

# Academic Education Benefits – Staff Senate

*October 2022*





# ***Agenda***

- Education Benefits
- Tuition
- Professional Development
- Manager Conversations
- Questions





# Education Benefits

## Education Benefit Program

- Tuition and Professional Development
- Funded through the fringe pool
- Must remain compliant with IRS section 125
- Advance funding or reimbursement
- Paid within 2 pay cycles

## FAQ's

### Non-eligible Programs or Expenses:

Personal enrichment courses, sports, games, hobbies, workshops, professional licenses, dues, special examinations for admission to degree programs, private consultant refresher courses to take examinations, mindfulness, coaching...





# Tuition

Degree program, courses, academic certificate

Earns transferrable credits

Accredited education provider

Grade  $\geq$  "C", or "Pass" if p/f

Up to \$5,250 each calendar year

# Professional Development

- Available for use on job or career-growth related offerings relevant to your current job
- Provided or sponsored by a recognized provider of professional development
- Classes, certification training, initial exam for job-related certification, and conferences
- Full benefit = \$2,000
- Can combine with the tuition benefit if are seeking a degree (balance \$3,250)





# Manager Conversations

- Employee determines how to use their Education Benefits
- Manager should initiate conversations during 1:1's to meet the needs of the employee and the team
  - Review employee goals
  - Discuss barriers
  - Review [Career Development](#) offerings
  - Build a Professional Development plan
  - Be realistic







Questions?  
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