

Tuition Remission Comparison of Kentucky Universities

Tuition Remission	University of Louisville	University of Kentucky	Eastern Kentucky University	Kentucky State University	Morehead State University	Murray State University	Northern Kentucky Univ	Western Kentucky Univ
Employee Eligibility	<p>Must be employed by 1st day of class. Reg Fac &amp; Staff .80 FTE or greater - 6 credit hrs per semester</p> <p>PT Staff .40 FTE or greater - 3 credit hrs per semester</p> <p>PT Fac .40 FTE or greater - 3 credit hrs per semester</p>	<p>Must be employed by last day of drop/add. Reg employees .075 or greater - no more than 8 credit hrs per semester w/ max of 18 per yr. Limit of 2 classes per semester 1 x exemption may be made in final 12 month to grad. NOTE: Only 1 educ. benefit policy can be utilized in a given semester... EE Educ Prog., CPE Waiver or the Family Educ Prog.</p>	<p>Must meet requirement for participation in University employee benefit package or who is a regular FT employee. Temporary or PT employees are not eligible. Elig. employee may use a scholarship for any course for acad. cred &amp; for spec. interest courses directly related to employment responsibilities. Max scholarship available for each semester = to a FT student class load.</p>	<p>Must be a full-time employee. Benefits are available after the completion of their introductory period. Eligible for 6 credit hrs of undergraduate or graduate study per semester.</p>	<p>Eligible include regular FT employees of MSU, U.S. Army assigned to DMS or Univ's food service vendor. In addt, dependents of MSU faculty &amp; staff are eligible for tuition assistance. Eligible for a max of 6 credit hrs per term not to exceed 18 per acad. year. Must be employed by 1st day of 1st class of semester.</p>	<p>Employee is eligible for tuition for up to 6 credit courses per 12 month fiscal year, not to exceed one (1) course offered during working hours in any given semester. Tuition waiver may be used for undergrad or graduate courses. Eligible staff employees w/ at least 6 months of continuous service or eligible faculty mbrs w/ 1 acad. semester of continuous service may transfer unused portion of tuition waiver to eligible dependents.</p>	<p>Employee must have completed initial probationary period before 1st day of class for which ee/spouse/dependent is registered. Currently employed eligible FT fac. &amp; staff are eligible for up to 6 credit hrs per semester along with associated mandatory fees. Part-time staff - 3 credit hrs. along with associated mandatory fees. Employees are eligible to use tuition waiver for undergrad, graduate or law classes.</p>	<p>Regular FT employees are eligible for tuition &amp; mandatory fees remitted for up to 6 credit hrs per semester. Max 18 per cal. yr. Employee must be employed on or before: 1/15 for Spring sem, 8/16 for Fall or May 1 for May &amp; Summer terms. 12/15 for Winter term. PT ee's - 3 cred hrs per sem. Max 9 per cal. yr. PT staff must be emp'd 6 mo. PT Fac employed 1 full semester.</p>
Employee Performance Standard	<p>No current Standard. Proposal would require GPA of 2.0 to continue eligibility. Withdrawal after drop/add date shall be considered unsatisfactory completion but shall be subject to appeal process for hardship. Allow 3 unsuccessful attempts without penalty for 1st time college attendees (ee's with no previous college-level course wk.</p>				<p>The employee or dependent shall be required to maintain a min. GPA of 2.0. No benefit given for courses dropped after last day to add a class.</p>			<p>If the GPA falls below 2.0 the employee will be ineligible to participate in the discount program until GPA improves to 2.0.</p>
Employee Student Fees	<p>Currently Paid. Proposal would provide TR benefit would exclude student fees</p>	<p>EE must pay excess fees before cancellation date or ee will be dropped. Mandatory program &amp; course fees other than tuition shall not be waived, however mandatory fees charged to part-time students shall be waived for UK ee's attending UK classes</p>	<p>The scholarship applies only to tuition &amp; not to special course fees or other fees required for a course.</p>	<p>Employee is responsible for instructional materials &amp; any special fees associated with course. Only the employee's tuition will be waived.</p>	<p>Waiver is for tuition only &amp; does not cover mandatory fees or other course costs. Does not cover correspondence courses &amp; audited courses.</p>		<p>Currently employed eligible FT fac. &amp; staff are eligible for up to 6 credit hrs per semester along with associated mandatory fees. Part-time staff - 3 credit hrs. along with associated mandatory fees.</p>	<p>A 50% tuition discount applies to the full tuition &amp; mandatory fees for courses taken. Fees which are not considered a part of this policy include course specific fees, student teaching fees, &amp; other similar fees.</p>

