

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 taxed tuition benefit available for eligible employees whose child(ren) attend(s) one of two Hyde Park schools, either City Elementary (<https://www.cityelementary.org/>) or Hyde Park Day School (<http://hydeparkday.org/>).

Those eligible for the diverse learners benefit in 2020-2021 or any subsequent year will receive a taxable tuition benefit in an amount equal to the tuition remission they would have received if their child(ren) attended the Laboratory Schools. For more information about the enhanced University of Chicago Laboratory Schools tuition remission benefit, please visit this [link](#).

2. 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](#).

3. 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.

4. 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.

5. 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 your total household adjusted gross income (AGI) is below \$250,000, you will need to include with your application evidence of your total household AGI. To verify your household income, you must submit a copy of pages 1 and 2 of your most recent federal income tax return with your diverse learners benefit application. You may redact all information on your tax returns except for the line showing “adjusted gross income.” This information must be submitted annually. *Please note that total household AGI includes your income and the income of your spouse or University-Registered Same-Sex Domestic Partner or Illinois Civil Union Partner. It also includes the income of both custodial parents (i.e., non-married custodial parents).*

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.

6. 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 2020-2021 school year. This letter should be submitted alongside your completed application form described in FAQ #5 above.

7. 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.

8. Can I still apply for financial aid at City Elementary and Hyde Park Day School?

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

9. 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.

10. Do I need to apply each year for the diverse learners benefit even if my household adjusted gross income is \$250,000 or greater?

Yes, as noted in FAQ #5 above, you must apply each year for the benefit. If your total household adjusted gross income is \$250,000 or greater, though, you do not need to submit any household income information.

11. 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 #2 above for eligibility requirements.

12. 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.

13. Why did the University introduce the diverse learners benefit?

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 Schools 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 implemented several changes for the 2019-2020 academic year, which included 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.

14. 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/index.shtml>. With additional questions, please contact the Benefits Office at benefits@uchicago.edu or (773) 702-9634 or Dillan Siegler, Associate Provost, at dsiegler@uchicago.edu or (773) 834-4415.

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.

Please note: The Diverse Learners Tuition Portability Benefit is being offered as a three-year pilot program beginning 2019-2020 and may be reviewed annually to determine if changes should be made or if the benefit should be continued.