

Brookville Center for Children's Services, Inc.  
Tuition Incentive Program Policy/Procedure-Union Staff at Cissy Burnbaaum  
and Education Center

Starting on May 9<sup>th</sup> 2023 and in effect until through and including June 30<sup>th</sup> 2024, BCCS will reimburse a union employee employed at either Cissy Birnbaum or Education Center locations for a maximum of \$5,000.00 per fiscal year based on a July 1<sup>st</sup> through June 30<sup>th</sup> calendar. Fall, Spring, and Summer semesters will be supported through this program; classes taken during the shortened winter sessions are not eligible for reimbursement. The Center reserves the right to adjust the maximum reimbursement allowance on an annual basis.

Participant Requirements:

1. Employee must be employed with the agency a minimum of six (6) months prior to the semester's deadline for application submission and must be employed in a full time regular active status scheduled to work 30 hours plus a week.
2. Employee must have completed orientation & all training requirements

For each upcoming semester, the Training and Professional Development Department will send the Tuition Incentive application and Policy Acknowledgement form to the Program Personnel Coordinators as well as all Outlook and Ulti Pro email addresses on the first of the month that the application is due. At this time, the Training and Professional Development department will also post the current application and policy acknowledgment form on the Café under the Workforce Development link.

All sections of the application must be completed in order for the application to be considered. The employee is responsible for adhering to the deadline dates for application submission which are as follows:

- A. Fall semester – July 31<sup>st</sup>
- B. Spring semester – November 30<sup>th</sup>
- C. Summer semester – May 31<sup>st</sup>

All applications are to be submitted to the attention of Michael Cannet via email, fax, and interoffice mail or in person.

Once the applications are received they will be reviewed for the following by the Training and Professional Development Department and this data will be tracked in an Excel spreadsheet:

1. The application is completed in its entirety and the policy acknowledgement form is signed.
2. Intended degree and relevance to the agency
3. Confirmation through Ulti Pro of the employee's status inclusive of length of employment, full/part time, active or inactive

Once returned, the date of approval will be recorded in Excel.

An approval notification will be emailed to the employee by the Training and Professional Development Department to the email address provided on the application by the 15<sup>th</sup> of the month following the semester deadline for application submission.

Any applicant that does not meet the program requirements will receive notification of such with an explanation as to why the application has been denied by the 15<sup>th</sup> of the month following the semester deadline for application submission.

No employee is approved for the program until they receive the notification from the Training and Professional Development Department and approval from Program Director.

All grades, required coursework documentation and bills must be submitted no later than two months after the attended semester; failure to meet this deadline will result in forfeit of reimbursement. Approved applicants will be required to submit documentation of a minimum grade of "C" or "P" for undergraduate courses and "B" for Master's level courses as well as a **final** billing statement indicating the tuition, a breakdown of all fees, loans, grants, etc. and the amount paid.

The documentation will then be reviewed and reimbursement will be processed by the Training and Workforce Professional Department. The completed tuition packet and check request will then be signed by the Assistant Director of Training and Professional Development and sent to the Executive Office for review and final authorization. Once complete the Executive Office will then forward all documentation to the accounting department who will then process the payment for the employee.

In view of the agency's extra investment in the employee, an employee who participates in the tuition incentive program is expected to remain in the agency's employ for a period of at least one (1) year following the completion of any tuition incentive sponsored coursework. Employment within this timeframe must continue in a full time regular capacity. Failure to adhere to this policy will subject the employee to repayment of all tuition incentive benefits awarded.

**ACKNOWLEDGEMENT OF POLICY RECEIPT:**

**Employee signature** \_\_\_\_\_ **Date:** \_\_\_\_\_

Please check union affiliation

- Teacher's Union
- Teacher Aides and Assistant Union