Policy Title: Tuition Assistance Benefit

APS Number: 5024

APS Functional Area: HUMAN RESOURCES

Reason for Policy: The purpose of this Administrative Policy Statement is to establish the scope of the University of Colorado’s Educational Assistance Program and describe the taxability of educational assistance provided under this program. The university has a Section 127 Educational Assistance Plan established pursuant to Section 127 of the Internal Revenue Code of 1986. This Internal Revenue Code provision currently allows employers to exclude educational assistance provided to employees from their wages, up to a federally mandated limit. Additionally, Section 117 of the Internal Revenue Code allows the university to exclude undergraduate-level tuition assistance for employees of the university and their dependents.

I. REASON FOR PROPOSED ACTION

There are edits to the original policy that are clarifying and clean-up language. The new section on the Tuition Benefit Pilot Program has been added as the pilot will begin Fall semester 2017 and run for three years.

II. STAKEHOLDER ENGAGEMENT IN THE POLICY REVIEW

Tuition Benefit Task Force
Human Resources leadership

III. LEGAL REVIEW

A. Do you think legal review would be required for these proposed changes? no
   1. If no, please explain. There is no change to the policy that requires legal review.
   2. If yes, what is your plan to get the legal review?

B. Date legal review completed:

C. Person completing legal review:

IV. FISCAL REVIEW Are there any financial (human resources, technology, operations, training, etc.) or other resource impacts of implementing this policy (e.g., cost savings, start-up costs, additional time for faculty or staff, new systems, or software)? If yes, please explain: