



Using CC's Tuition Benefits

Office of Human Resources





Learning Objectives

What are the education assistance programs available to CC employees, their spouses, and their dependent children?

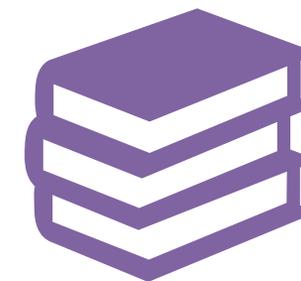
- Attending Colorado College
- Attending an ACM School
- Attending an accredited college that is not an ACM School

What education assistance programs are available **after retirement** from CC?

What is Public Service Loan Forgiveness (PSLF)?

Overview

- CC provides four (4) different education assistance programs
- Employees must meet eligibility criteria.
- Application forms can be found at the HR website or contact Gina Lujan at:
 - elujan@coloradocollege.edu



Eligibility Criteria

Full time status (at least 1400 hours a fiscal year)

- Full-time and part-time service at another accredited college or university immediately preceding full-time employment at Colorado College will be counted towards the service requirement.
 - If you are a part-time, benefit-eligible employee (1000-1399 hours) and your employment changes to full-time status, the part-time years of service will be pro-rated towards the full-time service requirement. For example: two part-time years will equal one year of full-time service.
- Part-time years of service are pro-rated towards the full-time service requirement.





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Years of Service Eligibility Criteria

	CC Tuition Remission	ACM Tuition Exchange	Partial Tuition Payment	Tuition Assistance Program
Active Full-time Status				
Employees	1 year	N/A	N/A	1 year
Spouse/Partner	1 year	N/A	N/A	N/A
Dependents	5 years	5 years	5 years	N/A
Deceased/Disabled Full-time Status*				
Spouse/Partner	1 year	N/A	N/A	N/A
Dependents	5 years	5 years	5 years	N/A

*Service requirement must be met before the death or disability occurred.



For Example

Start date: December 1, 2021

	CC Tuition Remission	ACM Tuition Exchange	Partial Tuition Payment	Tuition Assistance Program
Active Full-time Status				
Employees	12/01/2022	N/A	N/A	12/01/2022
Spouse/Partner	12/01/2022	N/A	N/A	N/A
Dependents	12/01/2026	12/01/2026	12/01/2026	N/A



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Attending
Colorado College





Education Assistance Types: Colorado College Tuition Remission

Full-time Employees, Spouses, and Domestic Partners

- Full-time employees may be eligible for tuition remission for undergraduate or MAT courses.
- Acceptance in the course is based on available space and such employees/Spouses/Partners will be considered 'special status students' if they are non-degree seeking.
- 100% of tuition would be covered but student pays fees, books, etc.



