

**Faculty/Staff Tuition Waiver
Benefit Application
Spring 2010**

Office of Financial Aid
1201 Wesleyan Street
Fort Worth, Texas 76105
(817) 531-4420
Fax (817) 531-4231
E-mail financialaid@txwes.edu

Eligibility:

- All tuition waivers must be fully completed and submitted to the Office of Human Resources at least two full weeks (14 calendar days) prior to the beginning of the semester. Waiver forms that are received by human resources after the deadline will not be processed.
- The Tuition Waiver Benefit Application should be completed after registering for classes. Employee must attach his/her class schedule and submit with the waiver application.
- All full-time, regular employees of the University, their spouses, and dependents are eligible for a full tuition waiver. Dependents are defined as natural, adoptive or stepchildren.
- Eligibility for the tuition waiver benefit occurs on the first day of employment for the employee and after the employee's initial 90 days of employment for dependents.
- No waiver eligibility will be retroactive to any semester enrolled prior to the eligibility date.
- Part-time employees (faculty or staff) are eligible for the tuition waiver. The amount of the waiver will be pro-rated to the number of regular hours they work each week. Thirty or more hours per week is considered full-time employment. Part-time employee dependents and/or spouses are not eligible for the tuition waiver.

Additional Requirements:

- Continuation of the tuition waiver benefit requires compliance with the same academic standards as outlined in the current University catalog.
- Tuition waiver applicants who apply for and receive federal, state, institutional or other outside awards (other than student loans), shall have those awards counted toward tuition costs unless otherwise stipulated. Students eligible to receive the Federal Pell Grant may use this aid for costs beyond tuition.
- Students on waiver are required to pay for all fees associated with admission and enrollment and any other fees not specifically considered as "tuition."
- Tuition waivers for courses an employee takes in pursuit of a graduate degree are fully taxable. This includes undergraduate courses taken as a condition of admission to a graduate program as the course is considered graduate level for purposes of taxability. However, the IRS provides an exclusion of the first \$5,250 of tuition waiver income. Waivers for an employee's dependent in pursuit of a graduate degree are fully taxable (exclusion does not apply). Waivers for courses taken by an employee/dependent toward an undergraduate degree are not taxable to the employee.
- The University shall not incur any expenses on behalf of the employee, spouse or child including tuition payments paid to a third-party.

Restrictions:

- Approval of the employee's total semester credit hours is at their supervisor's discretion. The Office of Human Resources has final approval.
- Full-time employees may take only one course regardless of work schedule between the hours of 8:00 am to 4:30 pm, Monday through Friday. For non-exempt employees, any time spent in class must be made up during the same pay period. Hourly employees may not use vacation time in increments less than a full day to attend class. Supervisors may also recommend to the provost and the associate vice president of administrative services and human resources exceptions to this policy. Requests for exceptions must be submitted in writing to the Office of Human Resources at least 14 calendar days before the first day of class. The provost and associate vice president of administrative services and human resources will act jointly, and are the only ones with the authority to approve exceptions to this policy. Exceptions will only be made for compelling reasons as determined by the provost and associate vice president of administrative services and human resources.

Additional Information

- This benefit may be revised or discontinued at the end of any semester. Under no circumstance shall it constitute a continuing obligation of the University.
- Additional information about the tuition waiver benefit is available in the applicable employee handbook.
- Failure to comply with tuition waiver policies and procedures may result in revocation of the waiver.