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Employee Graduate Tuition Surcharges	Currently paid. Proposal would provide TR benefit would exclude graduate class surcharge for prof. degrees							
Employee Classes During the Work Day	Supervisor may grant employee to take a maximum of 1 course per term during work hrs. Hrs will be adjusted to make up work time missed.	Supervisor may grant employee to take a maximum of 1 course per term during work hrs. Hrs will be adjusted to make up work time missed.		Courses may not be taken during normal work hours.	Supervisor may grant employee to take a maximum of 1 course per term during work hrs. Hrs will be adjusted to make up work time missed.	One course per semester or session can be taken during working hours if (1) the supervisor approves the time off during working hours, and (2) the lost working time is made up at times satisfactory to the employee's supervisor.	Employees are not to take classes during normal working hrs unless under extenuating circumstances. Time would have to be made up.	With approval of dept head, an employee may take 1 course during the ee's normal working hrs.
Student Eligibility Upon Employee History	<p>Perm FT Fac (1.0 FTE or more) hired before 1966 - Full TR for both independent &amp; dependent children (degree level not specified)</p> <p>Perm FT Fac (1.0 hire after 1966 &amp; before July 1978) - Full TR for both independent &amp; dependent children , limited to 1st under grad degree.</p> <p>Reg status fac &amp; staff w/kg .80 FTE or greater, hired on or after 7/1/1978 - Full TR for unmarried, legally dependent children for 1st under grad degree</p> <p>Proposal would restore one-year waiting period in original policy before dependent is eligible when employee has 12 months of reg FT continuous service at UofL.</p>	<p>Must be a dependent child of a reg, FT employee or partner up to age 25.</p> <p>Discount fee is based on employee length of service:            Less than 1 yr - no discount            At least 1 yr but less than 2 - 10%            At least 2 yrs but less than 3 - 20%            At least 3 yrs but less than 4 - 30%            At least 5 yrs - 50% max for semester</p>	<p>Employee scholarship may be transferred to a sponsored dependent &amp;/or dependent children of eligible employees for classes taken at EKU with a max of 12 hrs per semester.</p> <p>A sponsored dependent or dependent child may use the scholarship for acad. credit courses only.</p>	<p>The University provides a range of educational benefits for FT ee's &amp; their dependent children &amp; current spouse.</p> <p>Policy states "Employees &amp; their dependents may enroll in undergraduate or graduate classes but does not give # of credit hours allowed.</p>	<p>If a regular, FT faculty or staff mbr waives his/her entitlement to use all or a portion of the 6 credit hrs per acad. term, the Univ shall grant a tuition waiver of up to 6 credit hrs for undergrad courses only per term to an eligible dependent, not to exceed 12 cred hrs per academic year.</p> <p>If elig. dependent is granted tuition waiver for 6 cr. hrs. in any acad. term, employee will not be entitled to a tuition waiver during that term.</p>	<p>Eligible staff employees w/ at least 6 months of continuous service or eligible faculty mbrs w/ 1 acad. semester of continuous service may transfer any unused portion of the tuition waiver to their lawful spouse &amp;/or eligible dependents.</p>	<p>Dependents of eligible FT fac. &amp; staff may receive 6 credit hrs per semester along w/ associated mandatory class fees for undergrad classes only.</p> <p>Dependents of eligible PT staff are eligible for 3 credit hrs per semester along w/ associated mandatory class fees for undergrad classes only.</p> <p>Dependents of PT faculty do not receive the 3 credit hour benefit.</p>	<p>Dependents of reg. FT employees are eligible to receive a tuition discount of 50% on all undergrad courses until degree requirements for 1 baccalaureate degree at WKU are met.</p> <p>Graduate classes are not included in this policy.</p>