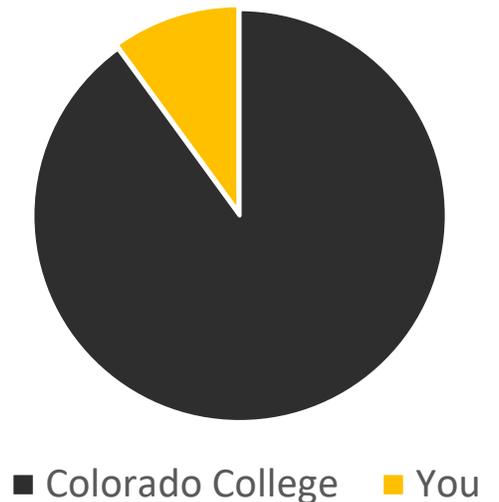


Education Assistance Types: Colorado College Tuition Remission

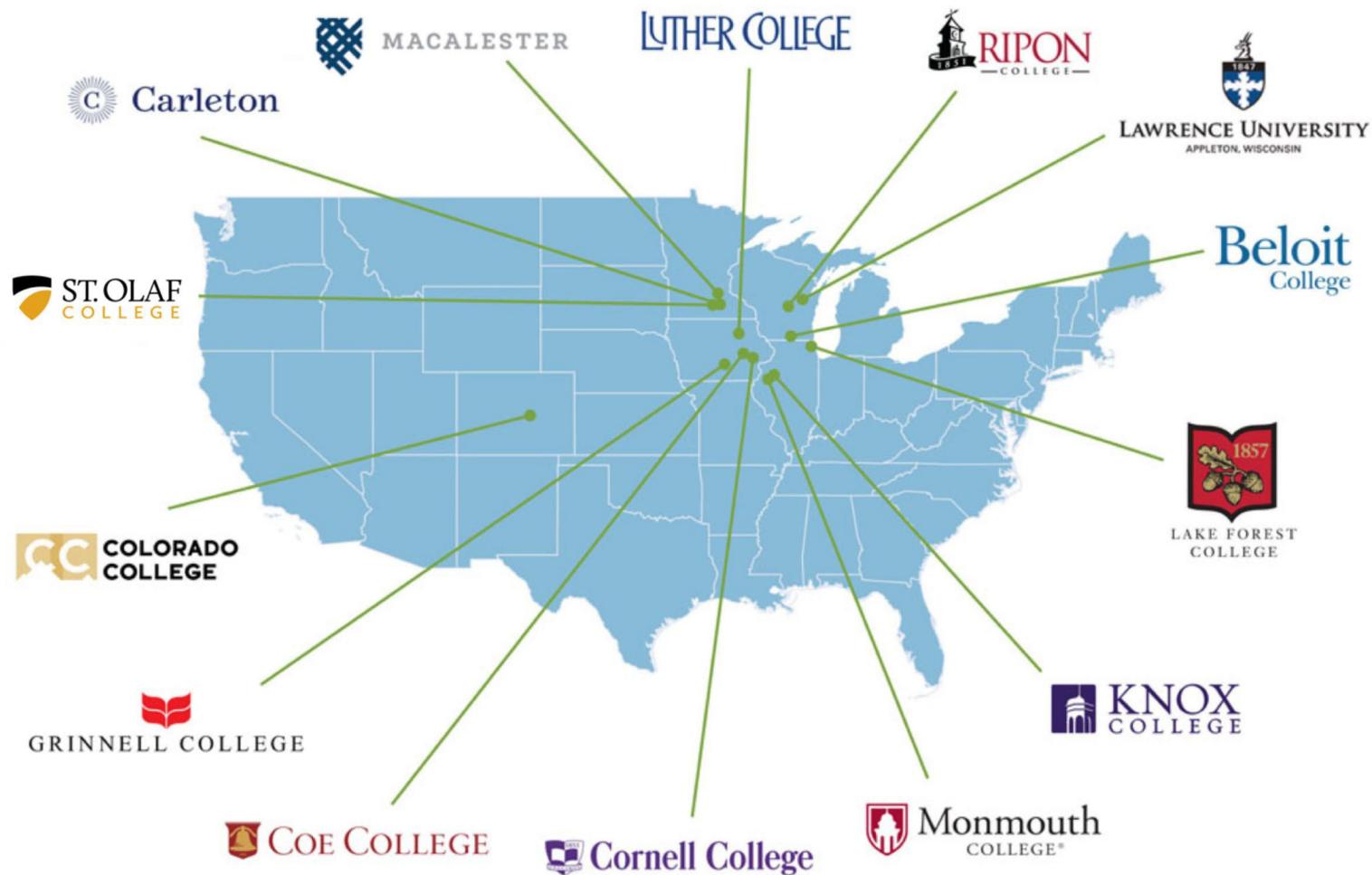
Dependent Children

- Eligible dependent children of employees and retirees, **who have been admitted** to Colorado College, are eligible to receive tuition remission for up to a total of four (4) years of undergraduate study or 32 credits.
 - A dependent child is someone who is claimed as a dependent on your tax returns and is less than 25 years of age.
- 90% tuition paid by CC; 10% tuition paid by you
- Although dependent children do not pay tuition, they do have to pay for room and board, fees, etc.
- Eligible dependent children who are high school students, may be accepted to take summer session courses.

