

O & M Tuition Reimbursement

Tuition Reimbursement Approval forms are available on the BOCES Human Resources webpage or in the Human Resources Office. Courses must be work related or in support of a degree.

The approval request form needs to be sent in PRIOR to the class starting. Once approved by your department administrator, he/she will send to Human Resources and the Assistant Superintendent for Human Resources will sign final approval. Classified/SBA staff may enroll in up to **six** undergraduate or graduate credit hours per school year. The four courses may be taken in one semester or throughout the fiscal year. The school year runs July 1st- June 30th. In order to be reimbursed for summer courses staff need to be employed in the fall of that school year.

Reimbursement for courses will be made at an amount up to the State University of New York (SUNY) tuition rate.

Upon course completion with a minimum grade of “C” or better, staff should send the following directly to Julia Van Skiver in Human Resources:

-College Transcript or Course Grade Report

-Account Summary/Financial Statement from the college/university

This should have a breakdown of the tuition fee showing that it has been **paid in full** and should also indicate other fees like financial aid, grants, waivers etc. The statement must clearly indicate the semester.

Tuition Reimbursements are processed **three** times per year. The paperwork will be processed within 30 days of the dates below and staff should receive their payment within 3-4 weeks. Tuition reimbursement in a **calendar year** over \$5,250.00 is considered a taxable fringe benefit under IRS regulations. Tuition reimbursement up to \$5,250.00 is processed through Accounts Payable. Any tuition reimbursement above \$5,250.00 is processed through payroll and subject to payroll taxes.

Please submit grade report and financial statements by:

-January 15th (fall courses)

-June 15th (spring courses)

-September 15th (summer courses)

In the event a course has **not** been completed, the staff member may request an extension of that approval for up to one additional semester.

In the event that paperwork is not submitted by the semester deadline dates listed above, or incomplete paperwork is submitted, reimbursement will not be made until after the following reimbursement cycle.

If you have any further questions I would be happy to answer them. Please contact Julia Van Skiver at 352-2722 or email me at jvanskiv@monroe2boces.org