

## ***TUITION WAIVER GUIDELINES- APSCUF/OPEIU HEALTHCARE/MANAGEMENT***

### **I. ELIGIBILITY** – There is no waiting period for eligibility purposes.

- A. All full-time employees in a compensable status who qualify for fully paid benefits, plus ROTC personnel.
- B. Spouses of (A).
- C. Children of (A) who are under age 25.
- D. Dependent children of (A) who are under age 29.

### **II. BENEFITS** – All basic tuition will be waived, as follows:

- 1. Employee – for any course, including auditing a course. However, tuition for Individualized Instruction and Independent Study will not be waived.
- 2. Spouse – for courses leading to a first Baccalaureate and/or first Masters Degree. Tuition for post-Baccalaureate courses will not be waived. Fees for auditing a course will not be waived. For faculty spouses, fees for undergraduate Individualized Instruction and Independent Study will be waived.
- 3. Children/Dependent – for courses leading to first Baccalaureate Degree. For faculty children up to age 25, fees for Individualized Instruction and Independent Study will be waived. However, fees for auditing a course will not be waived.

**PLEASE NOTE:** Employees are responsible for payment of any applicable fees.

\*Effective Fall 1990, children of employees represented by APSCUF and management employees are eligible for a 50% waiver at any other PASSHE universities until child obtains first Baccalaureate Degree or reaches age 25, whichever comes first.

\*Effective Fall 1999, employees represented by APSCUF are eligible for tuition waiver at other PASSHE universities.

\*\*Tuition waiver is available for certain international programs sponsored by Slippery Rock University. For details, contact the International Services Office.

\*\*Certain university academic scholarships may not be available in conjunction with tuition waivers. For details, contact the Financial Aid Office.

\*\*Fees for taking credit courses by examination will not be waived.

\*\*Tuition waiver is not available for courses leading to the doctorate in physical therapy.

### **III. CONDITIONS**

Employees Represented by APSCUF – eligible to take courses as long as courses do not interfere with primary responsibilities; subject to approval of the supervisor, dean, the appropriate vice president and president.

Managers and Employees Represented by OPEIU Healthcare – eligible to take one course each semester and one course during the summer months that meet during normal work hours provided arrangements can be made to make up lost work time; subject to approval of supervisor, vice president or president. If an employee requests to take a second course that meets during normal work hours, the employee must bear the costs of the second course themselves and have their supervisor's approval to use available, accumulated leave for the duration of the course. Also, the supervisor must certify that such activity has no detrimental effect on the operation of the work area. There is no restriction on course work taken after normal work hours.

### **IV. For RETIREE tuition waiver benefit, please see back of this sheet.**

**RETIRED FACULTY/COACH:**

1. Employee – any course at Slippery Rock University provided employee retired with 20+ years of service at SRU; does not include Individualized Instruction or Independent Study.
2. Spouse – not eligible.
3. Children – total waiver of tuition for courses at Slippery Rock University or 50% waiver of tuition for courses at other PASSHE universities until child obtains first Baccalaureate Degree or reaches age 25, whichever comes first; provided employee is retired, at least age 60 at the time of retirement and has served at least 10 years in the PASSHE.

\*Effective with the Fall semester 1987, the children of employees represented by APSCUF who retire prior to age 60 with at least 10 years in the PASSHE will be eligible for tuition waiver once the retired employee reaches age 60.

\*For a retiree’s children, fees for Individualized Instruction and Independent Study will be waived up to age 25.

**RETIRED EMPLOYEES REPRESENTED BY OPEIU HEALTHCARE:**

1. Employee – any course at Slippery Rock University provided employee retired with 20+ years of service at SRU.
2. Spouse – not eligible.
3. Children – not eligible.

**NO INDEPENDENT STUDY OR INDIVIDUALIZED INSTRUCTION COURSES ARE INCLUDED.**

**RETIRED MANAGEMENT:**

1. Employee – any course at Slippery Rock University provided employee retired with 20+ years of service at SRU.
2. Spouse – effective Fall 1990, courses at Slippery Rock University leading to first Baccalaureate and/or first Master’s Degree.
3. Children – effective Fall 1990, a 50% waiver at any other PASSHE universities until child obtains first Baccalaureate Degree or reaches age 25, whichever comes first.

\*\*Available only when employee meets one of the following conditions:

1. Is retired from the System and has at least 25 years of credited service in one of the System’s approved retirement plans; or
2. Is retired from the System and is at or above age 60 with at least ten years of credited service in one of the System’s approved retirement plans.

**NO INDEPENDENT STUDY OR INDIVIDUALIZED INSTRUCTION COURSES ARE INCLUDED.**

