DIVERSE LEARNERS TUITION PORTABILITY BENEFIT
– FREQUENTLY ASKED QUESTIONS –

1. What is the diverse learners tuition portability benefit?

Beginning with the 2019-2020 school year, the diverse learners tuition portability benefit (“diverse learners benefit”) is a tax tuition benefit available for eligible employees whose child(ren) attend one of two Hyde Park schools, either City Elementary (https://www.cityelementary.org/) or Hyde Park Day School (http://hydeparkday.org/).

This benefit pays from $16,000 to $24,000 per year of tuition for the dependent children of eligible employees who attend either school City Elementary or Hyde Park Day School. The standard benefit is $16,000; however, as detailed below, eligible employees may apply for a greater tuition subsidy based on their total household adjusted gross income:

<table>
<thead>
<tr>
<th>Total Household AGI</th>
<th>Tuition Benefit City Elementary</th>
<th>Tuition Benefit Hyde Park Day School</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under $75,000</td>
<td>$24,000</td>
<td>$24,000</td>
</tr>
<tr>
<td>$75,000 - $99,999</td>
<td>$21,120</td>
<td>$21,120</td>
</tr>
<tr>
<td>$100,000 - $199,999</td>
<td>$19,200</td>
<td>$19,200</td>
</tr>
<tr>
<td>$200,000 and Over</td>
<td>$16,000</td>
<td>$16,000</td>
</tr>
</tbody>
</table>

2. Is this a taxable benefit?

Yes, this is a taxable benefit. When the benefit is paid in September and January the University will report the amount paid as taxable for federal income tax purposes.

3. Why is the University introducing this benefit now?

In October 2017, Provost Daniel Diermeier convened a faculty working group to review the affordability and accessibility of K-12 education in and around Hyde Park. In response to the concerns identified by this group, including that other schools may be more appropriate than the Lab School for certain diverse learners, the Provost established a Phase 2 working group – comprised of faculty and staff – who made recommendations in a variety of areas. Based on the recommendations of the Phase 2 working group, the University plans to implement several changes for the 2019-2020 academic year, which include this benefit. The diverse learners benefit is intended to be offered as a three-year pilot program, and may be reviewed annually to determine if changes should be made or if the benefit should be continued. As detailed in the Educational Assistance Plan Summary of Benefits, the University reserves the right to terminate or amend the diverse learners benefit at any time, including during the three-year pilot period.

4. Who is eligible for this benefit?

To be eligible for this benefit, employees must meet two separate eligibility requirements. First, the employee must be eligible for the Faculty Children Scholarship Program (FCSP). For the complete list of University eligible positions please refer to the “How Educational Assistance Works” in the Educational Assistance Plan Summary available here.

Second, the employee’s primary residence must be located in one of the University’s nine mid-South Side
neighborhoods as defined in the University’s Employer-Assisted Housing Program, which is administered by the Office of Civic Engagement. Residency will be confirmed based on the employee’s current address in Workday. The list of the nine mid-South Side neighborhoods and their boundaries can be found here.

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

If you 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 (AGI). Your total household AGI is the income reflected on pages 1 and 2 of your Federal Income Tax Return. Total household AGI includes your income and that of your spouse or University-Registered Same-Gender Domestic Partner or Illinois Civil Union Partner (or combined tax return if married and filed jointly), if any. Total household AGI also includes the income of both custodial parents (i.e., non-married custodial parent); in such a context, the applicant must provide their Federal Income Tax Return as well as the Federal Income Tax Return for the other custodial parent. Note: a non-custodial parent’s Federal Income Tax Return would not be considered as part of total household AGI for the purposes of this benefit.

6. How do I apply for the diverse learners benefit?

You will need to submit a brief application called the Diverse Learners Tuition Portability Benefit Application. The application can be found on the University Benefits site: https://humanresources.uchicago.edu/benefits/tuition/employees/facoap.shtml. If seeking a tuition benefit greater than $16,000, you will need to include with your application evidence of your total household adjusted gross income (see FAQ #5 above). If submitting those pages from a Federal Income Tax Return, you may redact all income information other than the line showing “adjusted gross income”. Please return all applications (with tax return information as applicable) to the Benefits Office at benefits@uchicago.edu. Completed applications must be submitted by August 1 in order to initiate the benefit as of September 1, or by December 1 to initiate the pro-rated benefit as of January 1. If an employee applies for the benefit during the mid-year application cycle (i.e., applies as of December 1) the employee will be eligible to receive 50% of the benefit for the year (i.e., between $8,000 to $12,000).

You will be required to reapply for this benefit each school year and, if seeking a tuition benefit of greater than $16,000, will need to provide evidence of your total household adjusted gross income as described in FAQ #4 above.

7. Does my child have to be admitted by and enrolled at City Elementary or Hyde Park Day School in order for me to apply for this benefit?

Yes, to receive the diverse learners benefit, your child(ren) must be admitted by, and enrolled at, one of the two schools per the applicable school’s process. You must request a letter from City Elementary or Hyde Park Day School that confirms the child’s name and enrollment status for the relevant school year. This letter should be submitted alongside your completed application form described in FAQ #7 above.

8. When will I receive this benefit?

For each school year, the benefit will be paid out in two equal installments (subject to prorations for partial school years) in September and in January.

9. Are benefits adjusted if my family income changes during a school year?

No, a change in income, including on account of divorce, separation, or loss of job of your spouse or University-Registered Same-Sex Domestic Partner or Illinois Civil Union Partner during the school year will not impact that school year’s benefit amount.
10. Can I still apply for financial aid at City Elementary and Hyde Park Day School?

Yes, as this benefit is independent of the financial aid processes of City Elementary and Hyde Park Day School, employees who receive this benefit are not precluded from applying for financial aid from either school.

11. What happens if I do not reapply or supply appropriate tax documentation?

Eligibility for the benefit is assessed annually and therefore if you receive the benefit one year but do not reapply the subsequent school year, you will not receive the diverse learners benefit for that year. If you choose not to reapply for a benefit greater than $16,000 or do not supply the necessary Federal Income Tax return information to obtain a tuition benefit in excess of $16,000, you will be defaulted to the $16,000 tuition benefit.

12. Do I need to apply each year even if my household adjusted gross income is $200,000 or greater (and therefore I do not qualify for a benefit greater than $16,000 per year)?

Yes, as noted in FAQ #5 above, you must apply each year for the benefit. If your total household adjusted gross income is $200,000 or greater, though, you do not need to submit any household income information.

13. Does the benefit apply to all my dependent children attending either City Elementary or Hyde Park Day School?

Yes, the diverse learners benefit applies to all eligible dependent children attending either City Elementary or Hyde Park Day School. See FAQ #3 above for eligibility requirements.

14. If both parents are eligible for this benefit, can we both apply for this program?

No, if you and your spouse, University-Registered Same-Sex Domestic Partner or Illinois Civil Union Partner are employed in University positions eligible for this benefit, only one of you can apply for the diverse learners benefit.

15. How do I learn more about the diverse learners benefit and the application process?

Please visit the University Benefits site at: https://humanresources.uchicago.edu/benefits/tuition/employees/facoap.shtml. With additional questions, please contact the Benefits Office at benefits@uchicago.edu or (773) 702-9634 or Dillan Siegler, Associate Provost, at siegler@uchicago.edu or (773) 702-8846.

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 described above at any time, for any reason.