NYU Tuition Remission Benefit Plan
For Dependent Children
Undergraduate Degree Programs
For NYU-NY Faculty, Administrators, and Professional Research Staff
CONTENTS

I. Who is Covered Under this Plan? ................................................................. 3
II. Definition of Eligible Dependent ................................................................. 3
III. Proof of Relationship .................................................................................. 3
IV. Eligibility and Waiting Period .................................................................... 4
V. The Tuition Remission Benefit .................................................................... 4
   A. Undergraduate Degree Programs ............................................................. 4
   B. Winter Intersession .................................................................................. 4
   C. Summer Study ......................................................................................... 4
VI. Credits Allowed ........................................................................................... 5
VII. Tuition Remission Benefit Limits ............................................................... 5
     Limitation on Number of Degrees ............................................................. 5
     Excluded Schools & Programs .................................................................. 5
     Charges Other than Tuition .................................................................... 5
VIII. When Matriculation is Pending .................................................................. 5
IX. Tax Implications .......................................................................................... 6
X. When Benefits End ....................................................................................... 6
   A. Employee Leave of Absence .................................................................... 6
   B. Total Disability ....................................................................................... 6
   C. Resignation or Termination ..................................................................... 7
   D. Layoff (due to job abolishment) ............................................................... 7
   E. Retirement ............................................................................................... 7
   F. Death ....................................................................................................... 7
XI. How to Apply for Tuition Remission Benefits at NYU .............................. 8
XII. Prorated Tuition Remission ........................................................................ 8
XIII. Right to Change or Amend the Plan ........................................................... 8

NYU reserves the right to discontinue or change the NYU Tuition Remission Benefit Plan at any time. Nothing in this Plan Document should be interpreted as implying a contract of employment. Receiving a benefit from the Tuition Remission Benefit Plan does not imply any right of continued employment with the University.

The issue date of this Plan document is July, 2010 (revised June, 2019).
NyU Tuition Remission Benefit Plan
For Dependent Children
Undergraduate Degree Programs
For NyU-Ny Faculty, Administrators, and Professional Research Staff

I. Who is Covered Under this Plan?
Eligible dependent children of regular, full-time NyU-NY Faculty, Administrative & Professional Staff, and Professional Research Staff (“Eligible Dependent Child”).

II. Definition of Eligible Dependent Child
• A dependent child means the employee’s, legal spouse’s, or registered domestic partner’s biological or legally adopted child whom the employee, spouse or partner claims as a dependent when filing income tax for any year in which the benefit is awarded.

• A dependent child must be age 23 or younger as of the end of the calendar year to be eligible for tuition benefits in that year, aligning eligibility with the IRS definition of a dependent child. If a child will be age 24 by the end of the calendar year, he or she is not eligible for tuition benefits in that year.

• Proof of relationship must be provided to the NYU Benefits Office the first time an application for benefits under the plan is made, unless proof of relationship is previously on file in the NYU Benefits Office. An employee may be asked to furnish proof of dependency (a filed tax return).

III. Proof of Relationship
When an Eligible Dependent Child applies for tuition remission benefits for the first time, the employee must submit proof of their relationship to the dependent child to the NYU Benefit Office if they have not filed it before. Valid proofs include:

• For biological dependent child: birth certificate showing name of parent and child and date of birth of child.

• For stepchild: birth certificate of child showing name of parent and child and date of birth, and marriage certificate for employee and parent.

• For adopted child: legal adoption papers.

• For child of your domestic partner: (1) The NYU Statement of Domestic Partnership, registering your domestic partner, must be on file with the Benefits Office. (2) You must submit the NYU Domestic Partner Declaration of Federal Tax Status, and (3) you must furnish a birth certificate showing the name of your partner and the name of the child and the child’s date of birth.
IV. **Eligibility and Waiting Period**

- Eligibility for tuition remission for an Eligible Dependent Child begins after the employee completes one (1) year of continuous, regular, full-time NYU-NY employment as an NYU-NY Faculty, Administrative & Professional Staff, and Professional Research Staff. Tuition benefits start with the semester after the waiting period is met. Employees cannot waive this one-year waiting period.

- In order to be eligible for tuition remission, an Eligible Dependent Child must be accepted and matriculated in an eligible NYU program (including NYU-NY, NYU-SH, or NYU-AD matriculation) that is covered under the tuition remission benefit. (See “When Matriculation is Pending”)

- An Eligible Dependent Child who plans to use the undergraduate tuition remission benefit must meet and maintain the same academic standards as any other applicant or student, and must comply with all student rules and regulations.

