

Fricchione Early Learning Center Benefit Policy (Formerly known as the Day Care Center Benefit Policy)

Policy Statement:

A cost reduction is granted to a Marywood University full-time employee whose dependent children are enrolled at the Fricchione Early Learning Center. Beginning on July 1, 2017, the cost reduction will be applied according to the following scale:

Family income is under \$25,000	35% for each child
Family income is \$25,000 to \$50,000	25% for each child
Family income is over \$50,000	15% for each child

No additional discounts are provided for multiple children.

Family income from prior calendar year is used to determine discount.

The discount for each fiscal year is based on the higher of the employee's family income as shown on the prior calendar year federal tax return or their current Marywood salary.

Discounts are only adjusted as of July 1 each year.

For grandchildren of Marywood employees enrolled in the Fricchione Early Learning Center as of March 31, 2017, the cost reduction for that child will continue at half of the cost reduction rates noted above. Family income refers to the income of the parents of that child, rather than the grandparents.

Definitions:

Dependent child is a biological, adopted, foster or step child, or a legal ward who is claimed by the employee as a dependent for federal tax purposes.

Employee is a full-time member of the administration, faculty, or staff of Marywood University.

Procedures:

Employees requesting a discount of more than 15% must submit a copy of their prior calendar year federal tax return to Human Resources showing Adjusted Gross Income (AGI) for the most recent tax year in order to qualify for this benefit.

Employees are subject to the ordinary policies and procedures for enrolling children at the day care center, including the possibility of being placed on a waiting list.

Policy History:

12/07/01 – Approved by the President of the University, effective January 1, 2002, as recommended by the University Committee on Policy

01/30/06 – Cyclical review approved

08/28/09 – Extension of the benefit to grandparents approved by the President of the University
07/09/14 – Editorial revision to include name change to remove the Tony Domiano Early Childhood Center due to closing of Early Childhood program approved by the President of the University

05/05/17 - Revision approved by the President of the University as recommended by the Policy Committee of the University.

05/11/18 – Changes to clarify the Day Care Center Benefit were recommended by the Policy Committee of the University to the President of the University who approved them.

05/12/21 – The President of the University approved the revisions to The Day Care Center Benefit Policy recommended by the Employee Benefits Committee at their 4/26/21 meeting. This included revisions to reflect the change in the name of the center from the Fricchione Day Care Center to the Fricchione Early Learning Center, which went into effect as of January 2021, and the changing of the title of the policy from the Day Care Center Benefit Policy to the Fricchione Early Learning Center Benefit Policy.

Related Policies:

Employment Benefits Eligibility Policy

Related Committees:

N/A

**MARYWOOD UNIVERSITY
POLICIES AND PROCEDURES**

**Mary Theresa Gardier Paterson, Esquire
Secretary of the University and General Counsel**