



**University of South Florida
GAU Bonus
2021-2022**

Merit Bonus

Effective November 12, 2021 (to be included in the paycheck dated December 3, 2021), the University will provide a bonus pool in the aggregate amount of two percent (2%) of the eligible employees' current academic year stipend rates, which will be equitably distributed as a one-time lump-sum performance-based bonus to each eligible Graduate Assistants United (GAU) employee in proportion to his/her Fall 2021 FTE. Such bonus payment shall not be added to the base.

As an example, every eligible GAU employee with Fall FTE of .50 will receive the same bonus payment amount, regardless of his or her current hourly rate. An eligible GAU employee with a Fall FTE of 0.25 will receive half the bonus payment of an eligible GAU employee with a 0.50 Fall FTE.

Eligible employees are those who meet the following criteria:

- Are employed as Graduate Assistants between the period of March 13, 2020 to June 28, 2021;
- Are actively employed as Graduate Assistants on the date the bonus is paid;
- Do not have an overall rating of "Needs Improvement" or "Unsatisfactory" on their last evaluation of record;
- Do not have any active performance improvement plans on record;
- Are certified by their supervisors as having taken on new or additional duties associated with COVID-19, such as
 - changing the modality of a course to remote or online learning in response to COVID-19;
 - making extra accommodations to help students during COVID-19;
 - restructuring, rescheduling, or otherwise modifying assigned research duties with response to COVID-19;
 - switching from lab work to library research, changing research approaches, or having to work in shifts to reduce the number of personnel in labs during COVID-19;
 - or spending additional time learning or carrying out assigned research duties if other personnel were not available to assist during COVID-19.

Questions: If you have any questions regarding this bonus, please contact the Central Human Resources Office at classcomp.usf.edu or your campus HR office.