

<b>1</b>	<b><u>NMC Parameters</u></b>	<b>1425.00</b>
	<b>Staff Policy</b>	

1425.00 TUITION BENEFIT

All regular full-time employees, their spouses, and their dependent first-generation children may apply for and receive a board-authorized grant for the purpose of defraying the tuition cost of courses offered by Northwestern Michigan College, subject only to the payment of required fees. This benefit does not apply to activities sponsored by organizations other than the college.

Regular part-time faculty, administrative/professional, technical/paraprofessional and support staff appointed for 50 percent or more of a full-time work load shall receive the tuition benefit applicable to full-time employees on a pro-rated basis, based on actual percentage of a full-time appointment held.

Because the Internal Revenue Code regulates the taxability of tuition programs, the determination of dependent status shall be in accordance with the Internal Revenue Code's definition of dependency.

**AUTHORIZATION OF ADMINISTRATIVE POLICY**

President's authorization: \_\_\_\_\_

Date authorized: \_\_\_\_\_ Effective Date: \_\_\_\_\_