

Tuition Reimbursement Program Presentation

July 9, 2012
Commissioners' Court

Current Tuition Assistance Program

- ❖ 100% of tuition costs are paid with a maximum amount not to exceed that which would be payable to the University of Texas at Dallas for similar courses.
- ❖ The employee must receive a minimum grade of C for undergraduate work or B for graduate work in order to qualify for reimbursement.
- ❖ An employee receiving tuition assistance must retain employment with Collin County for a period of at least one year following final reimbursement of tuition. If an employee voluntarily leaves the county before this mandatory one year period is over, full reimbursement is payable to Collin County upon separation.

Current Tuition Assistance Program

- ❖ 56 employees received tuition reimbursement from 2010 to 2012, and of those, 11 employees have terminated.

- ❖ Of the 11 terminations, the breakdown for the length of time the employee continued to work for Collin County after receiving their reimbursement is as follows:
 - Less than 1 year: 7 (2 still owe reimbursement to the County)
 - 1 year to 2 years: 2
 - 2 years and up: 2

Tuition Assistance Comparison Current Program

Entity	Percent of Tuition Costs Reimbursed	Maximum Reimbursement	Repayment Required at Termination?
Collin County	100% (min. grade of C for undergraduate, B for graduate)	Not to exceed that which would be payable to UT-Dallas. No annual limit.	Yes – 0-1 year post-completion: 100% repayment; after 1 year: 0%
Frisco	100% (min. grade of C for undergraduate, B for graduate)	\$3,000/yr.	Yes – 0-6 months post-completion: 100% repayment; 6 months–1 year: 75%; 1-1.5 years: 50%; 1.5-2 years: 25% ; after 2 years: 0%
McKinney	100% (min. grade of C for undergraduate, B for graduate)	\$1,500/yr.	Yes – 0-1 year post-completion: 100% repayment only for the previous 1 year of assistance received
Plano	100% (min. grade of C for undergraduate, B for graduate)	\$2,000/yr.	Yes – 0-1 year post-completion: 100% repayment; 1-2 years post-completion: 50% ; after 2 years: 0%
Tarrant County	100% - A; 80% - B; 70% - C; 0% for less than a C	Limits are tied to tuition rates at UT-Arlington	No - must be related to a position at the county but not necessarily current position
Denton County	100% - A; 75% - B; 50% - C; 0% for less than a C	Based on cost at UNT	No – but termination prior to completion of the course forfeits reimbursement

Dallas County does not have a tuition assistance program. City of Allen has a policy that is currently suspended.

Tuition Assistance Changes

Option 1A

- ❖ Employee must remain employed by Collin County as a full-time, active employee for a number of years based on the amount of assistance they received.
- ❖ Early termination results in 100% repayment.
- ❖ Time starts counting when class has been completed.

Amount Received	Years of Service Required	Repayment Liability for Early Termination
\$0 - \$2,000	1	100%
\$2,000 - \$5,000	2	100%
\$5,000 - \$7,500	3	100%
\$7,500 or more	4	100%

Example:

- ❖ Employee receives a total of \$9,000 in tuition assistance and successfully completes eligible coursework on June 15, 2012.
 - Termination on or before four years (June 15, 2016) results in repayment liability of 100% or \$9,000.
 - Termination on or after June 16, 2016 fulfills the agreement and liability is reduced to 0%.

Tuition Assistance Changes

Option 1B

- ❖ Employee must remain employed by Collin County as a full-time, active employee for a number of years based on the amount of assistance they received.
- ❖ Early termination results in 100% repayment.
- ❖ Time starts counting when class has been completed.

Amount Received	Years of Service Required	Repayment Liability for Early Termination
\$0 - \$2,000	1	100%
\$2,000 - \$5,000	2	Up to year 1 - 100%
		Year 1 up to year 2 - 50%
		Year 2 and over - 0%
\$5,000 - \$7,500	3	Up to year 1 - 100%
		Year 1 up to year 2 - 75%
		Year 2 up to year 3 - 50%
		Year 3 and over - 0%
\$7,500 or more	4	Up to year 1 - 100%
		Year 1 up to year 2 - 75%
		Year 2 up to year 3 - 50%
		Year 3 up to year 4 - 25%
		Year 4 and over - 0%

Additional Information

Tuition Assistance Changes Option 1

- ❖ Employee must remain employed by Collin County as a full-time, active employee for a number of years based on the amount of assistance they received.
- ❖ Early termination results in 100% repayment.

Amount Received	Years of Service Required	Repayment Liability for Early Termination
\$0 - \$5,000	1	100%
\$5,000 - \$7,500	2	100%
\$7,500 or more	3	100%

Example:

- ❖ Employee receives a total of \$9,000 in tuition assistance and successfully completes eligible coursework on June 15, 2012.
 - Termination on or before three years (June 15, 2015) results in repayment liability of 100% or \$9,000.
 - Termination on or after June 16, 2015 fulfills the agreement and liability is reduced to 0%.

Tuition Assistance Changes Option 2

- ❖ Employees who receive tuition assistance must remain as active, full-time employees of Collin County for three years after course completion.
- ❖ Termination prior to three years results in repayment on a prorated basis by number of years worked after course completion.
- ❖ Termination less than one year after course completion results in 100% repayment.

Example:

- ❖ Employee receives a total of \$9,000 in tuition assistance and successfully completes eligible coursework on June 15, 2012.

	Repayment Liability	
Termination Date	%	\$
1 year or before	100%	\$9,000
1-2 years	66%	\$6,000
2-3 years	33%	\$3,000
3 years or later	0%	\$0

Tuition Assistance Changes Option 3

- ❖ The maximum allowable tuition assistance is based on the employee's length of continuous service at the time of enrollment.
- ❖ Employees who terminate before one year of service following successful completion of eligible coursework must reimburse 100%.

Completed Years of Service	Maximum of Tuition Assistance Per Calendar Year
0-3	\$1,500
4-6	\$5,000
7 +	No max*

* Employees with more than seven years of service receive unlimited tuition assistance up to the comparable UTD cost as stated in the original policy.