

WESTERN NEBRASKA COMMUNITY COLLEGE

Western Community College Area Board of Governors' Policy

TITLE: Employee Tuition Remission

DIVISION: Human Resources

CATEGORY: Employee Compensation and Benefits

REFERENCE: 26 C.F.R. § 1.151-3(a) and 26 C.F.R. § 1.152-1

NUMBER: BP-421

APPROVAL/DATE: F. Lynn Klemke, President, WCCA Board of Governors
Date: January 17, 2021

Purpose:

To establish a policy on employee tuition remission.

Scope

All full-time Western Nebraska Community College employees and their qualified dependents.

Definitions

Child: Defined in 26 C.F.R. § 1.151-3(a)

Dependent: Defined in 26 C.F.R. § 1.152-1

Policy

The Board provides tuition remission benefits for all eligible employees and their qualified dependents. Eligibility and approval of tuition remission benefits are administered in accordance with College procedures.

Tuition Remission (Full-Time Administrative/Professional Employees and Full-Time Support Staff)

The Board makes available educational benefits to any full-time administrative, professional, or support staff employee, as well as his or her spouse and qualifying children and/or dependents. These benefits shall include free tuition for all WNCC credit and non-credit classes.

Tuition Remission (Regular Full-Time Faculty and Temporary Full-Time Faculty)

Tuition remission benefits shall be according to the negotiated contract.

Procedures

The College President shall promulgate such procedures as may be necessary for the implementation of this policy.

Revising this Policy

This Board Policy supersedes any prior WNCC policy, procedure, guideline, or handbook on this subject matter.

If statutory provisions, regulatory guidance, or court interpretations change or conflict with this Board Policy, the Board retains the right to revise accordingly and for the changes to take effect immediately.

Original Adoption Date (and Board of Governor’s Minutes Item Number): 1986

Revision Date (and Board of Governors’ Minutes Item Number):

November 20, 2019, Agenda Item L (1)

January 20, 2021, Agenda Item M

Prior Policy Number:

420.2500.86 Support Staff

425.2500.86 Faculty

435.2500.86 Temp FT Faculty

450.2500.86 FT Administrative/Professional

Schedule for Review:

Divisions/Department Responsible for Review and Update: Human Resources

Sponsoring Division/Department: Human Resources

Repeal Date:

November 20, 2019, Agenda Item L (2) (i-iv)

420.2500.86 Support Staff

425.2500.86 Faculty

435.2500.86 Temp FT Faculty

450.2500.86 FT Administrative/Professional

Cross Reference:

Procedure(s) for Policy:

Related Policies/References: