

Tuition Remission

FACULTY & STAFF



Benefits



What's New and What's Changing

FOR FALL SEMESTER 2020

In our efforts to put “people-first,” enhancing our benefits offerings is one of the ways we can further support and serve our faculty and staff. One of the most important and “Only-at-GW” benefits the university can provide is access to our world-class courses and degree programs.

We are pleased to announce a number of enhancements to the Tuition Remission benefit that will take effect fall semester 2020. In the following pages, we provide an overview of these enhancements. An updated Tuition Remission Benefit Policy will be shared with faculty and staff in the spring. We hope that you and your family will take advantage of this enhanced benefit, whether for professional development, a young student’s educational pursuits, or to fulfill a curiosity to learn something new.

Supporting faculty and staff by investing in your education is a key component of our thriving community. We invite you to review highlights of the changes and enhancements below that take effect fall semester 2020.

Benefit Coverage and Participant Eligibility

Benefits-Eligible Employees:

- Tuition remission coverage for **eligible employees will be increasing from 90% to 100%* for all eligible programs**. Program eligibility and semester credit limits will continue to apply.
- All benefit eligible employees (full-time and part-time) will be eligible for the tuition remission benefit the semester that begins on or follows their date of hire. *Staff will no longer be subject to a 180-day waiting period.*

* If a part-time employee is taking 1 to 3 credits in a doctoral program per semester, the benefit is 100%; if the employee is taking 4 or more credits, a 50% benefit will apply to all credits (including the first 3).

What is Tuition Remission?

The tuition remission benefit pays a percentage of tuition costs at GW. The exact coverage depends on the benefit eligible employee’s status (full-time or part-time), whether the student is an employee or dependent (i.e. spouse, domestic partner or child), and the type of academic program. The benefit is applied directly to the student’s account. The benefit does not apply to tuition-related or other fees, room, board, or student account financial penalties. For more information, please visit the [Benefits website](#).

When am I eligible?

All benefits-eligible employees will be eligible for tuition remission the semester that begins on or follows their date of hire.

How much coverage will I receive?

Tuition remission coverage for eligible employees will be increasing from 90% to 100% for all eligible programs. Program eligibility and semester credit limits will continue to apply.

Dependents (Spouses/Domestic Partners and Children):

- All eligible dependents, including spouses, domestic partners and children, will now be categorized into one dependent group, "Dependents," with the same coverage tiers and coverage percentages. Program eligibility for dependents will continue to depend on whether the student is a spouse/ domestic partner or child dependent. Please see Program Eligibility by Student Type below for details.
- Dependents of benefits-eligible employees (both full-time and part-time) will be eligible for tuition remission beginning the first semester coinciding with or immediately following the employee's completion of one year of benefit eligible service.
- Coverage tiers and percentages are based on the benefits-eligible years of service of the employee (also referred to as the Sponsor) and will be as follows:

Years of Benefits-Eligible Service	Full-Time	Part-Time
Less than 1 year	Not eligible	Not eligible
1-3 (More than 12 months)	75%	37.5%
4-9 (More than 48 months)	90%	45%
10+ (More than 120 months)	100%	50%

Retirees and Dependents of Retirees:

- There will be no change to retiree eligibility; however, the benefit coverage percentages will increase as noted above for retirees and their eligible dependents. Eligibility and coverage are dependent upon the retiree's status (full-time/part-time) and benefits-eligible years of service at the time of their retirement.

Survivors of Deceased Employees:

- There will be no change to the eligibility for survivors of deceased employees; however, the benefit coverage percentages will increase as noted above for dependents. Eligibility and coverage are dependent upon the status (full-time/part-time) and benefits-eligible years of service of the deceased employee. Surviving dependent children must meet the eligible dependent definition. Other course/ program limitations continue to apply.

How is dependent coverage determined?

Tuition remission coverage for dependents will increase based on benefits-eligible years of service. Upon the celebration of 10 years of service, dependents will be eligible for 100% coverage (50% for dependents of part-time employees).

The stated percentage will increase as of the first day of the semester that begins on or follows the employee's anniversary date.

Program Eligibility by Student Type

- **Employees:** Full-time and part-time employees will continue to be eligible for tuition remission benefits for undergraduate, graduate, non-credit, non-degree and audited courses as well as graduate certificate and certification courses.
- **Spouses/Domestic Partners:** Spouses/domestic partners of full-time and part-time employees will continue to be eligible for tuition remission benefits for undergraduate, graduate, non-degree and audited courses. In addition, beginning fall semester 2020, all spouses/domestic partners will be eligible for tuition remission benefits for non-credit courses as well as graduate certificate and certification courses.
- **Child(ren):** Child dependents of full-time and part-time employees will continue to be eligible for tuition remission benefits for one undergraduate degree, OR 8 semesters for graduate, non-degree and audited courses. Note: If the child was accepted into the GW undergraduate program as a transfer student, coverage for graduate, non-degree and audited courses is calculated as the difference between "8" and the number of undergraduate semesters completed at GW for which benefits were received.

Dependent eligibility for tuition remission is based on several criteria. For additional details, please review the full Tuition Remission Benefit Policy on the [Benefits website](#).

How Coverage is Calculated

Beginning fall semester 2020, tuition remission benefit coverage will be calculated based on the relevant program's tuition rate. Previously, all coverage was calculated based on the Columbian College (CCAS) tuition rate. To review current tuition rates for all programs and schools, please visit the [Student Accounts Tuition and Fees webpage](#).

Please note: This change may increase your benefit coverage and in turn may impact tax obligations for employees pursuing graduate and doctoral level work. An overview of tax obligations related to the tuition remission benefit is available on the [Benefits website](#).

All other eligibility provisions and program/course limitations still apply. Additional details will be provided in the updated Tuition Remission Benefit Policy, which will be shared with faculty and staff in the spring.

Tuition remission benefit coverage will be calculated based on the relevant program's tuition rate. Previously, all coverage was calculated based on the Columbian College (CCAS) tuition rate.

Get In Touch

For more information or assistance

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