source should contact Rebecca Peterson ([rpeterson@fsu.edu](mailto:rpeterson@fsu.edu)) in the Office of Human Resources, in writing, by **October 20, 2025**.

#### **2025-2026 One-time, Non-recurring Bonus (Effective November 21, 2025)**

- Effective **November 21, 2025**, each eligible graduate assistant with at least a 0.50 FTE appointment will receive a one-time, non-recurring bonus in the amount of \$1,300, less applicable taxes and deductions. The bonus will be reflected in the paycheck dated **December 12, 2025**.
- Effective **November 21, 2025**, each eligible graduate assistant with an appointment between 0.25 FTE and 0.49 FTE will receive a one-time, non-recurring bonus of \$650, less applicable taxes and deductions. The bonus will be reflected in the paycheck dated **December 12, 2025**.
- Graduate assistants with multiple appointments will receive a bonus according to the FTE for each appointment, not to exceed a total bonus amount of \$1,300 per graduate assistant.
- No action is needed by the department/program to implement the bonus. Departments with questions or concerns regarding the bonus related to funding sources should contact Rebecca Peterson ([rpeterson@fsu.edu](mailto:rpeterson@fsu.edu)) in the Office of Human Resources, in writing, by **November 18, 2025**.

#### **Health Insurance Subsidies**

- For the 2025-2026 academic year, the University agrees to pay a portion of the student health insurance premium for individual coverage at the same proportional percentage as the 2024-2025 academic year.
- Graduate assistants are eligible to receive health insurance subsidies if they have first enrolled in the qualifying insurance policy offered by the Health and Wellness Center and have a qualifying appointment.
- To qualify, graduate assistants must be employed from at least the first day of classes through the last day of final exams in a given semester on at least a 0.25 FTE appointment. Additionally, the graduate assistant must be enrolled in at least 9 credit hours during the academic year for both the Fall and Spring semesters.
- Domestic student health insurance subsidy amounts:
  - \$2,404.19/year for graduate assistants on at least a 0.50 FTE appointment for fall and spring
  - \$1,742.21/year for graduate assistants on at least a 0.25 FTE appointment for fall and spring
  - \$1,946.82/year for graduate assistants on at least a 0.25 FTE appointment for either the fall or spring and on a 0.50 FTE appointment for the other semester
- International student health insurance subsidy amounts:
  - \$2,442.54/year for graduate assistants on at least a 0.50 FTE appointment for fall and spring
  - \$1,779.17/year for graduate assistants on at least a 0.25 FTE appointment for fall and spring
  - \$1,983.99/year for graduate assistants on at least a 0.25 FTE appointment for either the fall or spring and on a 0.50 FTE appointment for the other semester.

#### **Fee Relief**

- The University will continue to provide a tuition fee relief scholarship to graduate assistants with qualifying appointments. To qualify for the scholarship, graduate assistants 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 on an appointment of at least 0.25 FTE. Graduate assistants on a 0.50 FTE and above academic year appointment shall be awarded \$250 per semester. Graduate assistants with an appointment of 0.25 FTE – 0.49 FTE shall be awarded \$125 per semester.

### **Funding for the Stipend Increases and Health Insurance Subsidy Increases**

**E&G Funded Employees.** The stipend increase, bonus, and associated benefits at applicable fringe pool rates for these employees (OMNI fund codes 110, 121, 210 and 211) will be funded by the University.

**E&G Carryforward Funded Employees.** The stipend increase, bonus, and associated benefits at applicable fringe pool rates for these employees (OMNI fund code 126, 140, 240 and 241) will be funded from the department's Carryforward resources.

**Non-E&G Funded Employees.** Eligible graduate assistants whose stipends are funded from auxiliary, student activities, technology fee, and other non-E&G funds should receive the stipend increase and bonus, provided resources are available within said funds. Departments should work with their colleges to identify resources on any non-E&G budgets that will not have said monies to fund the stipend increase, bonus, and associated benefits at applicable fringe pool rates.

Contract and grant (C&G) funded graduate assistants should receive the stipend increase and bonus. However, if the PI of the grant does not have adequate funds or if the stipend increase is not permitted by the terms of the contract/grant, they should work with the department/colleges to identify alternate funding sources. Colleges should contact the Office of Research if alternate funding is not identified for C&G funded graduate assistants.

Should you have any questions, please contact Renisha Gibbs or Rebecca Peterson.

Thank you.

RG/rp

Cc: Brian Barton  
Carolyn Egan  
Kimberly Grant  
Paul Harlacher  
Jerris Edwards  
Steven McDowell

Rebecca Peterson  
Kerry Peluso  
Christine Conley  
Michael Williams