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Dependents Definition	<p>Natural born child, adopted child, step-child in which ee provides more than 50% of total support.</p> <p>Foster children and loco parentis relationships are not eligible for the tuition remission benefit, but proposal would add "legal ward."</p> <p>Proposal would establish age limit of 26 as of the 1st day of classes for which enrolled.</p>			An eligible dependent is defined as by federal tax guidelines.	An eligible dependent is defined as a spouse, unmarried son, daughter, step-son, or step-daughter less than 24 yrs of age by Dec 31 of yr in which the term for which the waiver is requested falls.	<p>A child includes natural, adopted or step-child or person for whom the employee has been granted legal guardianship.</p> <p>A child is defined as a person under 24 years of age at the beginning of the academic term</p>	A dependent is defined as an unmarried natural child, adopted child, stepchild or legal ward & is less than 25 yrs of age as of 1st day of the semester for which the class is offered & who is claimed as a dependent by the ee for income tax purposes based on IRS guidelines. In the case of legal separation or divorce, a natural or adopted child or legal ward may participate in this program regardless of which parent declares the child for legal purposes.	A dependent child is defined as one who is an unmarried, natural child, adopted child, step-child, or legal ward & (a) is claimed as a dependent by the ee on the most recently filed fed. income tax return & (b) is eligible to be claimed as a dependent for the tax yr in which classes are taken.
Dependent Waiting Period	No current waiting period. Proposal would require employee to be employed 12 continuous months, before dependents become eligible.	Must be employed by last day to add/drop a class.		Benefits are available after the completion of their introductory period.	Must be employed by 1st day of 1st class of semester.		Employee must have completed initial probationary period before 1st day of class for which ee/spouse/dependent is registered.	Employee must be employed on or before: 1/15 for Spring sem, 8/16 for Fall or May 1 for May & Summer terms. 12/15 for Winter term
Dependent Death & Disability Benefit	No current waiting period. Proposal would provide that Death & Disability benefit should be limited to employees w/ 7 yrs of credible service by employee.						<p>Dependents of all eligible FT reg faculty &amp; staff employed at NKU at time of their death may receive tuition waivers for up to 6 credit hrs per semester along w/assoc. mandatory class fees for undergrad classes for a period of 5 yrs from the date of ee's death.</p> <p>Dependents of all eligible PT regular staff may receive up to 3 credit hrs for 5 yrs as above.</p>	Dependents & spouse of elig. employees who die while in an active FT status, shall be elig. for tuition discounts following the same guidelines as active ee's. The deceased ee must have had at least 5 yrs of FT service w/ WKU. For dependents & surviving spouse who were qualified at the time of ee's death.
Dependent Credit Hour Limit	No current limit. Proposal would limit dependents to 140 credit hours.	Max benefit equal to 50% discount on in-state, undergrad, full time course-loads.	Limit: Max. # of credit hrs transferred from employee per semester is 12.			Employee is eligible for tuition for up to 6 credit courses per twelve month fiscal year. Unused portion can be transferred to the spouse.		

