

Tuition Assistance for Dependent Children

There are tuition benefits available for EC/ESR employees and spouses too, but this information covers only the dependent child benefit. If you have questions about the other tuition assistance benefits, contact the Human Resources Office (x.1619). **Be sure to consult your Faculty or Staff Handbook for more information about the tuition assistance benefits.**

The Basics

There are three types of “tuition remission” available to dependent children of full time employees (faculty and staff): tuition remission, tuition exchange, and tuition export. All provide some form of assistance with the cost of college tuition, tax-free.

- Tuition Remission is full tuition at Earlham College. Available after two years of full time employment.
- Tuition Exchange is full tuition at one of the GLCA Colleges, Beloit or Grinnell. However, there is a participation fee for this program, established by the GLCA. The fee is roughly equal to 10% of tuition, and usually billed to the student. Available after four years of full time employment.
- Tuition Export is assistance for tuition charges for any regionally accredited college or university not listed in the other options. The benefit is equal to half of tuition charges at the other school or at Earlham, whichever amount is less. Available after four years of full time employment.

Note: There are a few faculty who have been “grandfathered in” for an older program which provided 66% tuition export. This benefit is still available to those faculty members, but it is considered taxable income, so financially it is usually more costly than the current export option.

What’s a dependent?

The child must meet the IRS tax code definition of dependent in order to be eligible for the benefit. In nearly all cases, this means that the employee must be the custodial parent of the child and the student must be claimed as the employee’s dependent on the employee’s most recent federal tax return. If legal custody is shared, the student must be claimed as the employee’s dependent on the employee’s most recent federal tax return and be covered by the employee’s health insurance.

The student cannot be over age 25.

If at any time a student fails to meet the above requirements, the student is no longer eligible for tuition remission/exchange. For example, if a student turns 25 during Fall semester, they are not eligible for tuition remission/exchange/export for the Spring semester.

Wow! That’s great! What’s the fine print?

Tuition remission is literally for tuition charges and does not include assistance for room, board, fees or class fees.

Earlham tuition assistance combined with non-Earlham sources (grants or scholarships from federal, state or other sources) cannot exceed total tuition charges. Within the GLCA exchange program, some schools allow their own merit scholarships to cover the participation fee and costs like room & board. Consult with the financial aid office at your child’s school to learn about their merit policies. The question you’ll want to ask is, “Are your merit scholarships tuition-specific, or may those funds be used for non-tuition charges?”

Maximum benefit for employee's dependents is a total of 16 years of education; eight years of which may be completed at schools besides EC. For example, an employee with 4 children could receive the tuition remission benefit for 2 kids at other colleges, and the other 2 would need to attend Earlham to receive any further tuition remission benefit.

Each individual dependent is limited to 8 semesters/terms (4 years) of tuition remission.

Tuition remission does not cover the tuition costs of the high ability high school student program or any special programs like SWI or Wilderness.

Tuition remission for dependents is only for undergraduate education (no grad school).

You must apply for need based aid before your tuition benefit can be calculated! If you are an Indiana resident attending an Indiana school you must file the FAFSA by March 1.

What schools participate in the GLCA Tuition Remission Exchange program?

The following schools are in the Great Lakes Colleges Association: Albion College, Antioch College, Denison University, DePauw University, Earlham College, Hope College, Kalamazoo College, Kenyon College, Oberlin College, Ohio Wesleyan, Wabash College, College of Wooster. Grinnell and Beloit also participate, though they are technically part of a different consortium.

What if my student wants to study on an off-campus program?

Earlham allows tuition remission to be used for one off-campus program, if it is through Earlham or another GLCA program. However, within the GLCA it is up to the school the child is attending to allow this, so if your student is attending a GLCA school, you should check with that school.

How and when do I apply?

If your student plans to attend Earlham_(tuition remission):

Financial Aid: File the FAFSA by March 1.

Tuition Remission: Complete the Tuition Benefit Request form by May 15.

If your student plans to attend a college outside the GLCA_(tuition export):

Financial Aid: File the FAFSA and other aid materials by the deadlines established by the school's financial aid office.

Tuition Export: Complete the Tuition Benefit Request form by June 1.

When you are billed by the college, send a copy of the bill to the Accounting Office.

If your student plans to attend a GLCA college_(tuition remission exchange):

Financial Aid: File the FAFSA and other aid materials by the deadline required by the school's financial aid office.

Tuition Exchange: Complete the Tuition Benefit Request form and the GLCA participation form by May 15.

Pay participation fee.

Other Frequently Asked Questions:

What is the maximum amount for tuition export this year? Contact the Human Resources Office.

What is the amount of the GLCA participation fee this year? Contact the Human Resources Office.

Tuition Assistance Examples – For All Examples Assume EC Tuition is \$30,000

Tuition Remission: Earlham College – Tuition is \$30,000.

1. Child attends Earlham. Tuition benefit is \$30,000.
2. Child attends Earlham (same as #1) and receives a Federal (Pell) Grant and Indiana grant totaling \$10,000. Tuition benefit is reduced to \$20,000.
3. Child attends Earlham (same as #1) and receives an Indiana grant for \$5,000. Tuition benefit is reduced to \$25,000.

Tuition Export: State University -- Tuition is \$9,000.

4. Child attends State University. Tuition benefit is up to \$4,500 (half State U tuition)
5. Child attends State U (same as #4) but receives Indiana Grant of \$4,000. Tuition benefit is \$4,500 (half of State U tuition)
6. Child attends State U (same as #4) but receives a State U merit scholarship, Federal (Pell) and Indiana grants totaling \$9,000. Tuition benefit is \$0 because tuition is already paid.

Tuition Export: Another College – Tuition is \$32,000.

7. Child attends Another College. Tuition benefit is \$15,000 (up to half of EC's tuition)
8. Child attends Another College (same as #7) and receives total grant aid of \$25,000 (Federal Pell, State and Another College grants). Tuition benefit is \$7,000.
9. Child attends Another College and receives total grant aid of \$25,000 (Another College grant only). Tuition benefit is \$7,000.
10. Child attends Another College and receives \$10,000 Another College grant; Tuition benefit is \$15,000, half of EC's tuition.
11. Child attends Another College and receives \$8,000 merit scholarship plus other grants of \$25,000 (Pell, State, College grants). There is no tuition benefit from Earlham.
12. Child attends Another College and receives a \$8,000 merit scholarship plus other Another College grants of \$15,000. Tuition benefit is \$9,000 (combination cannot exceed tuition)

Tuition Exchange: GLCA College – tuition is \$29,000

13. Child attends GLCA College and receives Tuition Exchange benefit of \$29,000. Remember that student must pay GLCA participation fee; for 2006-2007, the fee was \$2831. Contact the Business Office for current information about the amount of the fee.