

# SEIU Educational Assistance Program Description

## Overview

The SEIU Educational Assistance Program is a benefit available to SEIU employees in support of career advancement training. The primary focus of the program is to encourage SEIU employees in their efforts to pursue vocational training programs that are not eligible for reimbursement under the Educational Assistance Program.

## Employee Eligibility

The program is available to benefits eligible SEIU employees who are actively at work for one year of continuous regular employment. For purposes of eligibility for this program, hiatus periods will be considered as time “actively worked.” Participants who separate from Dartmouth College for any reason prior to the completion of an approved program will not be eligible for reimbursement.

## Eligible Courses

To be eligible for reimbursement under the SEIU Educational Assistance Program, a course/class must meet the following criteria:

- Pre-approved
- Be relevant to a current or future job
- Offered by a licensed program
- Culminate with evidence of satisfactory completion such as a certificate
- Begin after the date the employee meets the requirements for program eligibility

## Reimbursable Expenses

Eligible educational expenses (tuition/registration fees/books) paid by the employee may be reimbursed up to \$2,000 per calendar year (January – December). This maximum reimbursement is pro-rated for part-time and nine-month employees. The maximum reimbursement includes any benefits received through the [Educational Assistance Program](#).

The following expenses are not eligible for reimbursement under this program:

- Membership, licensing and exam fees
- Travel, lodging, meals and parking expenses
- Supplies and other miscellaneous fees
- Shipping and handling fees

## Process for Application and Approval

Interested employees must submit a completed [SEIU Educational Assistance Program Application](#) to the Benefits Office and receive notice of approval prior to beginning a course for which reimbursement is requested. Be sure to maintain a copy of this request and approval for your records.

## Reimbursement Process

Upon satisfactory completion of the course, the employee should submit proof of satisfactory completion (ex. certificate or letter of completion) and proof of payment to the Benefits Office prior to the end of the calendar year in which the course was completed. Participants are strongly encouraged to submit proof of completion and receipts as soon as they become available.

Itemized receipts and evidence of completion must accompany the request for reimbursement. Only original or online itemized receipts will be accepted. The receipts should indicate the following:

- Name of licensed program
- Employee name indicating payment was made by employee
- Form of payment (check, cash, credit card, etc.)
- Date of payment
- Itemized detail of eligible fees (tuition/registration fees/books) including course name(s) and costs

Examples of unacceptable proof of payment include:

- Receipts with a name other than that of the employee
- Credit card statements
- Bank account statements
- Copy or carbon of a personal check
- Student loan applications

After receipts and proof of successful completion have been received by the Benefits Office, the Request for Payment is routed for payment through accounts payable.

Please be advised that reimbursement checks will be mailed to the employee address listed on file in the Payroll system. Participants are encouraged to have all payables be direct deposited. Direct Deposit can be set up through [Employee Self Service](#).