CC Tuition Remission for Dependent Children



Attending an
ACM School





Education Assistance Types: ACM Tuition Exchange Program (TREP)

Dependent Children Only

ACM institutions that participate in the tuition exchange agreement are:

- Beloit College
- Carlton College
- Coe Colleges
- Cornell College
- Grinnell College
- Knox College
- Lake Forest College
- Lawrence University
- Luther College
- Macalester College
- Monmouth College
- Ripon College
- St. Olaf

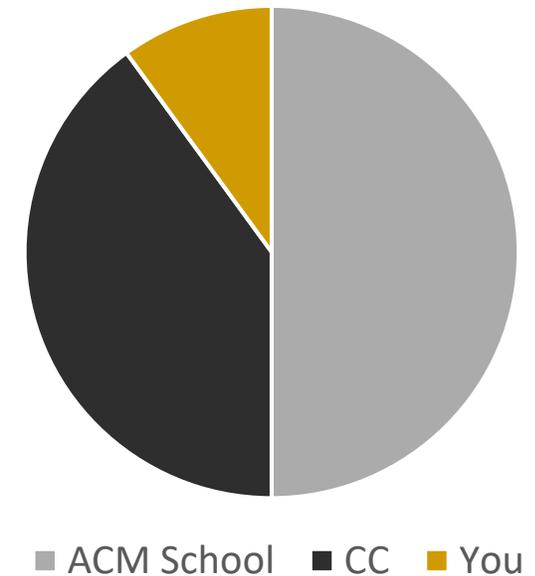


Education Assistance Types: ACM Tuition Exchange Program (TREP)

Dependent Children Only

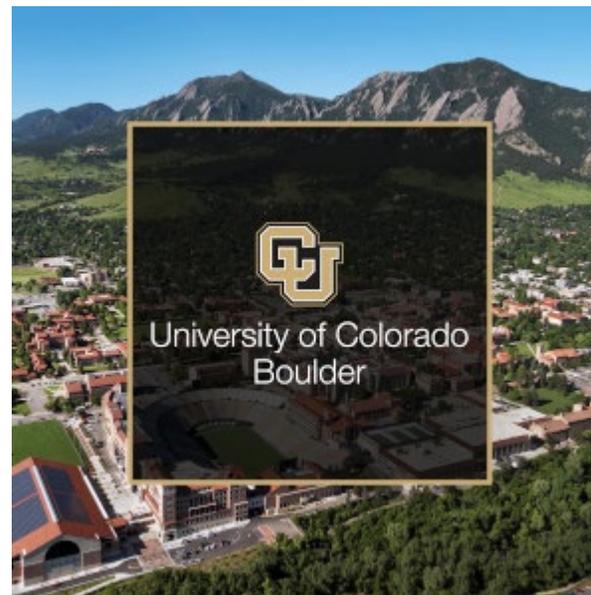
- Eligible dependent children admitted at Associated Colleges of the Midwest (ACM) schools that have an exchange agreement with Colorado College may participate in this program.
- The ACM institution will provide 50% tuition and CC will provide 40% tuition – you pay 10%
- If an employee's employment at Colorado College is terminated or if they resign, the tuition exchange program benefit will cease at the end of the semester in which the termination or resignation occurred.