*Note: Dependent children of part-time and temporary employees or visiting professors are among those not eligible for Tuition Remission.*

V. **The Tuition Remission Benefit**

A. **Undergraduate Degree Programs**

An Eligible Dependent Child may receive one Associate’s Degree and one Bachelor’s Degree under the NYU Tuition Remission Benefit Plan for Dependent Children.

For employees earning an annual base salary above $50,000, 90% of tuition is waived for undergraduate degree programs, including those offered abroad as part of an NYU degree program, provided the course of study qualifies for tuition remission. For employees earning $50,000 or less, 100% of tuition is waived.

B. **Winter Intersession**

An Eligible Dependent Child who is enrolled in an undergraduate degree program at NYU that grants credit for winter intercession courses, offered during January, may apply for tuition remission.

An Eligible Dependent Child of NYU-NY employees who are matriculated at another institution may apply for tuition remission for winter intersession courses, provided the course can be counted toward an undergraduate degree at the other institution. *Fall and spring courses are excluded for children matriculated at another institution.*

C. **Summer Study**

An Eligible Dependent Child who is enrolled in an undergraduate degree program at NYU, as well as an Eligible Dependent Child matriculated at another institution, may apply for tuition remission for undergraduate programs in the NYU summer session, provided the course work can be counted toward an undergraduate degree at NYU or another accredited college or university. *Fall and spring courses are excluded for children matriculated at another institution.*
VI. Credits Allowed

All credits in the degree program, up to and including a full-time course load, may be covered by this tuition benefit plan. Any credit limits stated in this plan may be superseded by a regulation of a particular department, school or college which permits fewer credits.

VII. Tuition Remission Benefit Limits

Limitation on Number of Degrees
An Eligible Dependent Child of an NYU employee may receive only one (1) Associate's and one (1) Bachelor's degree through the NYU Undergraduate Tuition Remission Benefit Plan for Dependent Children. Unless otherwise specified, students must complete the curriculum for the Associate's degree and Bachelor's degree programs in sequence.

Excluded Schools & Programs
No benefits are available under this plan for undergraduate degree coursework in the following Schools and Programs:

▪ NYU School of Law
▪ NYU School of Medicine
▪ NYU School of Dentistry, other than AAS and BS in Dental Hygiene and BS in Dental Health Education
▪ Tuition Remission is not available under this plan for non-degree courses, certificate programs or diploma programs.

Charges Other than Tuition

▪ The NYU Dependent Child Undergraduate Tuition Remission Benefit Plan covers tuition, the largest expense of attending NYU. The dependent must pay all course registration fees, service fees, late fees, and any incidental expenses.

▪ An Eligible Dependent Child who is eligible for tuition remission under this plan can be considered for need-based scholarship under the regular review process (including meeting the appropriate aid application filing deadline), but will be eligible for only the need-based scholarship that is in excess of the tuition remission benefit received, if any.

▪ New York State fellowship holders are permitted to receive a supplementary fellowship, grant, or assistance from the University. However, the combined total of these benefits is limited by New York State regulations. Please consult the current state application booklet for latest limitations.

VIII. When Matriculation is Pending
An Eligible Dependent Child may also receive tuition remission as a “special student” when they have applied to a degree program that is covered under tuition remission, where:

- Matriculation is pending because prerequisite course work is needed. These prerequisite courses can be taken as a "special student". Pre-requisite coursework that will not result in an undergraduate degree, but is taken in order to matriculate in a graduate degree program is not covered under Special Student Status.

OR

- Matriculation is pending because of incomplete application papers. Courses applicable to the degree may be taken as a "special student."
- A maximum of four (4) courses may be taken as a “special student” to satisfy either or both conditions above.

IX. **Tax Implications**

In general, employees may not have to pay income tax on tuition remission benefits for undergraduate degree programs at NYU for their dependent children. However, current regulations do not allow for the tax exemption of payments on behalf of dependent children of domestic partners. Except in the case of an employee who dies while employed or whose employment terminates under the Disability Retirement Rule or the Retirement Rule, tuition benefits provided to the eligible dependent child of a former NYU employee are taxable.

X. **When Benefits End**

When tuition remission benefits end depends on the circumstances under which the employee’s status changes or the employee leaves the University, as described below:

A. **Employee Leave of Absence**

An Eligible Dependent Child’s eligibility for tuition remission continues while an employee is on an approved leave of absence.

B. **Total Disability**

Continuation of eligibility for tuition remission benefits depends upon the length of the employee’s continuous full-time NYU-NY employment before they became totally disabled.

