



MONTCLAIR STATE
UNIVERSITY

University Senate

Recommendation for the implementation of Tuition Waiver for Employees' dependent children, spouses, and parties to a Civil Union of groups *other than* AFT, CWA, PBA, and managers

November 16th, 2022, Approved by the University Senate

The University Senate recommends that employees' dependent children, spouses, and parties to a Civil Union of groups other than AFT, CWA, PBA, and managers receive a comparable tuition waiver to that which has been agreed upon by the aforementioned groups.

Rationale

This recommendation is for tuition waivers for dependent children, spouses and parties to a Civil Union of employees in other groups, such as International Federation of Professional and Technical Engineers (IFPTE), NJ SLEU, SOLEA, LESA among others.

The current tuition waiver for employees' dependents covers only 40% of tuition costs for managerial, CWA, & PBA employees' dependents, and 60% for AFT employees' dependents as per Provision #5, <https://www.montclair.edu/human-resources/benefits/tuition-waivers/>

Tuition waivers for employees' dependents are intended to support an institution's mission by providing additional incentives and means of recruiting and retaining qualified employees. However, as opposed to being a leader in this category, Montclair State University trails behind most fellow state post-secondary institutions. Montclair State is one of only three State Institutions that do not provide a 100% waiver.

This goal would not only allow our University to support our colleagues' desire to remain at the University, but to also gain future students of these employees, rather than sending them off to other schools. Moreover, all employees would have a sense of equity and belonging as their University would provide benefits for their children, spouses, and parties to a Civil Union. Further, providing full tuition support is consistent with the University's mission to provide access as an MSI and HSI institution among other under-represented ethnic and historically economically-disadvantaged populations.

Full tuition waivers for dependents, spouses, and parties to a Civil Union could be seen as significant symbolic and a clear demonstration of Montclair State’s commitment to supporting social justice - but, in particular, from an economic standpoint. Thus, we recommend that Montclair State University take on a more active leadership role in promoting equity within and across institutions by providing the Montclair State University community, and the people who compose it, with real opportunities for success that will surely only pay dividends to Montclair State in the long-run.

Institution	Dependent Discount (Union)	Conditions	Dependent Rate (Manager)	Conditions
Montclair State University	60%	Student: UG only; Employee: 1 Year	40%	Similar
Kean University	Full tuition	Dependent: Full Time; Maintain 2.0 GPA; under 23 YOA; Up to 10 semesters. Employee employed for 1 year	Full tuition	Same
New Jersey City University	40%	Dependent: Under 24 YOA; No summer, 8 semesters Employee: Employed for 1 year	40%	Same
New Jersey Institute of Technology	Full tuition	Student: FT; Employee: Employed for 1 year;	Full tuition	Same
Ramapo University	40%	Dependent: 8 semesters; Employee: Emplc	40%	Same
Rowan University	Full Tuition	Student: FTE; 2.5 GPA, Only UG, Employee: Employed for 1 year	Full	Same
Rutgers University	Full tuition	n/a	Full tuition	n/a
Stockton University	Full tuition	Students: 5 years/8 semesters eligible; FT; Under 26; 1 UG degree; Employees: Employed for 1 year;	Full tuition	Same
The College of New Jersey	FTE: Full Tuition; PTE: 1/2 Tuiton	Dependent: Under 23 YOA; Up to 9 semesters. Employee: Employed for 3 years	FTE: Full Tuition; PTE: 1/2 Tuiton	Same
William Paterson University	Full tuition	Employee: Employed for 6 months	Full tuition	Same

 Dependent Educational Discounts.xlsx