Albert Einstein College of Medicine.
Tuition Reimbursement Policy for Exempt and Non Exempt Staff
(Amended November 1, 2017)

PURPOSE:
To provide tuition reimbursement for eligible Einstein Exempt and Non-Exempt Staff attending an educational institution accredited by the American Council of Education and for certificate and licensing courses by an accredited institution or an institution otherwise recognized by the license-granting body.

ELIGIBILITY:
All regular, full-time exempt and non-exempt, not subject to collective bargaining agreement, staff employed by the Albert Einstein College of Medicine.

RESPONSIBILITY:
Responsibility for the interpretation and administration of this policy is assigned to the Vice President for Human Resources.

GENERAL PROVISIONS:
The following provisions are applicable to Einstein’s Tuition Reimbursement Policy:

A. Reimbursement of tuition costs will be approved for those eligible full time employees taking courses or degree programs or certificate or licensing courses which are determined by the College to be directly related to the employee’s current assignment or to lead to reasonably available promotional opportunities at the College, and whose completion does not conflict with professional and operational responsibilities.

B. Full-time employees taking courses under this policy are entitled to 100% reimbursement of full tuition costs up to a maximum of five thousand ($5,000) dollars per fiscal year (January 1st to December 31st).

C. Persons eligible for tuition allowances from other sources including the G.I. Bill, scholarship, fellowship, grants-in-aid, etc. will be reimbursed for the difference between the full tuition costs and the allowances from these outside sources in accordance with (A) above.

Example:

<table>
<thead>
<tr>
<th>Tuition Costs</th>
<th>$1,000.00</th>
</tr>
</thead>
<tbody>
<tr>
<td>Amount reimbursed under G.I. Bill</td>
<td>$700.00</td>
</tr>
<tr>
<td>Amount of Einstein reimbursement:</td>
<td>$300.00</td>
</tr>
</tbody>
</table>
D. The hours during which the course(s) of study are taken shall not conflict with the employee’s normal work schedule and time spent attending school will not be compensated for by the College except when for a bona fide scheduled vacation.

E. Only courses taken at an accredited educational institution, school, college or university for college credit fall under the purview of this policy or for certificate and licensing courses provided by an accredited institution or an institution otherwise recognized by the license-granting body.

F. Workshops, seminars, lecture series, symposia, etc. will not be approved for reimbursement under this policy. However, continuing education courses given at an accredited institution and related to the acquisition of new skills that are necessary for the proper performance of an employee’s current job shall be eligible under this policy.

G. Evidence of successful course completion in the form of an official transcript, or a student report must be submitted prior to reimbursement. Successful course completion is defined as a passing grade consistent with the grading system of the institution at which the employee took the course(s). Any employee who does not receive a passing grade in a course will not be reimbursed for such tuition costs.

If a certificate program consists of only one course which takes more than one semester to complete, then the course will be reimbursed upon its completion and presentation of the certificate.

If a certificate program that consists of more than one course will be reimbursed at the successful completion of each course that is part of the certificate program.

H. To be eligible for reimbursement, an employee must be actively employed by the College from the time a course of study is initiated through the time the course is completed. An employee terminating his/her employment with the College prior to the successful completion of his/her course of study FORFEITS ANY REIMBURSEMENT that would normally have been due.

I. After completion of all coursework, reimbursement for a student’s thesis and/or dissertation tuition will continue for a student up to a maximum of one (1) year while working towards a Master’s thesis and two (2) years while working toward a Doctoral thesis.

J. The Tuition Reimbursement Policy applies to tuition charges only. Fees, books, and other charges will not be considered reimbursable expenses.

K. The IRS allows undergraduate and graduate courses for employees to be excluded from taxes up to $5,250 per year.
PROCEDURE:

1. Requests for tuition reimbursement approval must be submitted to the Benefits Office no later than one month after course begins using the Tuition Reimbursement Portal at https://www.einstein.yu.edu/hr/tuition-reimbursement/.

   Employees requesting tuition reimbursement must:
   
   (1) Complete the on-line tuition reimbursement request form
   (2) Upload a course description
   (3) Provide a letter of matriculation (if this is the first time requesting tuition reimbursement)
   (4) If available, submit a line item bursar receipt (bursar receipt must show tuition is separate from any fees)

   If, for valid reasons, the application cannot be submitted on time, the employee should provide a note explaining the delay. Otherwise, late applications will not be considered.

   Notifications regarding approval or denial will be sent to the employee and in the event of rejection, an explanation will be provided.

2. Upon completion of an approved course(s) the employee must upload onto the Tuition Reimbursement Portal, a copy of the bursar’s receipt (if not previously provided) and an official transcript or student report evidencing successful completion of the course(s) work.

   For reimbursement of certificate and licensing courses, please refer to item G on the previous page.

3. The bursar’s receipt must be itemized so that the tuition is shown separately from any fees. Requests for reimbursement must be submitted through the Tuition Reimbursement Portal within two (2) months following the completion of the course(s). If the employee foresees a delay in grades or bursar’s receipt, the Benefits Office should be contacted within the two month period and told papers are forthcoming.

4. The Benefits Office is responsible for approving and verifying the eligibility of the applicant, the accuracy of the information, and will request that reimbursement be paid to the eligible staff member as soon as administratively feasible. The reimbursement will be included in the staff member’s paycheck.

   Einstein reserves the right to prospectively modify or withdraw the benefits outlined and/or change eligibility requirements.

   If you have any questions or comments please contact the Benefits Office at (718) 430-2547.