

UNIVERSITY OF ROCHESTER
TUITION BENEFITS PLAN FOR FACULTY AND STAFF

Instructions for Application and Reimbursement Procedure
For Professional Certification/Recertification Exams

Reimbursement Procedure

Step # 1 Employee:

- ♦ Completes Application for Reimbursement (one application per individual for each term)
 - Completes Employee Section
 - Lists the certification/recertification exam(s) for which reimbursement is requested (maximum of two (2) exams for full-time faculty/staff)
 - Signs and dates application
- ♦ Takes Application for Reimbursement to supervisor or department head

Step # 2 Supervisor or Department Head

- ♦ Reviews application and checks appropriate items under Department Certification section
- ♦ Signs and dates application, and returns application to employee

Step # 3 Employee:

- ♦ Keeps cover sheet with instructions for application and reimbursement procedure. Individuals are advised to make a copy of the completed application for their records.
- ♦ Sends to the Office of Total Rewards*
- ♦ It is recommended that applications be completed and approved prior to the start of the certification/recertification exam. **(Completed applications must be received by the Office of Total Rewards for authorization no later than 30 days after the start of the exam(s).)**

Step # 4 Office of Total Rewards:

- ♦ Confirms eligibility, authorizes the Application for Reimbursement and sends verification to the faculty or staff member.
Please allow two weeks for the Office of Total Rewards to process and authorize application.

Step # 5 Employee:

- ♦ Upon successful completion of certification/recertification exam, sends course documentation (grades/copy of certification, proof of tuition cost and proof of payment) to the Office of Total Rewards.* Reimbursement will not be made if the certification/recertification exam documentation is not received within 90-day of exam completion.

Step # 6 Office of Total Rewards:

- ♦ Verifies successful completion of certification/recertification exam and authorizes the reimbursement payment to employee through the regular payroll system. **Please allow 1-2 pay periods after providing the required documentation for reimbursement to the Office of Total Rewards for your reimbursement to be processed with the regular payroll and paid to you in your paycheck or directly deposited into your bank account if you have elected direct deposit for your paycheck. (If you have elected more than one bank account for your direct deposit, your reimbursement will be distributed according to your account allocations.)**

Reimbursement Information

- If the supervisor **requires** an hourly paid staff member to take job-related certification/recertification exam(s), class time is considered as working time and will be paid as such by the staff member's department. If a certification/recertification exam occurs outside the normal work hours, additional pay will be required for hourly paid staff (including overtime premium) if work exceeds 40 hours in a week.
- 70% of the cost of the certification/recertification exam will be reimbursed following successful completion of exam.
- ***In all instances, tuition benefits are contingent upon successful completion of the certification/recertification exam and continuation of eligibility for tuition benefits based on employment status with the University. If these criteria are not met, the employee will be responsible for payment of the certification/recertification exam and any related fees, i.e., late fees. The approved reimbursement form is only for the certification/recertification exam listed. Any change in the certification/recertification exam listed (add/drop/withdrawal), must be forwarded in writing to the Office of Total Rewards.***
- Cost of supplies, textbooks and the like will not be covered.
- In no instance is an employee eligible for more than a total of two (2) certification/recertification exams/courses per semester or quarter.
- Questions regarding the Tuition Benefits Plan should be directed to the Office of Total Rewards (275-0476).

*Completed application, copies of grades/certification and proof of cost and payment can be submitted to the Office of Total Rewards by:

-Email- TuitionBenefits@UR.Rochester.edu

- Inter-office mail- P.O. Box 270453

**- Regular mail-University of Rochester
60 Corporate Woods, Suite 310
P.O. Box 270453
Rochester, NY 14627**

**APPLICATION FOR REIMBURSEMENT OF
PROFESSIONAL CERTIFICATION/RE-CERTIFICATION EXAMS
UNDER THE TUITION BENEFITS PLAN FOR FACULTY AND STAFF**

(Before completing application, please read cover sheet for instructions)

Revised 7/18

EMPLOYEE SECTION

Name _____ University Telephone _____
 Home Address _____ Home Telephone _____
 City, State & Zip _____ Employee ID # _____
 Job Title _____ Pay frequency Bi-Weekly Semi-monthly Monthly
 Division/Department _____

NAME OF COLLEGE, UNIVERSITY OR ORGANIZATION

Date of certification/recertification exam _____

Type of exam (exam title)	Cost
1. _____	
2. _____	

I hereby acknowledge that tuition benefits will be provided to me contingent upon successful completion of the certification/recertification exam and continuation of my eligibility for tuition benefits based upon my employment status with the University. I realize that if I do not satisfy these criteria, I will be responsible for payment of the certification/recertification exam and any related fees, i.e., late fees.

Signature of Employee **Date**

DEPARTMENT CERTIFICATION

(To be completed by Supervisor/Department Head)

Please answer questions #1 and #2 AND either question #3 or #4 depending on the exam:

1. **Is the certification/recertification exam job-related?** Yes No
 (The University defines a certification/recertification exam as job-related if it is directly related to the employee's job at the University.)
2. **Will the Exam(s) interfere with work?** Yes No
3. **For certification exams, will the employee be eligible for a pay increment upon successful completion of the certification exam(s) or successful completion of the certification exam(s) is a requirement of the employee's job at the University?**
 Yes No
4. **For recertification exams, will the employee lose a pay increment if not recertified or successful completion of the recertification exam(s) is a requirement of the employee's job at the University?**
 Yes No

Signature of Supervisor/Dept. Head **Date** **Print Name of Supervisor/Dept. Head** **Date**

OFFICE OF TOTAL REWARDS USE ONLY

Upon proof of satisfactory completion of the above certification/recertification exam(s), cost for the certification/recertification exam(s), will be refunded at **70%**. Cost of supplies, textbooks, lab fees and the like will not be refunded. Employee **must** notify the Office of Total Rewards of any change in this application.

Office of Total Rewards Authorization **Date**