



ENHANCED LABORATORY SCHOOLS TUITION BENEFIT - FREQUENTLY ASKED QUESTIONS

1. What is the Laboratory Schools tuition benefit?

The Laboratory Schools tuition benefit pays between 50 to 85 percent of the Laboratory Schools tuition for the dependent children of eligible faculty, staff and other academic appointees. The standard benefit is 50 percent; however, families have the option to apply for additional tuitions coverage above the 50 percent based on household income.

The tuition benefit that eligible families may apply for is reflected below based on their household’s adjusted gross income level:

Total Household Adjusted Gross Income	Under \$45,000	\$45,000 – \$74,999	\$75,000 – \$99,999	\$100,000 – \$199,999	Over \$200,000
Total Tuition Coverage	85%	75%	66%	60%	50%

2. Who is eligible for this benefit?

In general, all full-time, benefits-eligible faculty, staff and other academic appointees of the University of Chicago are eligible for tuition assistance for your children attending the Laboratory Schools. Please refer to the “How Educational Assistance Works” in the Educational Assistance Plan Summary of Benefits for the list of University positions eligible for this benefit.

3. How does the University define “Total Household Adjusted Gross Income”?

For those who wish to apply for a tuition benefit percentage greater than 50 percent, you will be required to provide a copy of your most recent Federal Income Tax Return as proof of “Total Household Adjusted Gross Income”.

Your “Total Household Adjusted Gross Income” is the income reflected on pages 1 and 2 of your Federal Income Tax Return.

Total Household Adjusted Gross Income includes the applicant’s income and the income of his or her spouse or University-Registered Same-Gender Domestic Partner or Illinois Civil Union Partner (or combined tax return if married and filed jointly).

Total Household Adjusted Gross Income includes the income of both custodial parents (i.e., non-married custodial parent). In these situations, the applicant must provide their Federal Income Tax Return as well as the Child's other custodial parent's Federal Income Tax Return.

Note: a non-custodial parent's Federal Income Tax Return would not be considered Total Household Adjusted Gross Income for the purposes of this benefit.

4. How do I apply for this enhanced benefit?

If you are eligible for a tuition benefit greater than 50 percent, you will need to submit the Application for Tuition Assistance located on the University Benefits webpage (<http://humanresources.uchicago.edu/benefits/tuition/index.shtml>) along with pages 1 and 2 of your Federal Income Tax Return. You may redact all income information on your tax returns except for the line showing "adjusted gross income".

Return applications to the University Benefits office at benefits@uchicago.edu or via fax (773.834.0996).

You will be required to re-apply each academic year and submit a copy of pages 1 and 2 of the prior year's Federal Income Tax Return(s) for a benefit greater than 50 percent.

5. Is the Faculty and Clinical Faculty Member Child/Dependent Education Assistance Supplemental Policy impacted by this enhanced benefit?

Yes, this enhanced benefit replaces the Education Assistance Supplement, and provides greater benefit levels.

6. Is this a taxable benefit?

Generally, this benefit is non-taxable for federal income tax purposes. However, tuition for children of your Domestic Partner or for children for whom you are legal guardian is taxable unless federal tax law would permit otherwise.

7. Can I apply for a greater tuition benefit if my family income changes mid-academic year?

No, a change in income, including divorce, separation, or loss of job of your spouse or University-Registered Same-Sex Domestic Partner or Illinois Civil Union Partner during the year will not impact that academic year's benefit amount as the tuition benefit is established once in the Spring for the following academic year. If there is a change in your family income, you may apply for a greater benefit for the following academic year.

8. What happens if I do not re-apply or supply appropriate tax documentation?

If you choose not to re-apply each year for a benefit greater than 50 percent or do not supply the appropriate Federal Income Tax return information, you will be defaulted to the 50 percent tuition benefit.

9. Do I need to apply if I do not qualify for a benefit greater than 50 percent?

If your family income exceeds \$200,000, you only need to apply once when your child first enters the Laboratory Schools. If you are already receiving the 50 percent tuition benefit, there is no further action needed.

10. Does the benefit apply to all my dependents attending the Laboratory Schools?

Yes, the Laboratory Schools Tuition benefit applies to all eligible dependents attending the Laboratory Schools.

11. If both parents work at the University, can we both apply for this program?

No, if you and your spouse, partner in a civil union recognized by the State of Illinois or Domestic Partner are employed in eligible positions for this benefit by the University or University of Chicago Medical Center, only one of you can apply for the benefit.

12. How do I learn more about the Laboratory Schools and the application process?

Please contact the Laboratory Schools website at <http://www.ucls.uchicago.edu/>.

Please refer to the Educational Assistance Plan Summary of Benefits for additional detail. Your right to benefits and the amount of benefits you receive are determined by the official plan documents. If there is an error in any information provided, the plan documents and records will govern. No one can promise any benefits not provided by the plans. The University of Chicago reserves the right to change or terminate the plan at any time, for any reason.