Tuition Waiver Benefits for Employees – updated June 15, 2026

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 **2025-2027**	AFSCME CBA Appendix R, Supplemental Agreement for Minnesota State, Part 1, Section 7 (page 500)	Full-time or part-time unlimited or seasonal; **and** Completed two (2) consecutive years of service 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	*Employee:* Total enrollment shall not exceed twenty-one (21) credits per year *Spouse and/or Dependent(s):* May share in total credits, not to exceed sixteen (16) credits per year. Student pays all applicable fees; only tuition is waived.	Fall semester through Summer session(s)	Employees at a Minnesota State University shall have tuition waived at any Minnesota State University. *Discretionary use: the president of a university may authorize eligible employees of a university to use the tuition waiver benefit at a state college.* *Additionally, the president of a university may authorize eligible employees of a university to allow use of the tuition benefit for applied doctorate courses.* Employees at a Minnesota State 2-year College shall have tuition waived at any Minnesota State 2-year College. *Discretionary use: the president of a college may authorize employees of a college to use the tuition waiver benefit at a university. Such authorization includes the discretion to allow use of the tuition waiver benefit for applied doctorate courses.* Employees of the Minnesota State system office must make a choice each contract period of using tuition waiver at either any Minnesota State University or any Minnesota State 2-year college. *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.*
Minnesota Nurses Association **MNA** BU 205 **2025-2027**	MNA CBA, Appendix H (page 89)	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	*Employee:* Total enrollment shall not exceed twenty (20) credits per year; *Spouse and/or Dependent(s):* 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 **2025-2027**	MAPE CBA Appendix G Supplemental Agreement for Minnesota State – M. Section VII (page 188)	Full-time or part-time unlimited or seasonal, classified & unclassified; and Completed two (2) years of continuous employment (without a break in service) in the Minnesota State System; **and** Enroll in credit courses on a "space available" basis.	Spouse/Dependent children per insurance definition	*Employee:* Total enrollment shall not exceed twenty-one (21) credits per year; *Spouse and/or Dependent(s):* May share in total credits, not to exceed sixteen (16) credits per year. Student pays all applicable fees; only tuition is waived.	Fall semester through Summer session(s)	Employees of a State University may have tuition waived at any 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 graduate or applied doctorate courses.* Employees of a Community College or Technical College or co- located College may have tuition waived at any Community College or Technical College or Co-located 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 graduate or applied doctorate courses.* Employees of the Minnesota State System Office may have tuition waived at any State University, Community College, Technical College, or Co-located College by making a choice once each contract period to use the tuition waiver for one of the various systems. *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.*

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Middle Management Association **MMA** BU 216 **2025-2027**	MMA CBA Appendix E Supplemental Agreement for Minnesota State – G. Section 1 (page 94)	Full-time or part-time unlimited or seasonal, classified & unclassified; **and** Completed two (2) years of continuous employment (without a break in service) in the Minnesota State system; **and** Enroll in credit courses on a "space available" basis.	Spouse/Dependent children per insurance definition	*Employees:* Total enrollment shall not exceed twenty-one (21) credits per year. *Spouse and/or Dependent(s):* May share in total credits, not to exceed sixteen (16) credits per year. The student will pay all applicable fees; only tuition is waived. Shall not apply to any courses that are part of an applied doctorate program, except as described in section G.1.A.2	Fall semester through Summer session(s)	University employees at any Minnesota State university. *Discretionary use: the president of a university may authorize employees of a university to use the tuition waiver benefit for the employee's own at a college. Such authorization includes the discretion to allow use of the tuition waiver benefit for the employee's own enrollment in applied doctorate courses.* Community, co-located and technical college employees at any Minnesota State college. *Discretionary use: the president of a college may authorize employees of a college to use the tuition waiver benefit for the employee's own enrollment at a university. Such authorization includes the discretion to allow use of the tuition waiver benefit for the employee's own enrollment in 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.
Minnesota Government Engineering Council **MGEC** BU 212 **2025-2027**	MGEC CBA - Article 4, Section 6 (page 4)	Full-time or part-time unlimited or seasonal; **and** three (3) years of continuous employment (without a break in 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). Student pays all applicable fees; only tuition is waived. Shall not apply to courses that are part of an applied doctorate program.	Fall semester through Summer session(s)	Employees of a state university may have tuition waived at any state university. Employees at a two-year college may have tuition waived at any two-year college.

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Minnesota State University Administrative and Service Faculty **MSUAASF** BU 211 **2025-2027**	MSUAASF CBA –Article 15, Section E (page 45)	All MSUAASF bargaining unit members; **and** Enroll in credit courses on a "space available" basis. Following death of a MSUAASF employee, employee's spouse/domestic partner or dependent children may use tuition waiver benefits for the following five (5) years.	Spouse/Domestic Partner 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). *Employees:* Tuition and fees waived (except laboratory & special course fees). *Spouse/Domestic Partner and/or Dependent(s):* 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 **2025-2027**	IFO CBA - Article 27, Section G (page 89)	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/Domestic partner 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. Credits may be used in the same semester they are earned or in a later semester within the same credit year. Employees: Tuition and fees waived (except laboratory & special course fees). Spouse/domestic partner and/or Dependent(s): 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. *Discretionary use: Full-time faculty members and part-time probationary, part-time non-tenure track and part-time tenured faculty members and their 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. Part-time fixed-term, adjunct and community faculty and their spouse, domestic partner, or dependent children shall be eligible for the same discretionary tuition waiver benefit provided in this subdivision, in an amount equal to the number of credits taught by the faculty member.*

