

**SUMMARY OF EDUCATION BENEFITS FOR DEPENDENT CHILDREN OF ELIGIBLE FACULTY AND STAFF  
EFFECTIVE JULY 1, 2012**

Note: Dependent children (as defined by the IRS) are eligible for education benefits for undergraduate courses, up to the equivalent of eight semesters, the equivalent of twelve quarters, or the attainment of a first bachelor's degree, whichever comes first. A student may use only one education benefit at a time. Benefits may not be combined.

<b>Program</b>	<b>Hired Before 7/1/2011</b>	<b>Hired 7/1/2011-7/1/2012</b>	<b>Hired After 7/1/2012</b>
<b>Tuition remission at Puget Sound</b> <ul style="list-style-type: none"> <li>Tuition scholarship for attendance at Puget Sound</li> </ul>	<ul style="list-style-type: none"> <li>50% during first two years of eligible employment*</li> <li>100% after <b>two</b> years of eligible employment*</li> </ul>	<ul style="list-style-type: none"> <li>0% during first five years of eligible employment*</li> <li>100% after <b>five</b> years of eligible employment*</li> </ul>	<ul style="list-style-type: none"> <li>0% during first five years of eligible employment*</li> <li>100% after <b>five</b> years of eligible employment*</li> </ul>
<b>Eligible to apply for scholarships through the national <a href="#">Tuition Exchange, Inc. (TE)</a> program</b> <ul style="list-style-type: none"> <li>Competitive scholarship program; awards not guaranteed</li> <li>Scholarship amounts vary; typical scholarship amount is \$31,000 (in AY2012-13) at private institutions with tuition more than \$31,000</li> </ul>	<ul style="list-style-type: none"> <li>After <b>two</b> years of eligible employment*</li> </ul>	<ul style="list-style-type: none"> <li>After <b>five</b> years of eligible employment*</li> </ul>	<ul style="list-style-type: none"> <li>After <b>five</b> years of eligible employment*</li> </ul>
<b>Northwest independent colleges (NIC) tuition exchange program</b> <ul style="list-style-type: none"> <li><b>No new scholarships will be offered after the fall of 2015</b></li> <li>100% scholarship for attendance at Lewis &amp; Clark, Reed, Whitman and Willamette</li> <li>Puget Sound is currently unable to send to Whitman or Willamette; will likely be unable to send to Reed in the near future</li> </ul>	<ul style="list-style-type: none"> <li>After <b>two</b> years of eligible employment*</li> </ul>	<ul style="list-style-type: none"> <li>After <b>five</b> years of eligible employment*, but not accessible to this hire group because the program sunsets in 2015</li> </ul>	<ul style="list-style-type: none"> <li>After <b>five</b> years of eligible employment*, but not accessible to this hire group because the program sunsets in 2015</li> </ul>
<b>Northwest liberal arts (NWLA) tuition scholarship program</b> <ul style="list-style-type: none"> <li>For attendance at Lewis &amp; Clark, Reed, Whitman and Willamette</li> <li>Up to 75% of Puget Sound tuition; not to exceed tuition at school attended</li> <li>Requires enrollment as full-time, degree-seeking student and class must apply as credit for that degree</li> </ul>	<ul style="list-style-type: none"> <li>After <b>two</b> years of eligible employment*</li> </ul>	<ul style="list-style-type: none"> <li>After <b>five</b> years of eligible employment*</li> </ul>	<ul style="list-style-type: none"> <li><b>Not eligible</b></li> </ul>
<b>Open tuition scholarship</b> <ul style="list-style-type: none"> <li>Scholarship to any accredited institution</li> <li>Scholarship graduated based on years of service from \$3,333 per year (after five years of eligible employment) up to \$10,000 per year (after 15 years of eligible employment)</li> <li>Not to exceed tuition at school attended</li> <li>Requires enrollment as full-time, degree-seeking student and class must apply as credit for that degree</li> </ul>	<ul style="list-style-type: none"> <li>After <b>five</b> years of eligible employment*</li> </ul>	<ul style="list-style-type: none"> <li>After <b>five</b> years of eligible employment*</li> </ul>	<ul style="list-style-type: none"> <li>After <b>five</b> years of eligible employment*</li> </ul>
<b>Grandfathered cash grant program</b> <ul style="list-style-type: none"> <li>Discontinued in 1975</li> <li>Scholarship to any accredited institution</li> <li>Not to exceed tuition at school attended</li> </ul>	<ul style="list-style-type: none"> <li>Available only to very limited group employed in 1974-75</li> <li>Only one known future scholarship under this program</li> </ul>	<ul style="list-style-type: none"> <li>Not eligible</li> </ul>	<ul style="list-style-type: none"> <li>Not eligible</li> </ul>

\*A year of eligible employment is a year during which a faculty or staff member works at least three-quarter time (0.75 FTE). Additionally, the faculty or staff member must continue to work at or above 0.75 FTE during the period when the benefit is used. If a faculty or staff member drops below 0.75 FTE at any time, the benefit will be prorated that semester based on the timing of the change in employment status. Years of employment must be consecutive and immediately preceding the use of a benefit. Breaks in service of more than twelve months restart the length of employment calculation.