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Dependent Performance Standard	None specified.	Be in good academic standing.			The employee or dependent shall be required to maintain a min. GPA of 2.0 & must otherwise be in good standing with the Univ.  No refund or credit (benefit) will be given for courses that are dropped by student after last day to add a class.		No undergrad class may be repeated for credit by an employee, spouse &/or dependent(s) where a grade of C or above has been received. Classes may be audited utilizing the tuition benefit program.	If the GPA falls below 2.0 the dependent child will be ineligible to participate in the discount program until GPA improves to 2.0.
Dependent Student Fees	Mandatory students fees are currently included in TR. Proposal would exclude student fees	Tuition & mandatory fee discount is provided based on employee length of continuous regular full-time service at U.K.	The scholarship applies only to tuition & not to special course fees or other fees required for a course.				Associated fees are included in the benefit.	A 50% tuition discount applies to the full tuition & mandatory fees for courses taken. Fees which are not considered a part of this policy include course specific fees, student teaching fees, & other similar fees.
Dependent Distance Educ.	Distance education surcharge is currently included. Proposal would eliminate distance educ surcharge.							
Spouses Eligibility	Reg Fac & Staff at .80 FTE or more hired on or after 7/1/78. <b>Benefit terminated as of Fall Semester 2008.</b>  Spouses of FT Fac (at 1.0 FTE or more) hired before 7/1/78 have independent, permanent entitlement to 3 credit hrs per semester (in addt to spouse transfer provision above)	Must be a spouse/partner of a reg, FT UK employee as defined by Univ. policy.  Be admitted to Univ, registered, for credit, in undergrad level classes.  Discount fee is based on employee length of service: Less than 1 yr - no discount At least 1 yr but less than 2 - 10% At least 2 yrs but less than 3 - 20% At least 3 yrs but less than 4 - 30% At least 5 yrs - 50% max for semester	Employee scholarship may be transferred to the spouse of eligible employee for classes taken at EKU.  A spouse may use the scholarship for acad. credit courses only.	Eligible employee benefit includes current spouse.  Details as to the specifics of the spouse benefit are not clear in the policy.  Policy states "Employees & their dependents may enroll in undergraduate or graduate classes but does not give # of credit hours allowed.	If a regular, FT faculty or staff mbr waives his/her entitlement to use all or a portion of the 6 credit hrs per acad. term, the Univ shall grant a tuition waiver of up to 6 credit hrs for undergrad courses only per term to an eligible dependent, not to exceed 12 cred hrs per academic year.  If elig. dependent is granted tuition waiver for 6 cr. hrs. in any acad. term, employee will not be entitled to a tuition waiver during that term.  An eligible dependent is defined as a spouse.	Eligible staff employees w/ at least 6 months of continuous service or eligible faculty mbrs w/ 1 acad. semester of continuous service may transfer any unused portion of the tuition waiver to their lawful spouse &/or eligible dependents.	A spouse is defined as any legal spouse.  Spouses of eligible FT fac. & staff may receive 6 credit hrs per semester along w/ assoc. mandatory class fees for undergrad classes only.  Spouse of eligible PT staff are eligible for 3 credit hrs per semester along w/ assoc. mandatory class fees for undergrad classes only.  Spouses of PT faculty do not receive the 3 credit hour benefit.	Legal spouses of reg. FT employees are eligible for 50 % tuition discount for up to 6 credit hrs per semester (max 18 per cal. yr)  Employee of spouse must be employed by specific dates as in dependent eligibility cell.  Employee must be employed on or before: 1/15 for Spring sem, 8/16 for Fall or May 1 for May & Summer terms. 12/15 for Winter term

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Spouses Credit Limit	No cumulative limit.	Max benefit equal to 50% discount on in-state, undergrad, full time course-loads.	Limit: Max. # of credit hrs transferred from employee per semester is 12.		See "Spouses Eligibility" above.	Employee is eligible for tuition for up to 6 credit courses per twelve month fiscal year. Unused portion can be transferred to the spouse.		
Spouses Student Fees	Same as employee.	Tuition & mandatory fee discount is provided based on employee length of continuous regular full-time service at U.K.	The scholarship applies only to tuition & not to special course fees or other fees required for a course.				Associated fees are included in benefit.	A 50% tuition discount applies to the full tuition & mandatory fees for courses taken. Fees which are not considered a part of this policy include course specific fees, student teaching fees, & other similar fees.
Spouses Performance Standard	Same as employee.	Be in good academic standing						If the GPA falls below 2.0 the spouse will be ineligible to participate in discount program until GPA improves to 2.0.

Please direct questions to:  
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