

FINAL 6/16/2026

MOA: Dependent Children of FT AFT Employees Tuition Waiver – William Paterson University

MEMORANDUM OF AGREEMENT

Between

**William Paterson University of New Jersey
and**

Council of New Jersey State College Locals, AFT, AFL-CIO, Local 1796

This Memorandum of Agreement (“MOA”) is entered into by and between William Paterson University (“University”) and the Council of New Jersey State College Locals, AFT, AFL-CIO, Local 1796 (“Union”), collectively referred to as “the parties.”

The Tuition Waiver Program provides tuition assistance to dependent children of full time AFT employees.

Participation is limited to the fall and spring semesters except in rare circumstances. Rare circumstances include but are not limited to accelerated programs where the course of study requires course (s) to be taken outside of the fall and spring semester in order to complete the specific program. The program requirements must be submitted with the application in this situation.

If a parent dies while employed in an eligible position, and if the student was admitted or enrolled at the time of the parent’s death, the student will be eligible for the Tuition Waiver Program until completion of their first baccalaureate degree. All policies and restrictions otherwise applicable to this tuition waiver program shall apply.

If an employee, while employed in an eligible position, is placed on a reemployment list pursuant to Article XLI.A.10 of this Agreement, or is non-reappointed for fiscal reasons and eligible for priority consideration pursuant to Article XLI.B.4 of this Agreement, and if the employee’s dependent child was admitted or enrolled under the program at the time the employee received notice of placement on a reemployment list or notice of non-reappointment, the employee may, at the sole discretion of the President of the University be eligible for the program until completion of the first baccalaureate degree. All policies and restrictions otherwise applicable to this tuition waiver will apply.

In order for a dependent child to be eligible for this benefit program, the employee must meet the following criteria:

- Eligible employees must be employed on a full-time basis for at least three years before the dependent child’s expected enrollment date.
- Eligible employees must upload a photocopy of the front page of the employee’s most recently filed tax return showing that the dependent child was claimed as such in the previous calendar year. This should be done through ‘My Document Upload’ link under HR & Payroll Forms in the WP Connect Employee tab.
- Eligible employees must provide a copy of the dependent child’s Birth Certificate.
- Eligible employees must submit the Dependent Tuition Waiver Program Application each semester electronically through Employee Tuition Waiver Form , no later than ten (10) business days after the final registration date for the semester.

In order to be eligible for this benefit, the *dependent child* must meet the following criteria:

- Dependent child must be matriculated, studying for their first baccalaureate or graduate degree and registered for classes at the University.
- Dependent child must be accepted to William Paterson University and are committed to attending the institution by making a \$50 deposit. *Students enrolled in audit or certificate programs are not eligible for this tuition waiver program. The dependent child must be registered prior to submitting the Tuition Waiver for Dependent Children Program application or it will be returned to the employee.*
- Dependent child must remain in good academic standing. Should a student not maintain at least a 2.0 cumulative G.P.A. as an undergraduate student, or 3.0 cumulative G.P.A as a graduate student reimbursement to the University for all waived costs will be required. No further waivers will be granted until such reimbursement has been made.

Procedure for the Tuition Waiver Program

- Dependent child must file an Application for Federal Student Aid (FAFSA) if they are pursuing their first baccalaureate degree. Applications are available at the Financial Aid Office located in Morrison Hall, at your local public library or on the web at <http://www.fafsa.ed.gov>. Concerns or questions regarding the financial aid process should be directed to the Financial Aid Office. Filing a FAFSA determines eligibility for gift aid assistance as well as status as a dependent student. Those students found ineligible for reasons other than age will not receive funding through this program.
- If a student receives financial aid, grant(s) and/or scholarships (gift aid) will be applied to tuition first and then applied to fees(if allowable by the scholarship or grant). The University will waive 60% of the cost of all tuition not covered by the scholarship or grant. All fees and additional charges remain the responsibility of the student.
- If the employee separates from employment prior to the end of the semester, the tuition waiver will be prorated based upon the days employed during the semester. The employee will be responsible for the balance of all other tuition cost incurred for the semester.
- Dependent child cannot exceed the ten (10) consecutive semester maximum program benefit for a baccalaureate degree or six (6) consecutive semester maximum for a graduate degree.

Note: Students who withdraw from a course or take a Leave of Absence will receive a prorated refund of fees only pursuant to established refund policies and procedures.

This Agreement remains in effect unless either party requests to reopen negotiations. Either of the parties shall notify the other in writing of its desire to commence negotiations.

For William Paterson University

For AFT Local #1796

Amy Ginsberg 7-22-2026
Provost and Senior Vice President for Academic Affairs Date

Allison Boucher-Jarvis 7/22/26
Vice President for Human Resources Date

Susanna Tardi 7/23/2026
Susanna Tardi Date
President

Donna Fengya 7/23/2026
Donna Fengya Date
Co-Vice President for Negotiations



Tuition Waiver for Dependent Children Program Application

Employee's Name: _____ Employee ID#: _____

Employee's Department: _____

Dependent's Name: _____ Dependent's Student ID#: _____

Dependent's Date of Birth: _____ Degree Program: ☐ Undergraduate ☐ Graduate

Academic Year Applying for Waiver: _____ Semester: ☐ Fall ☐ Spring

Will you be a full-time William Paterson University employee for at least three (3) years by the time of your dependent's intended enrollment date? ☐ Yes ☐ No (if no, the dependent child is not eligible for this program.)

If the dependent child is pursuing his/her first baccalaureate degree have they filed a FAFSA?

☐ Yes (if yes, FAFSA filing date): _____

☐ No (if no, the FAFSA form must be filed or this application will be denied)

Filing a FAFSA determines eligibility for gift aid assistance as well as status as a dependent student. Those students found ineligible for reasons other than age will not receive funding through this program.

Is student matriculated? ☐ Yes ☐ No (if no, the dependent child is not eligible for the waiver program)

Have you provided a copy of your most recent federal tax return ☐ Yes ☐ No (if no, the tuition waiver will not be approved)

I certify that I have read and understand the policy and requirements for Tuition Waiver for Dependent Children of Employees, as adopted by the William Paterson University Board of Trustees. I certify that the above statements made by me are true, to the best of my knowledge.

Employee's Signature

Date

Dependent Child's Signature

Date

Payroll and Employee Benefits use only

I certify that the employee qualifies for The William Paterson University dependent children tuition waiver program.

Payroll and Employee Benefits Approval

Date