

MANUAL OF POLICY

POLICY NUMBER: II-85

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POLICY TITLE: Full-Time Non-Instructional Personnel: Educational Assistance Program

LEGAL AUTHORITY: FLORIDA STATUTE 1001.64

DATE OF LAST REVIEW: 9/29/2005, 6/19/2007, 7/21/2009, 7/19/2011, 7/16/2013, 7/11/2024 and 9/17/2024


DATE OF BOARD ACTION: 12/13/1983, 4/28/1997, 9/21/1999, 9/29/2005, 7/21/2009, 7/19/2011, 7/16/2013 AND 9/17/2024

A. Eligible Personnel

Full-time professional exempt contractual (PEC), professional exempt non-contractual (PENC) and support non-exempt (SNE) personnel who have completed 6 months of full-time continuous employment shall be eligible to participate in the Educational Assistance Program.

B. Reimbursement Program

1. All courses must be completed at a regionally accredited institution of higher education (public or private).
2. Course load is limited to eight (8) semester credits (or the quarter-credit equivalent) per major term (Fall, Spring, Summer A/Summer B), except for persons on approved leave.
3. PEC employees possessing a bachelor's degree may only take graduate level courses at a regionally accredited institution of higher education.
4. All courses must be approved in advance by the appropriate area head as contributing to the skills desired by Miami Dade College.
5. Tuition reimbursement will be treated as taxable or non-taxable based on the regulations provided by applicable federal laws.
6. Reimbursement will be at a rate established by the College as set forth in College Procedure 2304: Full-Time Non-Instructional Personnel Educational Assistance and shall not exceed actual tuition. Other fees, books, and incidental expenses are excluded.
7. A paid receipt and official transcripts or a grade report with official seal reflecting successful completion with a C or higher for all courses must be provided.

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|  | 9/17/2024 |
| CHAIRMAN | DATE |