

**Collective Bargaining Agreement between
University of South Florida and
United Faculty of Florida/Graduate Assistants United**

Ratified Reopeners 2009

**Article 10
Leaves of Absence and Other Leave**

10.4 Release Time.

A. A unit of release time shall equal 10 hours per week. Release time may be allocated in increments of 5 or 10 hours per week. The University agrees to provide up to 1.5 total units of release time per semester during the academic year (Fall and Spring) and 1 total unit of release time during the Summer semester to employees designated by the UFF-USF-GAU for the purpose of carrying out the UFF-USF-GAU's obligations in representing employees and administering this Agreement. The UFF-USF-GAU may designate employees to receive this release time subject to the following conditions:

(1) No more than one employee per department may be granted release time at any one time, unless that department employs more than twenty-five (25) employees.

(2) The award of release time shall not reduce the workload obligation of a teaching assistant below 10 hours per week. The award of release time shall not reduce the workload obligation of a graduate assistant below 5 hours per week.

**Article 23
Stipends**

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

A. For 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 \$9,000. 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. For students at the doctoral level, each nine-month employee (19.5 pay periods) on a .50 FTE appointment shall be guaranteed a minimum of \$10,250. 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.

23.2 Employer's Contribution to Health Insurance.

A. The University will pay \$1,385/year of the health insurance premium for individual coverage of those employees on at least a .50 FTE appointment who elect coverage under the USF Student Health Insurance Plan. The University will pay \$923/year of the health insurance premium for individual coverage of those employees on at least a .25 FTE appointment who elect coverage under the USF Student Health Insurance Plan. The employer contribution will be paid directly to the insurer. The employee is responsible for payment of the remainder of the insurance premium for coverage selected by the employee.