TREP Tuition Break Down





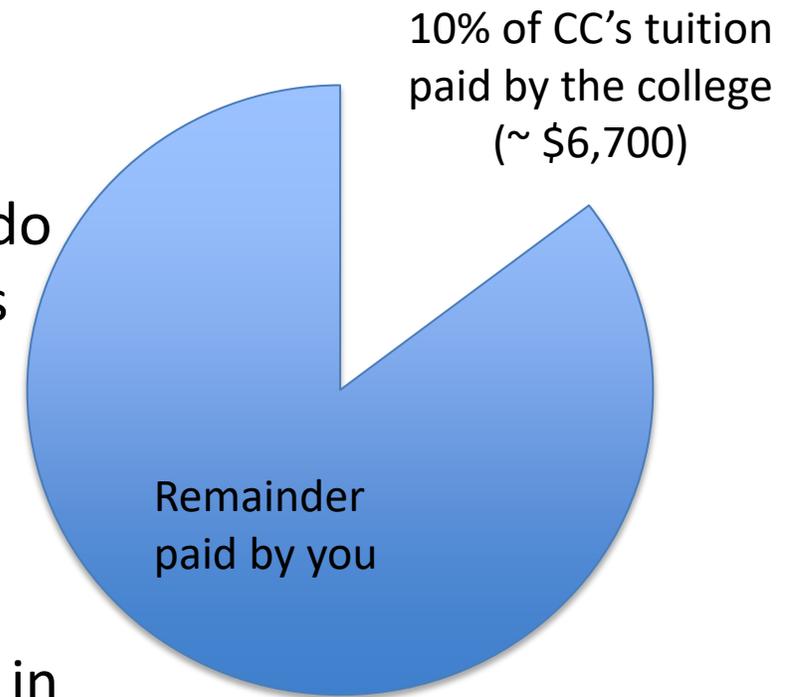
Attending a school
that is not an ACM
school



Education Assistance Types: Partial Tuition Payment

Dependent Children Only

- Eligible dependent children may apply for a partial tuition payment of up to 10% of the prevailing Colorado College tuition rate per year (fall and spring semesters only) for a total of four years attendance at an accredited undergraduate college or university.
- If you need to request tuition remission beyond four years or beyond 32 units of credit, must be submitted in writing to the office of Human Resources.
 - If denied, an appeal may be submitted to the CFO and VP of Finance for final review.





Education Assistance Types: Tuition Assistance Program

Employees Only

- Colorado College may reimburse eligible employees for courses taken at a business or technical school, or an accredited college or university.
 - Individuals may receive tuition assistance for a maximum of four classes (12 credits/half-time status) per academic year.
- The maximum assistance you receive will be the actual tuition cost but not to exceed comparable courses at the University of Colorado, Colorado Springs.
- We send tuition payments directly to the institution you are attending.
- Graduate-level tuition assistance may be taxable per IRS.





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Tuition benefits after retirement





Education Assistance Types: Retiree Tuition Benefits

You can retire from the college

- At age **55 with 10 years of service** or
- Age **60 with 5 years of service**.

	CC Tuition Remission	ACM Tuition Exchange	Partial Tuition Payment	Tuition Assistance Program
Retired Full-time Status				
Employees	Yes	N/A	N/A	N/A
Spouse/Partner	Yes	N/A	N/A	N/A
Dependents	Yes – 90%	Yes – 90%	Yes – 10% of CC	N/A



