4.16 Tuition Waiver (Council on Postsecondary Education Personnel Policy Manual)

Tuition waiver is applicable only to full-time non-classified employees ("eligible employees") of the Council on Postsecondary Education, unless specifically designated otherwise in a collective bargaining agreement. Waiver of fees shall be limited strictly to tuition. The individual must pay for all other fees, books, supplies, travel, and other expenses.

Tuition waiver only applies to institutions under the jurisdiction of the Council on Postsecondary Education. This waiver applies to the employee's spouse or domestic partner, as defined in RIGL § 36-12-1, and dependent children, as defined herein, who are pursuing courses in a regular study program for credit at the first baccalaureate level only. This limitation of eligibility (pursuing courses in a regular study program for credit at the first baccalaureate level only) shall not apply to the employee.

For purposes of this policy, "dependent children" is intended to refer to a child, as defined in Internal Revenue Code §§ l17(d), 132(h), and 152(t)(l), of the eligible employee:

- for whom the eligible employee is entitled to claim and does claim a dependency deduction on his/her federal personal income tax return under Internal Revenue Code Section 152; or
- who is described in Section 152(e) (e.g. whose parents are divorced, legally separated, or live apart; who receives at least V2 of his or her support from one or both parents; and who lives at least half time with one or both parents), even if the eligible employee is not the custodial parent and/or does not claim the child on his or her tax return;

Employees who seek a tuition waiver for such dependent children must execute a Dependency Affidavit in the form approved by the Council.

In the event of an employee's death, the tuition waiver benefit shall be provided for those spouses or domestic partners, as defined in RIGL §36-12-1, and dependent children, as defined below, who have been accepted or are enrolled at the time of such death and who maintain continuous enrollment.

However, pursuant to RIGL §16-97-7, no eligible employee of the Council on Postsecondary Education, his or her spouse, domestic partner, or dependent children, shall receive a tuition waiver as a result of employment status with the Council on Postsecondary Education, without first consenting to the public disclosure of the existence and amount of the waiver. This applies to any waiver at the Community College of Rhode Island, Rhode Island College, and/or the University of Rhode Island.

If an employee is an otherwise "eligible employee" but is on leave without pay as of the first day of class, neither the employee nor his or her spouse or domestic partner, as defined in R1GL §36-12-1, or dependent children are eligible for tuition waiver unless specifically recommended by the institution president or the Commissioner of Postsecondary Education and approved by theCouncil on Postsecondary Education at a public meeting. In an emergency situation, where such a determination is needed between scheduled Council meetings, the Commissioner may make a determination and notify the Council at their next scheduled meeting. However, no such approval will be granted for an employee who is employed by any entity that is outside of the jurisdiction of the Council of Postsecondary Education as of the first day of class, regardless of whether such employee is on leave without pay at that time.

Tuition waivers are not applicable to non-credit courses.

Approved by OPC 11-8-17