

# IU Tuition Benefit

## IU Courses, Advance College Project (ACP), and IU High School (IUHS)

Indiana University's Tuition Benefit reduces the cost of IU courses for its employees and their dependents. This plan is established under Section 117 and 127 of the Internal Revenue Code. Eligible individuals are provided a subsidy toward the tuition costs associated with attending Indiana University classes or a tuition waiver in the case of Indiana University High School (IUHS) courses.

### ELIGIBILITY

The following categories of individuals associated with Indiana University are eligible for the IU Tuition Benefit:

- All full-time (75% FTE or greater) Academic and Staff employees (including IU Residents) appointed by the end of the first week of the semester or session.
- All full-time (75% FTE or greater) Academic and Staff employees (including IU Residents) on an approved leave of absence, other than a leave without pay prior to active employment.
- Former employees with IU Retiree Status.
- Disabled former full-time (75% FTE or greater) Academic and Staff employees (including IU Residents) who are receiving long-term disability benefits from an IU-sponsored plan, Social Security, or PERF.

Employees in temporary positions less than full-time are not eligible for plan participation.

### BENEFIT AMOUNTS

**Employee & IU Retiree Tuition Benefit** is a subsidy of covered tuition up to a benefit dollar maximum per semester/term based on the Indiana resident per-credit-hour rate at each campus, and in the case of some employees/retirees, on class standing (undergraduate, graduate, or professional). Covered tuition can include audit hours.

**Spouse Benefit** is a subsidy of covered tuition up to a benefit dollar maximum per semester/term based on the Indiana resident undergraduate rate at each campus. Covered tuition can include audit hours.

**Dependent Child Benefit** is a subsidy of 50% of the Indiana resident undergraduate rate, up to the completion of a bachelor's degree or up to a maximum of 140 credit hours of IU Tuition Benefit awards, whichever comes first, as long as they meet the dependent child requirements as listed in the policy. For dependent children, Tuition Benefit does not apply to audit hours, but can be applied toward multiple campuses of attendance each semester/term.

Applicable benefit maximums for each semester/term are available at [hr.iu.edu/benefits/tuition-ratetable.htm](http://hr.iu.edu/benefits/tuition-ratetable.htm). All summer sessions combined are considered one semester.

For all eligible groups, the IUHS Tuition Waiver is a 25% tuition waiver for high school courses.

### TAX IMPLICATIONS

Subsidy amounts are not taxed for:

- undergraduate or high school courses; or
- graduate-level courses up to the IRS maximum of \$5,250 per year.

Subsidy amounts are taxed for graduate-level courses taken:

- by a spouse; or
- by an employee when the Tuition Benefit is in excess of the IRS maximum of \$5,250 per year.

### ENROLLMENT

A new application must be submitted each academic year. Employees can **apply online** or by submitting a **PDF application**. Deadlines to submit the application each semester/term are October 30 for Fall, January 30 for Winter, March 30 for Spring, and July 30 for Summer. Submissions after the deadline cannot be accepted. The IUHS tuition waiver uses a separate application that is only available as a **PDF**.

### EXCLUSIONS

Covered tuition includes the per-credit-hour tuition rate charged to a student, excluding special fees, such as those for music performance studies, student teaching, laboratories, early education experience, dissertation advanced research (G901, B798, G831, or equivalent), rental of special equipment or facilities, and fees for non-credit courses. Mandatory student fees, such as student technology, activity, or athletic fees are not considered tuition and are not covered under this plan. Covered individuals are responsible for all tuition costs over the benefit maximum and excluded fees.

Learn more at [HR.IU.EDU/BENEFITS/TUITION.HTML](http://HR.IU.EDU/BENEFITS/TUITION.HTML)