



UNIVERSITY OF NORTHERN COLORADO

Office of Human Resources
 Carter Hall, Room 2002
 Greeley, CO 80639

The following Internal Revenue regulations apply to employer-provided tuition assistance programs

Undergrad Level Tuition Waivers:

The University Educational Assistance Program, in compliance with IRS §117, undergrad level tuition waivers are not taxable.

- Taxability of Tuition Waivers to Employees
 Tuition waivers are not taxable for employees for education below graduate level. However, for employees enrolled in graduate level courses may be taxed over \$5250.
- Taxability of Tuition Waivers to Employee Spouses and Dependents
 Tuition waivers are not taxable for employee spouses and dependents for education below graduate level based on the student's classification at the time of registration.
- Taxability of Tuition Waivers to Employee Domestic Partners
 The value of tuition waivers afforded to domestic partners for education at any level is taxable to the University employee.

Graduate Level Tuition Waivers:

- Graduate Level - Employees
 The University Educational Assistance Program, in compliance with IRS §127, graduate level tuition waivers, \$5250 per calendar year, is nontaxable. If the amount exceeds \$5250, the excess is deemed income under the IRC 127 and taxed accordingly.
- Graduate Level – Spouses and Dependents
 The graduate level tuition waiver is fully taxable to the employee.

TAXATION SCHEDULE TO POST TO PAYCHECKS

Spring Semester	March April May (possible adjustments)
Summer Semester	August September (possible adjustments)
Fall Semester	October November December (possible Yearend adjustments)