2026-2027 GRADUATE ASSISTANT I EMPLOYMENT AGREEMENT

This Agreement is between Florida International University (FIU) and the Graduate Assistant whose name and Panther ID are listed below and is subject to the following terms and conditions set forth below.

DEFINITIONS AND DUTIES

Except for classroom time (and its associated requirements), Employee will be under the direction and control of a faculty member or supervisor designated by the University (Supervisor) while performing the duties described below. Employee will gain professional and practical experience from the Supervisor while learning the Supervisor's art or expertise by performing under this Agreement and, therefore, benefiting Employee and FIU.

I. **Graduate Assistant (GA)**. This is the umbrella designated for all graduate students employed as Graduate Assistants (GAs). All GAs may teach, conduct research, or have other responsibilities that contribute to his/her professional development and the academic endeavors of the Supervisor that benefit of FIU. Such duties may include but are not limited to documentation, interviews, work on a grant or contract, work (research) on thesis/dissertation and other papers, and other activities as assigned and are compensated for this work. If the GA is performing duties as a Graduate Research Assistant (GRA), Graduate Teaching Assistant (GTA), or General GA (GGA), it will be noted below by checking the appropriate box.

☐ **Graduate Research Assistant (GRA).** A GRA will perform duties related to research that support his/her academic program and the academic endeavor of the Supervisor and benefiting FIU. Such duties include, but are not limited to field work, documentation, experimentation, interviews, work under a grant or contract, research on thesis/dissertation and other papers, and other activities as assigned. For some positions assigned to this class, special qualifications/training may be added to the minimum qualifications as determined by the Supervisor.

☐ **Graduate Teaching Assistant (GTA)**. A GTA will perform duties related to assisting a faculty member with a teaching assignment and research that support his/her academic program and the academic endeavors of the Supervisor and benefiting FIU. Such duties include but are not limited to preparing lectures, grading assignments, researching class topics, substituting for the Faculty of Record, and work (research) on thesis/dissertation and other papers, and other activities as assigned.

☐ **Graduate General Assistant (GGA)**. A GGA will perform duties related to the academic program which has hired him/her, benefiting FIU and in furtherance of the GGA's academic program but in which teaching or research is not a primary responsibility. A GGA will be under the direct supervision and control of the supervisor assigned when hired.

TERMS AND CONDITIONS OF EMPLOYMENT

I. In consideration for the performance of the duties described in this Agreement, Employee will be paid the following compensation: _____.

II. The Agreement is conditioned upon successful completion of any background screening requirements and verification of employment eligibility.

III. Appointment is contingent upon full-time enrollment (9 graduate credits in Fall and Spring; 6 graduate credits in Summer) and satisfactory academic and work performance (GPA of 3.0 or higher).

IV. Employee agrees to NOT accept any other employment unless approved through the Graduate School requirements.

V. Employee agrees to work per week as noted below with the appropriate boxed that is **checked**:
   a. ☐ ten (10) hours (0.25 FTE); or
   b. ☐ twenty (20) hours (0.50 FTE); or
   c. ☐ more than twenty-twenty-one (21) hours but no more than thirty (30) hours with written, special approval from the Supervisor, Major Professor, Graduate Program Director and his/her Dean.

VI. The term of this Agreement begins on _____ and ends on _____unless terminated earlier for failure to perform satisfactorily the duties of this Agreement or satisfactory academic work associated with the employment. If Employee terminates early, the Agreement will be cancelled, and the tuition waiver may be reversed.

EMPLOYMENT BENEFITS

I. Insurance Coverage. Employee(s) on at least a twenty-hour (20) workweek will automatically be enrolled in the University's subsidized health insurance program which is described in the 2026-2027 GA Handbook, listed on the UGS website.

	Fall Premium		Spring Premium		Summer Premium		
Length of GA Contract	Total	6 Paycheck Deductions	Total	6 Paycheck Deductions	Total	6 Paycheck Deductions	Coverage Period
Full Academic Year	$196.00	$32.66	$204.25	$34.04	$191.50	$31.92	Annual contract dates
Fall only	$196.00	$32.66	-	-	-	-	Fall contract dates
Spring only	-	-	$204.25	$34.04	-	-	Spring contract dates
Summer only	-	-	-	-	$191.50	$31.92	Summer contract dates

Employee authorizes the deduction of his/her portion of the total premium from his/her paycheck. To opt out of this health plan and avoid these deductions, the Employee must log in to https://fiu.mycare26.com and submit the information required by the deadline on the website.

Employee on a ten-hour workweek is not eligible for the health insurance subsidy.

II. Tuition Waiver. FIU will pay the tuition matriculation fee during the pendency of this Agreement for those Employees on at least a twenty-hour (20) workweek. The Employee is still responsible, however, for the per credit fees of $75.69 along with the standard semester fees. Laboratory, on-line, and other special fees such as orientation fee or photo ID fee must be added, if applicable. All of the fees are subject to change by the FIU BOT. Below is an example for a typical semester and are subject to change with FIU BOT approval:

9 credit hours at $75.69 per credit fees	*$681.21*
Semester fees - health, athletic & parking	*$198.99*
Total Cost per Term	*$880.20*

Doctoral students who have advanced to candidacy (with an approved candidacy with UGS) must register for 3 dissertation credits only. The tuition waiver will only cover the 3 credits unless they are in their last graduating semester and need more than the 3 credits to meet the program's requirements.

If Employee terminates this Agreement prior to a current semester, the tuition waiver benefit will be reversed, and Employee will be required to pay any resulting tuition charges.

An employee on a ten-hour (10) workweek will only receive a tuition waiver for the non-resident fee, if applicable.

MISCELLANEOUS TERMS AND CONDITIONS

I. This Agreement sets forth the entire agreement between Employee and FIU and supersedes and renders null and void any and all prior or contemporaneous oral or written understandings, statements, representations or promises. This Agreement may not be modified or amended, and no provisions of this Agreement may be waived, unless such modification, amendment, or waiver is contained in a written document executed by both parties hereto. This Agreement is made and delivered in, and will be governed by and construed in accordance with the applicable laws of the State of Florida, and if any term or part of this Agreement is determined to be invalid, illegal or unenforceable in whole or in part, the validity of the remaining part of such term or the validity of any other term of this Agreement will not in any way be affected.

II. This Agreement may be executed and delivered by electronic signature by any of the parties to the other party to the extent permissible under Florida law.

In witness whereof, the undersigned parties have executed this Agreement.

_____ _____

EMPLOYEE PRINT NAME, SIGN AND DATE DIVISION/DEPARTMENT HEAD DATE

_____ _____

EMPLOYEE PANTHER ID SUPERVISOR PRINT NAME SIGN AND DATE

_____

PI IF GRANT FUNDED DATE

Please submit GA/TA/RA Employment Agreement form to ugs@fiu.edu. The deadline to submit this form is Monday, February 8, 2027.