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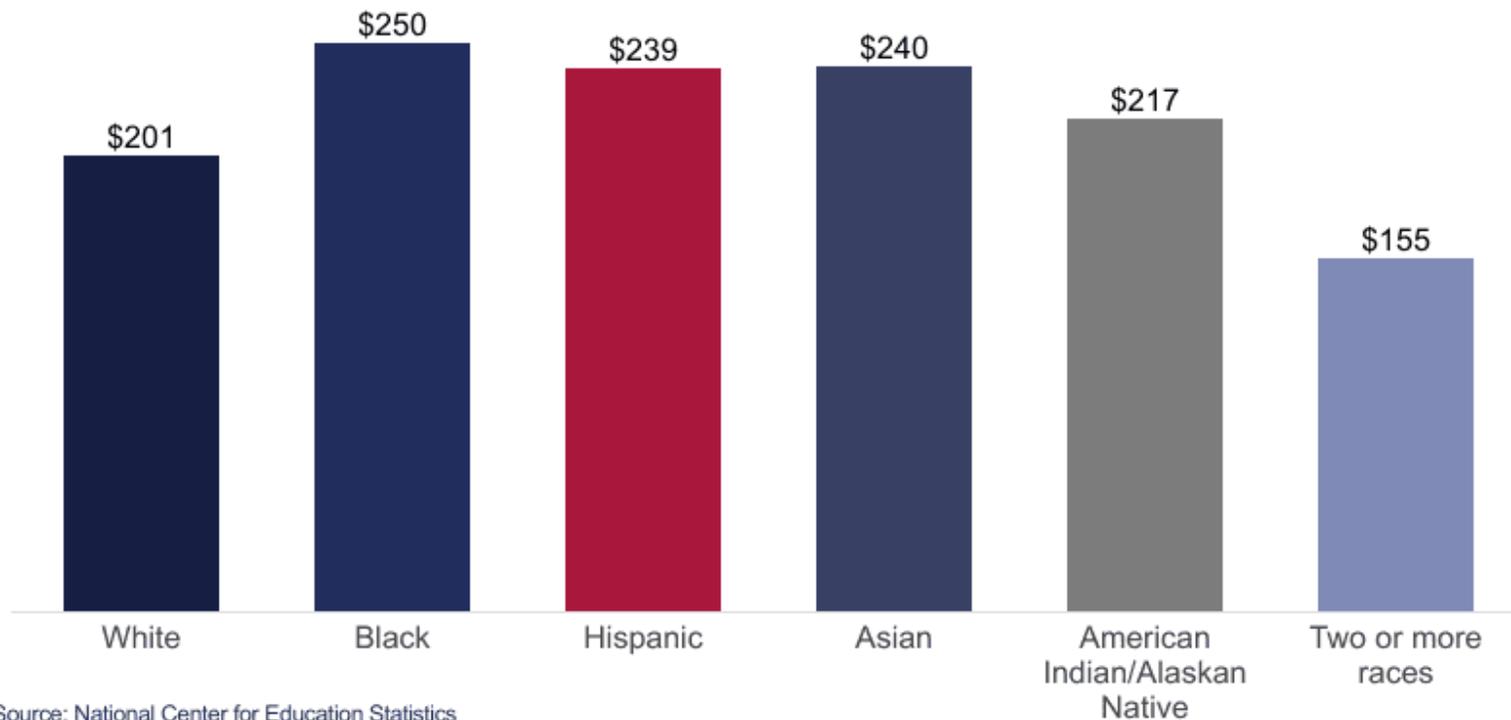
PSLF?!





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Monthly Student Loan Payments by Race



Source: National Center for Education Statistics

- On average, Black and African American college graduates owe \$25,000 more in student loan debt than White college graduates.
- Black, Asian, and Hispanic student loan borrowers owe the highest monthly payments.



What is Public Student Loan Forgiveness (PSLF)?

PSLF is a program designed to forgive the student loans of graduates who work for government or non-profit organizations.



Eligibility Requirements for PSLF

- Work for a qualifying employer
- Have a qualifying federal student loan
- Be enrolled in a qualifying repayment plan
- Make 120 qualifying payments
- Regularly submit the employment certification form



Qualifying Federal Student Loans

Direct Subsidized and/or Unsubsidized Loans
Direct Graduate PLUS Loans
Direct Consolidation Loans

Qualifying Repayment Plans

Income Driven Repayment (IDR)
Pay as You Earn (PAYE)
Revised Pay as You Earn (REPAYE)
Saving on a Valuable Education (SAVE) Plan

Qualifying Employers

Government organizations
Some non-profits - 501(c)(3) organizations

Qualifying Payments

120 on-time payments
Fully monthly amount due
Do not need to be consecutive



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