

**OBERLIN COLLEGE  
TUITION SCHOLARSHIP PLAN**

**FOR CHILDREN OF  
*SAFETY AND SECURITY STAFF***

**S U M M A R Y**

**ELIGIBILITY OF EMPLOYEE:**

- ..... Employees hired before June 30, 2005: **must be employed as a full-time classified Safety and Security employee for two continuous years immediately prior to eligibility.**
- ..... Employees hired on or after July 1, 2005: **must be employed as a full-time classified Safety and Security employee for five or more continuous years immediately prior to eligibility.**
- ..... Employees in part-time classified positions will have the scholarship amount prorated.

**ELIGIBILITY OF CHILDREN:**

- .....Must be **natural** or **legally adopted** child, **under age 26.**
- .....Must be listed currently and on most recent tax return as a **dependent** for tax purposes.
- .....Must be working toward **first bachelor's degree.**
- .....Must attend a **regionally accredited institution** of higher learning within the United States.
- .....Must be unmarried.

**SCHOLARSHIP AMOUNTS:**

- .....If child is accepted at Oberlin College: 100% tuition.
- .....For colleges belonging to the Great Lakes Colleges Association (GLCA): Oberlin has a full tuition exchange program with these colleges, in effect as long as the tuition exchange program exists and Oberlin College remains a member of the program. **Employees are responsible for the Participation Fee, which is established annually by the Great Lakes Colleges Association.**
- .....For eligible colleges other than Oberlin: Employees hired before June 30, 2005, 50% of Oberlin's current tuition or the tuition of the institution, whichever is less. Employees hired on or after July 1, 2005, 20% of Oberlin's tuition after five years of service and 50% of Oberlin's tuition after ten years of service, or the tuition of the institution, whichever is less.
- .....Child is eligible for 8 semesters or 16 quarters; 12 quarters if attending only 3 quarters per year-- the entire benefit for that year will be divided by 3.

**OTHER INFORMATION:**

**Children are eligible if they are...**

- ..... Children of retirees, who retired because of age, provided they were born or adopted before the date of retirement.
- ..... Children of deceased employees who were employed by the College for at least five years in a classified position and who died during such service provided the children are dependents of the spouse of the deceased, and the spouse has not remarried.

**Children are NOT eligible if their parent(s)...**

- ..... Left the employee of the College by ways other than retirement because of age or death while in service (e.g. disability, termination, unpaid leave, etc.).
- ..... **Payment will be made to institutions only and only for tuition.**
- ..... Other scholarships and awards restricted to tuition will be subtracted from invoice prior to calculating the amount Oberlin College will pay.
- ..... If both parents are College employees, the scholarships may **not** be combined.

**PLEASE NOTE: THIS IS A SUMMARY ONLY. Plan may be viewed in HR.**