

Article _____ (formerly Article 8)

Stipend, Health Care and Other Benefits

The Graduate School offers incoming doctoral students five or six (depending on program) years of guaranteed financial support. This package includes a 12-month stipend, a transitional fellowship stipend, a full-tuition scholarship, and coverage for the health services fee, as well as full premiums for health, dental, and vision insurance, with a commitment to cover these benefits even as their costs rise over time.

Master's RAs are exempt from this Article _____, except the salary schedule in Section B.

A. Stipend and Cost of Health Care Assistance Payment

Bargaining Unit Positions (TA, TA II, TF, RA & Proctor):

FY	12 Month Base Stipend (includes Health Care Payment)	Base Stipend Increase
FY27	\$53,448	--
FY28	\$54,250	1.50%
FY29	\$55,064	1.50%
FY30	\$55,890	1.50%
FY 31	\$57,008	2.00%

- The base stipend increase will take effect on July 1 of each fiscal year (e.g., July 1, 2026 for FY27).
- Nothing in this Article _____ or this Agreement will prohibit a department, program or a University division from enhancing the stipend of an individual TA, RA or Proctor, and such enhancements are not subject to the grievance or arbitration process.

B. Master's RAs Salary Schedule:

- Base Hourly Wage
 - July 1, 2026 – June 30, 2027: \$23.87

- July 1, 2027 – June 30, 2028: \$24.23
 - July 1, 2028 – June 30, 2029: \$24.60
 - July 1, 2029 – June 30, 2030: \$24.97
 - July 1, 2030 – June 30, 2031: \$25.47
- Hourly wages may be paid out in a monthly equivalent format or in an hourly format, depending on best practices determined by University administration and payroll office

C. Top-up Rate per Semester for Teaching Assistant II and Teaching Fellow Positions

FY	Teaching Assistant II	Teaching Fellow	Increase
FY27	\$923	\$1,231	--
FY28	\$937	\$1,249	1.50%
FY29	\$951	\$1,268	1.50%
FY30	\$965	\$1,287	1.50%
FY31	\$984	\$1,313	2.00%

D. Health Care and Other Benefits

All PhD and MFA graduate students are eligible to receive a 100% subsidy for the cost of health insurance and dental insurance premium for a child dependent(s). For the purpose of this benefit, dependents are defined as biological and nonbiological children up to the age of 26 who are under the full- time care or legal guardianship of the eligible graduate employee.

- PhD and MFA graduate students, with a dependent partner/spouse who is on an F2, J2, or M2 immigration visa, are eligible to receive a 100% subsidy for the cost of health insurance and dental insurance premium for their dependent partner/spouse.
- All other PhD and MFA graduate students are eligible to receive a 75% subsidy for the cost of health insurance and dental insurance premium for a dependent partner/spouse.

- All PhD and MFA graduate students are eligible to receive a 100% subsidy for the cost of vision insurance.
- All Graduate Student Employees are eligible to receive short-term treatment from the University's Counseling and Psychiatric Services (CAPS).
- The University will seek to maintain consistency of health care and other benefits over the term of the Agreement, however the parties recognize that health insurance plans in particular are subject to annual renewal with external insurance carriers and health insurance rates and premiums are subject to review and approval by the State of Rhode Island Office of the Health Insurance Commissioner, and therefore not fully within the control of the University. The University will inform and consult with the Union in advance of any changes which have a material impact on the benefits and associated costs (including health insurance plan co-pays) available to Graduate Student Employees. Material changes are subject to negotiation between the Parties in advance.

E. Investments in Childcare

- All PhD and MFA graduate students are eligible to receive a Child Care Subsidy of up to \$6,000 per child under the age of 6 (up to three children).
- The University will extend the Child Care Subsidy benefit for children of PhD and MFA graduate students up to the age of 13. Graduate students with children between the ages of 6-13 will be eligible for a subsidy in the amount of \$3,000.
- The University will waive the household adjusted gross income eligibility criteria when both parents are Brown University PhD or MFA students.
- All graduate students receive five (5) backup child care days. GSEs serving in bargaining unit positions are eligible for an additional five (5) days, for a total of ten (10) available backup child care days for bargaining unit members.