



Minnesota State
Tuition Waiver Benefits for Employees

Contract/Plan	Applicable Provisions	Employee Eligibility	Dependent Eligibility	# of Credits and Fees	Credit Year	Where Credits can be Used
American Federation of State, County and Municipal Employees AFSCME BU 202, 203, 204, 206, 207 2023-2025	AFSCME CBA Appendix R, Supplemental Agreement for Minnesota State, Part 1, Section 7 (page 535)	Full-time or part-time unlimited or seasonal; and Completed <u>two (2) consecutive years of service</u> in the Minnesota State System without a break in service; and Enroll in credit courses on a "space available" basis.	Spouse Dependent children per insurance definition	<i>Employee:</i> Total enrollment shall not exceed twenty-one (21) credits per year; <i>Spouse and/or Dependent(s):</i> May share in total credits, not to exceed sixteen (16) credits per year. Student pays all applicable fees.	Fall semester through Summer session(s)	University employees at any Minnesota State university. <u>Discretionary use: the president of a state university may authorize eligible employees of a state university to use the tuition waiver benefit at a state college. Additionally, the president of a university may authorize eligible employees of a state university to allow use of the tuition benefit for applied doctorate courses.</u> Community, consolidated and technical college employees at any Minnesota State college. <u>Discretionary use: the president of a college may authorize employees of a college to use the tuition waiver benefit at a state university. Such authorization includes the discretion to allow use of the tuition waiver benefit for applied doctorate courses.</u> Minnesota State system office employees must make a choice once each contract period for waiver use at either Minnesota State colleges or universities. <u>Spouse and/or Dependent(s) discretionary use: the president of a state college or state university may authorize the spouse or dependent children of an eligible employee to access the tuition waiver benefits as described in paragraph D. Discretionary Use.</u>
Minnesota Nurses Association MNA BU 205 2021-2023	MNA CBA, Appendix J (page 106)	Full-time or part-time unlimited or seasonal; and Completed three (3) consecutive years of service in the Minnesota State System; and Enroll in credit courses on a "space available" basis.	Spouse Dependent children per insurance definition	<i>Employee:</i> Total enrollment shall not exceed twenty (20) credits per year; <i>Spouse and/or Dependent(s):</i> May share in total credits, not to exceed sixteen (16) credits per year. Student pays all applicable fees. Does not apply to any courses that are part of an applied doctorate program.	Fall semester through Summer session(s)	University employees at any Minnesota State university. Community, consolidated and technical college employees at any Minnesota State college. Minnesota State system office employees must make a one-time only choice for waiver use at either Minnesota State colleges or universities.

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Minnesota Association of Professional Employees MAPE BU 214 2023-2025	MAPE CBA Appendix G Supplemental Agreement for Minnesota State – M . Section VII (page 215)	Full-time or part-time unlimited or seasonal, classified & unclassified; and Completed two (2) consecutive years of service in the Minnesota State System; and Enroll in credit courses on a "space available" basis.	Spouse Dependent children per insurance definition	<i>Employee:</i> Total enrollment shall not exceed twenty- one (21) credits per year; <i>Spouse and/or Dependent(s):</i> May share in total credits, not to exceed sixteen (16) credits per year. Student pays all applicable fees.	Fall semester through Summer session(s)	University employees at any Minnesota State university. Discretionary use: after one (1) year of continuous service the president of a state university may authorize eligible employees of a state university to use the tuition waiver benefit at a state college. Additionally, the president of a university may authorize eligible employees of a state university to allow use of the tuition benefit for applied doctorate courses. Community, consolidated and technical college employees at any Minnesota State college. Discretionary use: after one (1) year of continuous service the president of a college may authorize employees of a college to use the tuition waiver benefit at a state university. Such authorization includes the discretion to allow use of the tuition waiver benefit for applied doctorate courses. Minnesota State system office employees must make a choice once each contract period for waiver use at either Minnesota State colleges or universities. Additionally, employees of the system office may be extended the same discretionary benefit as approved by the Vice Chancellor for Human Resources. Discretionary use of tuition waiver is NOT available to spouse and/or dependents.
Middle Management Association MMA BU 216 2021-2023	MMA CBA Appendix E Supplemental Agreement for Minnesota State – H. Section 1 (page 117)	Full-time or part-time unlimited or seasonal, classified & unclassified; and Completed three (3) consecutive years of service in the Minnesota State System; and Enroll in credit courses on a "space available" basis.	Spouse Dependent children per insurance definition	<i>Employees:</i> Total enrollment shall not exceed twenty (20) credits per year. Tuition and fees waived (except laboratory & special course fees); or <i>Spouse and/or Dependent(s):</i> May share in total credits, not to exceed sixteen (16) credits per year. Tuition only is waived. Does not apply to doctoral programs.	Fall semester through Summer session(s)	University employees at any Minnesota State university. Community, consolidated and technical college employees at any Minnesota State college. Minnesota State system office employees must make a choice once each contract period for waiver use at either Minnesota State colleges or universities.

