

### **Possible Employee Waiver Policy Change for Further Consideration**

1. Eliminate all waivers of the general fee
2. Implement a 1 year vesting policy. Employee, spouse and dependents eligible for waiver after employee has worked for one year.
3. Employees receive 100% waiver for all courses – undergraduate or graduate. No limit on hours or number of degrees.
4. Spouse – 100% for undergraduate courses up to 210 hours or one undergraduate degree whichever comes first. 50% for any additional undergraduate courses or graduate courses/degrees
5. Dependents – 100% for undergraduate courses up to 210 hours or one undergraduate degree or age 25 whichever comes first. 50% any additional undergraduate courses or for graduate courses/degrees.
6. Spouse and Dependent structures apply for retired, disabled or deceased employees.
7. For any course with an enrollment beyond the second week that is not completed or results in a failing grade, tuition equivalent to the part-time rate for a course of that many hours must be returned.