



**Get your  
education paid for  
while you work  
for the Nebraska  
Department of  
Veterans' Affairs!**

<b>Reimbursement Rates*</b>		
<b>Employed 0-.29 FTE by NDVA</b>	<b>Employed .30-.69 FTE by NDVA</b>	<b>Employed .70-1.0 FTE by NDVA</b>
<b>50%</b>	<b>75%</b>	<b>100%</b>



## Example Tuition Costs

	CNA	LPN	RN	CNA to RN
<b>Average Cost</b>	<b>\$395</b>	<b>\$4,800</b>	<b>\$7,200</b>	<b>\$7,595</b>
<b>Your Cost</b>				
0-.29 FTE	<b>\$0</b>	<b>\$2,400</b>	<b>\$3,600</b>	<b>\$3,600</b>
.30-.69 FTE		<b>\$1,200</b>	<b>\$2,016</b>	<b>\$2,016</b>
.70-1.0 FTE		<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

### \*Reimbursement Rules and Requirements

Reimbursement is based on attended institution's current tuition cost with a maximum of up to 100% per credit hour of UNL rate for graduate and undergraduate courses.

Teammates must be employed permanent full- or part-time with NDVA.

Teammates will be paid for up to 24 hours during any one fiscal year. (Fiscal year is July 1 – June 30).

Applications will be accepted for consideration any time during the 30 days prior to the class start date.

Requests will be considered on a first-come, first-served basis, restricting submission to no more than 30 days BEFORE the start date of the course.

NDVA will not pay tuition reimbursement for courses where a teammate takes exams only to receive course credit, instead of actually taking the class.

Reimbursement to NDVA is required by any teammate who has received tuition reimbursement and voluntarily leaves employment within one year of the course completion date.

Failure to complete a course or receiving less than a passing grade voids the Tuition Reimbursement Request and its approval.

Tuition Reimbursement Request Forms will be available through the NDVA SharePoint website.

### Reimbursement Process

Teammate completes Expense Reimbursement Document to request payment for approved tuition costs.

Teammate submits copies of receipts, grade reports indicating a passing grade of "C" or better for undergraduate classes or "B" or better for graduate courses (or Pass if only a Pass/Fail course), and a copy of the processed Tuition Assistance Request form.

Requests for reimbursement must be submitted to the Central Human Resource Office no later than 60 calendar days after the course is completed.

Graduate level classes that are degree related only are subject to income tax and the amount of reimbursement will be added to the employee's W-2 form.

*Apply today at*  
**statejobs.nebraska.gov**