

2-18-1993

## 1993-94 UNOPA Tuition Remission for Part-time Employees Letter

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February 18, 1993

TO: Executive Board Members of UNOPA  
FROM: Jeanette Fisher  
Director of Ad Hoc Tuition Remission Committee  
SUBJECT: Tuition Remission for Part-time Employees

Tuition remission is available as a benefit to employees if they are in a regular, full-time appointment on the day classes start. Part-time, regular employees with .5 F.T.E. or greater are eligible for all the benefits of a full-time employee, i.e., insurance, sick leave, vacation and holidays, paid on a percentage equal to their F.T.E., but they are not eligible for tuition remission.

Each year approximately 1,100 tuition remission forms are approved in Human Resources on the Lincoln campus for full-time employees wanting to enroll in classes. There are about 200 part-time employees at UNL with .5 F.T.E. or greater that would be eligible for tuition remission if offered to them. This is a very small number of employees. It would be to the benefit of the University to include tuition remission in the benefits of employees with an F.T.E. of .5 or greater on a regular appointment who are now eligible for all the other benefits.

An example of percentages of class hours eligible for tuition remission is as follows: an employee with 1.0 F.T.E. is eligible for 15 hours in an academic year, a part-time employee with .5 F.T.E. would be eligible for 7 hours instead of the 15, an employee with .75 F.T.E. would be eligible for 11 hours and .83 F.T.E. would be eligible for 12 hours in an academic year.

With budget cuts there are departments that may have employees willing to take a reduction in their F.T.E. if they could use that time off to enroll in classes and have tuition remission. The University is a learning institution and should promote all employees to better themselves with more education.

cc: Chancellor Spanier  
Vice Chancellor Goebel  
Human Resources  
UNL Fringe Benefits Committee  
U-Wide Fringe Benefits Committee