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Minnesota Government Engineering Council MGEC BU 212 2021-2023	MGEC CBA - Article 4, Section 6 (page 4) and MOA dated January 2008	Full-time or part-time unlimited or seasonal; and Completed three (3) consecutive years of service in the Minnesota State System; and Enroll in credit courses on a "space available" basis.	Spouse Dependent children per insurance definition	Not to exceed sixteen (16) credits per year, shared between employee and spouse and/or dependent(s). Tuition only is waived, student pays all applicable fees.	Fall semester through Summer session(s)	Employees of a university may have tuition waived at any Minnesota State university. Community, consolidated ⁱ and technical college employees at any Minnesota State college.
Minnesota State University Administrative and Service Faculty MSUAASF BU 211 2023-2025	MSUAASF CBA – Article 15, Section E (page 77-digital version)	All MSUAASF bargaining unit members; and Enroll in credit courses on a “space available” basis. Following death of a MSUAASF employee, employee’s spouse or dependent children may use tuition waiver benefits for the following five (5) years.	Spouse Dependent children, (Biological, Adopted, Stepchild or Legal Ward) up to 26 years of age.	Not to exceed thirty (30) credits per year, shared between employee and dependent(s). <i>Employees:</i> Tuition and fees waived (except laboratory & special course fees). <i>Spouse and/or Dependent(s):</i> Only tuition is waived, student pays all applicable fees.	Fall semester through Summer session(s)	At any Minnesota State university. May be used for applied doctoral courses starting Fall Semester 2007. Effective 7/1/2024, Discretionary Use: the president of the university may authorize employees and/or the spouse/domestic partner and dependents to use the tuition waiver benefit at a college. This discretionary benefit is limited to eighteen (18) credits.
Inter Faculty Organization IFO BU 209 2023-2025	IFO CBA - Article 27, Section G (page 108-digital version)	Full-time faculty members and part-time probationary, part-time non-tenure track and part-time tenured faculty. **Part-time fixed-term, adjunct and community faculty: The number of credits available to part-time fixed-term, adjunct and community faculty members shall be equal to the number of credits taught within that year. Retrenched faculty and their spouse and children continue to be eligible for tuition waiver benefits within one (1) year following separation, limited to thirty (30) credits.	Spouse Dependent children (see collective bargaining agreement).	Not to exceed thirty (30) credits per year, shared between employee and spouse and/or dependent(s). **Note limits for PT fixed term, adjunct and community faculty. <i>Employees:</i> Tuition and fees waived (except laboratory & special course fees). <i>Spouse and/or Dependent(s):</i> Tuition only is waived, student pays all applicable fees.	Fall semester through Summer session(s)	At any Minnesota State university. May be used for applied doctoral courses starting Fall Semester, 2007. **The number of credits available to part-time fixed-term faculty, adjunct and community faculty shall be equal to the number of credits taught by the faculty member within the year. Credits may be used in the same semester they are earned or in a later semester within the same credit year. Discretionary Use. The spouse, domestic partner, or dependent children of a tenured, probationary or non-tenure track faculty member may also be authorized to share up to eighteen (18) credits per year of the tuition waiver benefit for use at a college, to the extent the president of the university determines funds are available for this use.

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Commissioner's Plan BU 217 BU 213 Health Treatment Professionals 2021-2023	Commissioner's Plan - Appendix J (page 210)	Full-time or part-time unlimited or seasonal, classified & unclassified; and Completed three (3) consecutive years of service in the Minnesota State System; and Enroll in credit courses on a "space available" basis.	BU 217: Tuition Waiver benefits are available pursuant to the employee's corresponding job classification covered by the applicable collective bargaining agreement. Those job classes that are unique to the Commissioner's Plan follow the MAPE collective bargaining agreement. (See MAPE information) BU 213: Full-time unlimited and seasonal and part-time unlimited and seasonal Health Treatment Professionals (Unit 213) shall have tuition waiver benefits on the same basis and in the same amount as employees covered by the Minnesota State Personnel Plan for Administrators. (See Administrator Plan information)			
Managerial Plan (Classified Managers) BU 220 2021-2023	Managerial Plan - Appendix J (Page 189)	Full-time or part-time unlimited or seasonal classified managers have the same tuition waiver benefit as is provided to Minnesota State Personnel Plan for Administrators.	(See Administrator Plan information below)			
Minnesota State Personnel Plan for Administrators (Unclassified Administrators) BU 220 2021-2023	Minnesota State Personnel Plan for Administrators - Section 1.12, Career Development and Tuition Waiver (page 31)	Administrators employed with a 0.75 FTE or greater appointment. Does not apply to doctoral programs.	Spouse Dependent children per insurance definition	Not to exceed twenty-seven (27) credits per year, shared between employee and dependent(s). <i>Employees:</i> Tuition and fees waived (except laboratory & special course fees). <i>Spouse and/or Dependent(s):</i> Tuition only is waived; student pays all applicable fees.	Fall semester through Summer session(s)	<i>Employees:</i> At any Minnesota State colleges and universities. <i>Dependents of administrators at a college/university:</i> May use benefits at any institution of the same type as where the employee is employed (college or university). <i>Dependents of Minnesota State system office employees may use benefits as follows:</i> Administrators employed by the University System on 6/30/95 - at any university; Administrators employed by the CC System or TC Board or at a TC on 6/30/95 - at any college; any Administrator without prior system service may make a one-time choice of any Minnesota State college or university. The Chancellor or Vice Chancellor for Human Resources may elect to use an alternative method for determining the institution type for Minnesota State system office administrators.