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Nonrepresented Employees Compensation Plan BU 217 BU 213 Health Treatment Professionals **2025-2027**	Nonrepresented Employees Compensation Plan - Appendix J (page 107)	Full-time or part-time unlimited or seasonal, classified & unclassified; 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 below)	(See Administrator Plan information below)	(See Administrator Plan information below)	(See Administrator Plan information below)
Managerial Plan (*Classified Managers*) BU 220 **2025-2027**	Managerial Plan - Appendix I (Page 103)	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 Administrators Plan information below)	(See Administrator Plan information below)	(See Administrator Plan information below)	(See Administrator Plan information below)
Minnesota State Personnel Plan for Administrators (*Unclassified Administrators*) BU 220 **2025-2027**	Minnesota State Personnel Plan for Administrators - Section 1.12, Subd 1, Career Development and Tuition Waiver (page 34)	Administrators employed with a 0.75 FTE or greater appointment. View Discretionary Use provision for doctoral programs.	Spouse/Dependent children per insurance definition	Not to exceed twenty-seven (27) credits per year, shared between employee and dependent(s). *Employees:* Tuition and fees waived (except laboratory & special course fees). *Spouse and/or Dependent(s):* Tuition only is waived; student pays all applicable fees. See Subd 1c, Discretionary Use.	Fall semester through Summer session(s)	*Employees*: At any Minnesota State colleges and universities. *Dependents of administrators at a college/university*: May use benefits at any institution of the same type as where the employee is employed (college or university). *Dependents of Minnesota State system office employees may use benefits as follows*: 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 **2025-2027**	MSCF CBA - Article 24, Section 3	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 (including converted TFT). Enrollment in and/or audit of credit courses on a "space available" basis. **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). 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. In the event of the death or 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.	Spouse and dependent(s) (biological child, adopted child, stepchild, or foster child) up to 26 years of age.	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. Spouse and/or dependent(s) may utilize any unused portion of the faculty member's benefit not to exceed the credit limits (dependent on the type of institution where the benefit will be used) shown in the last column of this matrix (see also MSCF Art. 24, Section 3, Subd. 2.B). Only tuition is waived, student pays all applicable fees. **Eligibility for temporary part-time and fixed-term part-time faculty's total benefit shall equal the number of credits the employing college(s) approves the faculty member to work on a per-semester basis, not to exceed 12 credits. 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 8 credits of faculty member's unused benefit during the annual tuition-waiver usage period at any Minnesota State College. Effective 7/1/26, of those 8 credits, the spouse and/or dependents can use up to 3 credits at any Minnesota State University (refer to Art 24, Sec 3, Subd 3.C.i). In no instance shall unused tuition waiver credits be carried over from one annual tuition waiver usage period to another.	Annual Tuition- Waiver Usage Period: Fall semester through the day before the succeeding fall semester.	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. Spouse and/or dependent(s) may use credits at any Minnesota State institution, subject to the credit limits for the particular institution type (college versus university) as specified in the CBA and summarized below. Faculty members who retired after June 30, 1995, can audit courses tuition-free on a space available basis. *Effective 7/1/2026: For faculty in unlimited full-time, unlimited part-time, or fixed-term full-time positions, if the faculty member does not use the full tuition-waiver benefit for the faculty member's own personal use, the faculty member's spouse and/or dependent(s) shall be eligible to use, without payment of tuition, any unused portion of the faculty member's total benefit, up to a maximum of sixteen (16) credits per annual tuition-waiver usage period, at any Minnesota State college, The spouse and/or dependent(s) may use up to six (6) of the 16 credits per annual tuition-waiver usage period at any Minnesota State University* *Effective 7/1/2026: For tuition-waiver-eligible temporary part-time and fixed term part time faculty, of the eight (8) credits of tuition-waiver earned per semester that their spouse and/or dependent(s) may use at any Minnesota State College, up to three (3) of these credits may be used at any Minnesota State university during the remainder of the annual tuition-waiver usage period* *Effective 7/1/2026 Spouses. Two (2) eligible unlimited full-time, unlimited part-time or fixed-term full-time faculty members who are spouses of each other shall have a combined total of twenty-four (24) credits of tuition waiver per semester (for a combined total of forty-eight (48) credits per annual tuition-waiver usage period) available for purposes of their own tuition-waiver use at any Minnesota State Colleges and Universities institution. The spouse faculty members may decide between themselves how to allocate the credits available for their own tuition-waiver use during the annual usage period. When such faculty members do not use the full tuition waiver benefit for their own personal use, their dependent(s) shall be eligible to use, without payment of tuition, any unused portion of the faculty members' annual benefit as follows: Up to a maximum of thirty-two (32) credits per annual tuition-waiver usage period at any Minnesota State college and, of these 32 credits, up to twelve (12) credits per annual tuition-waiver usage period at any Minnesota State university.*

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