Tuition Waiver Policy Matrix

RETIRED EMPLOYEES

	Criteria	Employee IUP	Spouse IUP	Children	
				IUP	Other SSHE
AFSCME	1) Retired on or after 7/1/95. 2) At or above superannuation age at the time of retirement. 3) 15 or more years of service exclusively in SSHE.	None	None	100% up to child's first bachelors degree or age 25, whichever occurs first.	None
APSCUF	1) Retired from IUP (last place of employment). 2) At or above superannuation age (age 60) at time of request for the waiver and 10 or more years of service exclusively in SSHE System.	None	None	100% up to child's first bachelors degree or age 25, whichever occurs first.	50% up to child's first bachelors degree or age 25, whichever occurs first.
PNA PDA PSSU	N/A	None	None	None	None
SCUPA	1) Retired on or after 1/1/03 (except for those annuitants who are now vested under a University policy) 2) At or above superannuation age at the time of retirement (35 years of service or age 60) and has15 or more years of service exclusively in SSHE.	None	None	100% up to child's first bachelors degree or age 25, whichever occurs first.	
MGMT	1) 25 years credited service in one of the System's approved retirement plans. OR 2) 10 years credited service in one of the System's approved retirement plans and at or above superannuation age (60) at time of request for the waiver.	None	100% if the spouse does not already have a bachelors degree.	100% up to child's first bachelors degree or age 25, whichever occurs first.	50% up to child's first bachelors degree or age 25, whichever occurs first.

Tuition Waiver Policy Matrix

RETIRED EMPLOYEES

	Criteria	Employee IUP	Spouse IUP	Children	
				IUP	Other SSHE
SPFPA	1) Retires on or after 1/1/2001 (except for annuitants now vested). 2) At or above the superannuation age (age 60) and 15 or more years of service exclusively in SSHE.	None	None	100% up to child's first bachelors degree or age 25, whichever occurs first.	None
Coaches	1) 25 or more years credited service in one of the System's approved retirement plans. OR 2) 10 or more years credited service in one of the System's approved retirement plans and at or above superannuation age (age 60) at time of request for the waiver.	None	100% if the spouse does not already have a bachelors degree.	100% up to child's first bachelors degree or age 25, whichever occurs first.	50% up to child's first bachelors degree or age 25, whichever occurs first.
ROTC Commissioned Officer	N/A	None	None	None	None
ROTC Non-commissioned Officer; enlisted personnel; civilian employees	N/A	None	None	None	None
CO-OP	N/A	None	None	None	None

Children shall be defined as:

- a blood descendent of the first degree (offspring);
- a legally adopted child;
- a stepchild;
- a child for whom you are the legal guardian (guardianship must have been established by the child's seventeenth birthday)

Employees may be requested to show proof of adoption or legal relationship.

Tuition Waiver Policy Matrix

PERMANENTLY DISABLED OR DECEASED EMPLOYEES

	Criteria	Employee IUP	Spouse IUP	Children	
				IUP	Other SSHE
AFSCME	15 or more years of service and died or became permanently disabled while employed by IUP.	None	None	100% up to child's first bachelors degree or age 25, whichever occurs first.	None
APSCUF	10 or more years of service and died or became permanently disabled while employed by IUP.	None	None	100% up to 2 full years past the date of completing their first bachelors degree; indefinitely if child is dependent for IRS purposes.	None
PNA PDA PSSU SCUPA	10 or more years of service and died or became permanently disabled while employed by IUP.	None	None	100% up to 2 full years past the date of completing their first bachelors degree; indefinitely if child is dependent for IRS purposes.	None
SCUPA	15 or more years of service and died or became permanently disabled while employed by IUP.	None	None	100% up to child's first bachelors degree or age 25, whichever occurs first.	None
MGMT	5 or more years of service and died or became permanently disabled while employed by IUP.	None	100% if the spouse does not already have a bachelors degree.	100% up to 2 full years past the date of completing their first bachelors degree; indefinitely if child is dependent for IRS purposes.	50% up to child's first bachelors degree or age 25, whichever occurs first.
SPFPA	15 or more years of service exclusively within SSHE and died or became permanently disabled while employed by IUP.	None	None	100% up to child's first bachelors degree or age 25, whichever occurs first.	None

Tuition Waiver Policy Matrix

PERMANENTLY DISABLED OR DECEASED EMPLOYEES

	Criteria	Employee IUP	Spouse IUP	Children	
				IUP	Other SSHE
Coaches (Non-bargaining unit)	5 or more years of service and died or became permanently disabled while employed by IUP.	None	100% if the spouse does not already have a bachelors degree.	100% up to 2 full years past the date of completing their first bachelors degree; indefinitely if child is dependent for IRS purposes.	50% up to child's first bachelors degree or age 25, whichever occurs first.
ROTC Commissioned Officer	N/A	None	None	None	None
ROTC: Non-commissioned Officer; enlisted personnel; civilian employees	N/A	None	None	None	None
CO-OP	N/A	None	None	None	None

Children shall be defined as:

- a blood descendent of the first degree (offspring);
- a legally adopted child;
- a stepchild;
- a child for whom you are the legal guardian (guardianship must have been established by the child's seventeenth birthday)

Employees may be requested to show proof of adoption or legal relationship.