- If the employee has completed less than five (5) years of continuous, full-time NYU-NY employment, their dependent children may complete the undergraduate degree program in which they were enrolled at the time of total disability under the same rules applicable to current active employees.

- If the employee has completed more than five (5) years of continuous, full-time NYU-NY employment, their dependent children may complete the undergraduate degree program in which they were enrolled at the time of total disability. An Eligible Dependent Child who is under college age at the time of total disability will be eligible for undergraduate tuition remission benefits when
they reach college age. In each case, the benefit remains the same as available to current active employees.

C. **Resignation or Termination**
   - The employee’s eligibility to receive benefits for their dependents under the Tuition Remission benefit plan ceases on their separation date, unless one of the criteria listed below is met.
   - The employee must arrange with the Bursar’s Office to pay pro-rated tuition for the remainder of the semester in which eligibility ends.

D. **Layoff (due to job abolishment)**
   - If the employee is laid off before completing 10 years of continuous, full-time NYU-NY employment, their dependent children’s eligibility for benefits under tuition remission ceases at the end of the semester in which the employee was laid off.
   - If the employee who is laid off has completed 10 or more years of continuous, full-time NYU-NY employment, their eligible dependent children may complete the degree program in which they were enrolled and matriculated at the time of layoff. An Eligible Dependent Child who is under college age at the time of layoff will be eligible for undergraduate tuition remission once they reach college age (subject to the same academic regulations as any other student).

E. **Retirement**
   Continuation of eligibility for tuition remission benefits depends upon the employee’s length of employment at NYU before retirement.
   - If the employee meets the **Retirement Eligibility Rule** at the time of separation from NYU, their Eligible Dependent Child’s eligibility for tuition remission benefits for undergraduate degree programs remains the same as available to current active employees.
   - If the employee meets the **Disability Retirement Rule** at the time of separation from NYU, their Eligible Dependent Child’s eligibility for tuition remission benefits for undergraduate degree programs remains the same as available to current active employees.

   Note: If the employee does not meet the Retirement Eligibility Rule or Disability Retirement Rule, their dependent’s entitlement is the same as under Resignation or Termination.

F. **Death**
   If an NYU employee dies, whether or not tuition remission benefits continue for surviving dependent children depends upon the employee’s length of service with the University.
   - If the employee dies before completing five (5) years of continuous, full-time NYU-NY employment, and before meeting the conditions for Retirement Eligibility, eligible dependent children may complete the degree program in
which they were enrolled and matriculated at the time of death under the same rules applicable to current active employees.

- If the employee dies and has completed five (5) or more years of continuous, full-time NYU-NY employment, an Eligible Dependent Child may complete the degree program in which they were enrolled and matriculated at the time of death. An Eligible Dependent Child who is under college age at the time death will be eligible for undergraduate tuition remission benefits when they reach college age. The benefit remains the same as available to current active employees.

XI. **How to Apply for Tuition Remission Benefits at NYU**

Employees can apply for tuition remission benefits for their Eligible Dependent Child by accessing the online Tuition Remission System via NYUHome.

- After initial course registration, login to NYUHome at [http://globalhome.nyu.edu](http://globalhome.nyu.edu) with the employee NYU Net ID and Password.

- Click the WORK tab.

- Locate the “Tuition remission” tile and click GO.

- Follow the steps to submit the Tuition Remission application.

Note: You will need to allow at least one business day after registration before applying for Tuition Remission.

Only retirees with an active NYU Net ID can use the automated Tuition Remission System. If you are a retiree and do not have an active NYU Net ID, then you must download a Tuition Remission Application from the Human Resources web site under the Benefits Tab, in Benefits Forms: [http://www.nyu.edu/employees/benefit/Benefits-Forms.html](http://www.nyu.edu/employees/benefit/Benefits-Forms.html). SPS non-credit courses require a paper enrollment form.

The completed application form, along with the required document(s) listed below, should be mailed to the address shown on the application.

XII. **Right to Change or Amend the Plan**

NYU reserves the right to discontinue or change the NYU Tuition Remission Benefit Plan at any time. Nothing in this Plan Document should be interpreted as implying a contract of employment. Receiving a benefit from the Tuition Remission Benefit Plan does not imply any right of continued employment with the University.

If you have any questions or want further information about the NYU Tuition Remission Benefit Plan, you may contact NYU PeopleLink at askpeoplelink@nyu.edu or 212-992-LINK (5465) between the hours of 8 a.m. and 6 p.m. Eastern time, or you may write to NYU PeopleLink, 105 E. 17th St., 1st Floor, New York, NY 10003.