



Tuition Remission

Department: Human Resources

Date created/revised: 05/20/21

Purpose:

Berkshire Community College, under the Commonwealth of Massachusetts Board of Higher Education, provides its employees with the opportunity to enjoy reduced tuition rates when attending other Massachusetts state colleges or community colleges.

This policy applies to all persons, including faculty, staff and administrators who are currently employed as a regular state employee who work at least 18.75 hours per week for at least six (6) months.

NOTE: Employees should check with the college Bursar's Office to determine if a program or course is eligible under the tuition benefit program and, if so, the value of the benefit.

Courses at BCC

BCC employees who have at least six (6) months of full-time equivalent service and who work at least 18.5 hours per week, may take up to four (4) credits during the day, up to four (4) DCE credits, and one non-credit workshop (on a space available basis only) each semester at BCC, free of charge.

Courses at community and state colleges in Massachusetts, except UMass

	Day Undergraduate Or Graduate*		Continuing Education		Non-Credit Workshops**
	Tuition	Fees	Tuition	Fees	
MCCC (Full-Time Faculty and Unit Professionals)					
1. Employees, Spouses and Dependent Children	100%	50%	50%	50%	50%
DCE (Adjunct Instructors)	Tuition***	Fees***	Tuition***	Fees***	
1. Employees, Spouses and Dependent Children	100%	50%	100%	50%	0%
AFSCME	Tuition	Fees	Tuition	Fees	
1. Full-Time Employees, Spouses and Dependent Children	100%	0%	50%	0%	50%
2. Part-time Employees, Spouses and Dependent Children	50%	0%	25%	0%	25%
Non-Unit Professionals	Tuition	Fees	Tuition	Fees	
1. Full-Time Employees, Spouses and Dependent Children	100%	0%	50%	0%	50%
2. Part-time Employees, Spouses and Dependent Children	50%	0%	25%	0%	25%

* Any state-supported course or program at the under-graduate or graduate level at any community college, state college, or university, excluding the MD Program at the University of Massachusetts Medical School (only at BCC for DCE eligible unit members).

** Space available basis only.

*** Eligible DCE members are defined as members who have taught at BCC for at least the past 6 continuous fiscal years, have accrued seniority rights under Article 10.02 and are active employees, currently teaching at BCC at the time they or their spouse or dependent child/children seek waiver. **Waiver of no more than 4 credits per semester.**

UMass

Per Chapter 46 of the Acts of 2015 (UMass tuition retention legislation) the tuition and fee structure at UMass changed drastically. The University of Massachusetts has consolidated their mandatory fees and tuition charges into a single tuition amount. The billing format has also been updated so that tuition and mandatory fees no longer appear as separate charges and instead will appear as a single tuition amount. Consequently, beginning July 1, 2016, the tuition benefit for state employees taking classes at one of the University of Massachusetts campuses will be applied as a “tuition credit” against the total tuition and it will be the same value that has been in place for many years. As it has in the past, the tuition credit continues to only cover a portion of total charges.

Whereas before the passage of Chapter 46, tuition was little more than \$1,000 and fees comprised multiple thousands of dollars, upon the implementation of Chapter 46, tuition increased to an average of \$10,000 per year while fees dropped proportionately. Given this change, the Commonwealth recognized that it could not give 100% tuition remission at UMass campuses as described in all collective bargaining agreements and policy and procedure handbooks. Consequently, all tuition remission agreements honored at UMass have become tuition credit programs of approximately the same value. For example, the former tuition waiver at UMass Amherst has become a tuition credit of \$1714.00. For eligible part-time employees, the tuition credit for State-supported courses or programs would be \$857.00. For non-State supported courses or programs through continuing education, the tuition credit would be \$428.50.

A tuition credit, valued at the amounts listed below, shall apply to enrollment in a traditional day course or program at the undergraduate or graduate level at University of Massachusetts Campuses (excluding the MD program at the University of Massachusetts Medical School and the Law School at the University of Massachusetts Dartmouth).

UMass Amherst	Full Time Undergraduate Student	Graduate Student	Continuing and Professional Education (CPE) Student	Tuition Credit Form Required	Submit Form To:
MA Higher Education Employee	\$875 per semester	\$110 per credit	50%**	Tuition Remission Form from Employer	Bursar’s Office
Dependent of MA Higher Education Employee	\$875 per semester	\$110 per credit	50%**	Tuition Remission Form from Employer	Bursar’s Office

The tuition benefit for online courses at one of the University of Massachusetts campuses is at the discretion of each campus; questions regarding the online courses should be directed to each campus.

All requirements must be met in order to receive a tuition credit. This includes, but it not limited to the following:

- Permanent legal resident of Massachusetts for at least one year prior to the opening of the academic year
- U.S. citizen and non-citizen eligible under Title IV Regulations
- Compliance with Selective Service Registration
- Not in default on any federal or state student loans for attendance at any institution or owe a refund for any previous financial aid received
- Maintain satisfactory academic progress in accordance with institutional and federal standards

PLEASE NOTE: tuition credits cannot be stacked, meaning a student can apply only one tuition credit per semester.

** This applies to full-time employees only. Part-time employees are eligible for 25% credit.