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Minnesota State College Faculty MSCF BU 210 2021-2023	MSCF CBA - Article 24, Section 3 (page 157-digital version)	<p>Faculty members, including faculty who have not completed their probationary period, holding unlimited full-time and unlimited part-time, fixed-term full-time, fixed-term part-time and temporary part-time (incl. converted TFT).</p> <p>Enrollment in and/or audit of credit courses on a "space available" basis. Enrollment limited to the number of tuition waiver credits that the faculty member is eligible to use.</p> <p>**Eligibility for temporary part-time and fixed-term part-time faculty is semester based. The credit loads of faculty who hold contemporaneous appointments that would alone fall within the credit threshold for adjuncts (fewer than five (5) credits per semester) are subject to aggregation by combining credit loads to reach the credit threshold for temporary part-time and fixed-term part-time (teaching five (5) or more credits per semester during an academic year).</p> <p>Faculty members on notice of layoff, their spouse and/or dependent(s) shall remain eligible for the tuition waiver benefit through the effective date of layoff.</p> <p>Survivor benefit. In the event of the death of a UFT or UPT faculty member, spouse and/or dependents will continue to have tuition waiver benefits subject to the qualifying limits in Sec. 3, Subd. 2.B. This benefit expires at the end of the semester (or summer session) in which the 5-year anniversary of the faculty member's death falls.</p>	Spouse and dependent(s). Dependents are defined in accordance with Art. 19 Insurance Sec. 2, Subd. 3.B(a) and (b). (i.e. Dependents to age 26)	<p>For unlimited full-time, unlimited part-time, fixed-term full-time faculty, not to exceed twenty-four (24) credits per annual tuition-waiver usage period for the faculty member's own use.</p> <p>Spouse and/or dependent(s) may utilize any unused portion of the faculty member's benefit not to exceed sixteen (16) credits per annual tuition-waiver usage period. Only tuition is waived, student pays all applicable fees.</p> <p>** The amount of tuition-waiver benefits that temporary part-time and fixed-term part-time faculty members earn shall equal the number of credits the employing college(s) approves the faculty member to work on a per-semester basis. E.g. total semester credits are 7, faculty member qualifies for 7 credits of tuition waiver.</p> <p>If the faculty member holds contemporaneous appointments in a semester, the assigned credits that semester will be combined both for purposes of determining tuition-waiver eligibility and for determination of the amount of benefit earned. The maximum tuition-waiver benefit earned in a semester cannot exceed twelve (12) credits, however, the period in which any earned tuition-waiver benefits may be used by the faculty member is the annual tuition-waiver usage period, provided that tuition-waiver benefits may not be used in an amount exceeding the number of benefit-credits thus far earned by the faculty member in that academic year.</p> <p>The amount of tuition-waiver benefits that the tuition-waiver-eligible fixed-term part-time and/or temporary part-time faculty member's spouse and/or dependents are eligible to use shall be based on the number of credits that the employing college(s) approves the faculty member to work on a per-semester basis and are subject to the usage limits provided in Art. 24, Sec. 3, Subd 3.C.i of the MSCF CBA. If the faculty member is approved to work twelve (12) or more credits or credit-equivalents in a semester (Fall and/or Spring, then spouse and/or dependent(s) can use up to eight (8) credits of the faculty member's unused benefit, subject to the usage limits provided in Art 24, Sec 3, Subd 3.C.i.</p>	<p>Annual Tuition-Waiver Usage Period: Fall semester through the day before the succeeding fall semester.</p> <p>Unused tuition-waiver credits may not be carried over to the subsequent Usage Period.</p>	<p>For the faculty member's own use, tuition waiver may be used at any Minnesota State college and/or university may be used for applied doctorate courses.</p> <p>Spouse and/or dependent(s) may use credits at any Minnesota State college.</p> <p>Faculty members who retired after June 30, 1995 can audit courses tuition-free on a space available basis.</p>

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