Education Assistance: Approving TAP & STRAP

Spring Semester 2025
For Managers (i.e., People Leaders)



Before We Get Started



This session will be recorded



A PDF of the presentation will be shared with attendees



Please use the Q&A for any questions



We will follow-up on any unanswered questions



Agenda

- 01 Welcome and Introductions
- 02 Education Assistance Programs Overview
- 03 Approving TAP and STRAP
- 04 Tax Implications and Updates
- 05 Resources
- 06 Questions









Overview of Education Assistance Programs





Tuition Assistance Program (TAP)

TAP provides tuition wavier to eligible full-time employees



Eligibility

Must be a full-time, benefits-eligible (i.e., 1.0 FTE) who has maintained this status for at least six (6) months within the University System of Georgia (USG) by the application deadline



Prerequisites

Must go through regular student admissions process prior to applying for TAP



Applicable Schools and Programs

- Any school within the USG system
- Select programs are ineligible (see exclusion list)



Staff Tuition Reimbursement Assistance Program (STRAP)

STRAP provides partial tuition reimbursement to eligible full-time staff



Eligibility

Must be a full-time, benefits-eligible (i.e., 1.0 FTE) who has maintained this status for at least **twelve (12) months** within **Georgia Tech** by the application deadline



Prerequisites

Must go through regular student admissions process prior to applying for STRAP



Applicable Schools and Programs

- Any accredited public or private institution outside of the University System of Georgia (USG)
- Select programs are ineligible (see exclusion list)



You Must Review Prior to the Application Deadline





You <u>must</u> review and approve your employee's request by the application deadline.

- Applications approved <u>after</u> the deadline will <u>not be accepted</u>
- Employee may be impacted financially



Approving TAP and STRAP Applications





Programs Eligible for TAP and STRAP

TAP

Any program that is considered eligible under USG TAP Must be taken for academic credit toward completion of **Definition of Eligible** policy and academic certificate. a degree and academic certificate **Program** See:https://www.usg.edu/hr/assets/hr/hrap_manual/HR Must be related to a career field at Georgia Tech AP_Employee_Continuing_Education_TAP.pdf **Professional Schools** (dental, law, medical, pharmacy, veterinary, theology) **Non-credit Continuing Education Courses** (e.g., CPA exam prep courses, management development programs, specifical examinations for admissions to degree programs) **Non-Credit Certificate Programs** (e.g., workshops, seminars) **Executive Total Cost** Programs (i.e., cohort structured and there is one set fee for the program, not per credit hour) Popular courses employees typically take are Masters of Business Administration (MBA),

cybersecurity degrees, and computer science

STRAP

Why Do You Need to Approve Your Employee's Education Assistance Request?

As a supervisor, you are best suited to review your employee's application because you:

- Understand your employee's daily job duties and responsibilities
- Will need to be aware of your employee's course schedule and adapt work schedule arrangements
- Will need to ensure that the employee's participation in TAP or STRAP will not adversely affect department services or result in undue hardship for other employees
- May decide to grant alternate work arrangements to accommodate your employee's class schedule

Supervisors are encouraged to make a reasonable effort to find an appropriate work schedule accommodation for their employees

TAP Application Process

Current Semester Pending Register for Submit TAP Ends & Confirmation Manager Approval Eligibility Review Attend the Classes **Application** of Grades (Automatic (Contingent approval Next (During the TAP (Confirmation of notifications sent to letter sent) (TAP waiver applied to Semester! registration period) managers for Receipt sent) account by payment approval) deadline) **Eligibility Requirements** ✓ Employment Status: no upcoming termination, FMLA, LOA, and Paternity Leave ✓ Must be <u>active</u> during Eligibility Review, Registering for classes, and

Confirmation of Grades

✓ Application is reassigned to <u>teaching institution</u> for review

✓ Enrollment Status: no withdrawals from prior semester courses

✓ <u>Grades</u> from previous semester were a "C" or greater

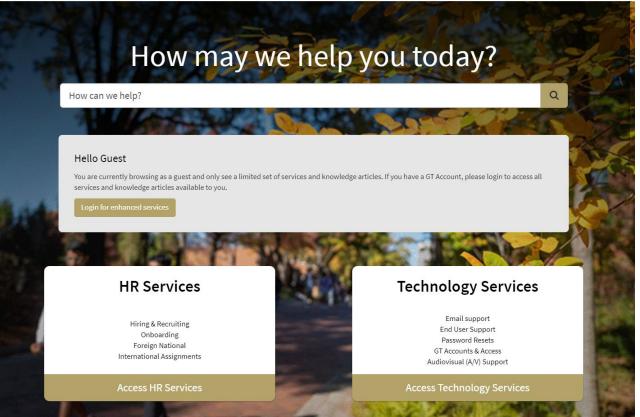
STRAP Application Process



Georgia Tech

Navigating the Administrative Services Portal

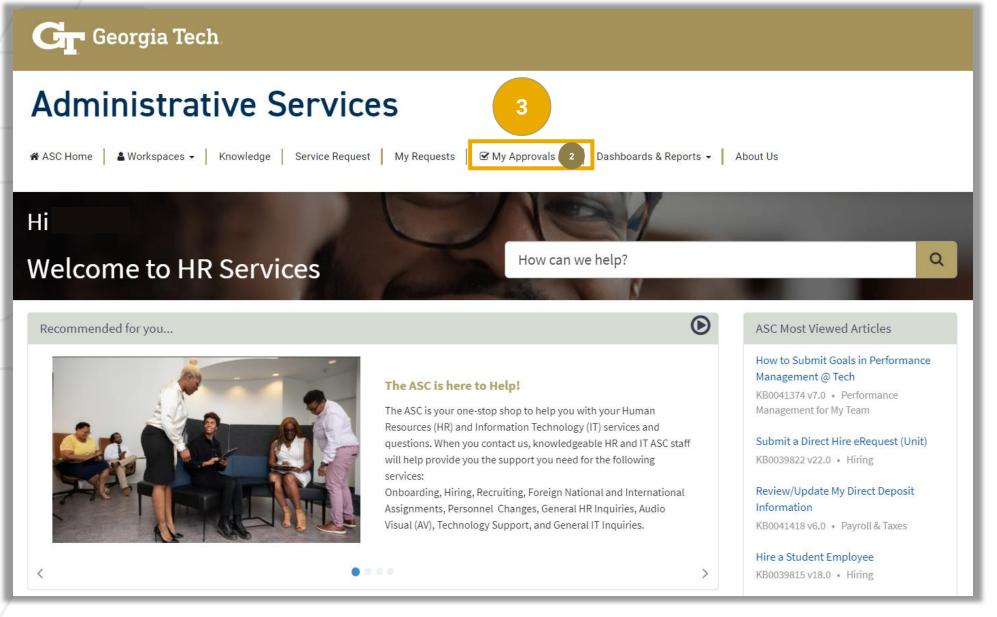




- Navigate to your Administrative Services portal
 - asc.gatech.edu
- 2. Log in using your **Georgia Tech** credentials



Locating Your Outstanding Approvals

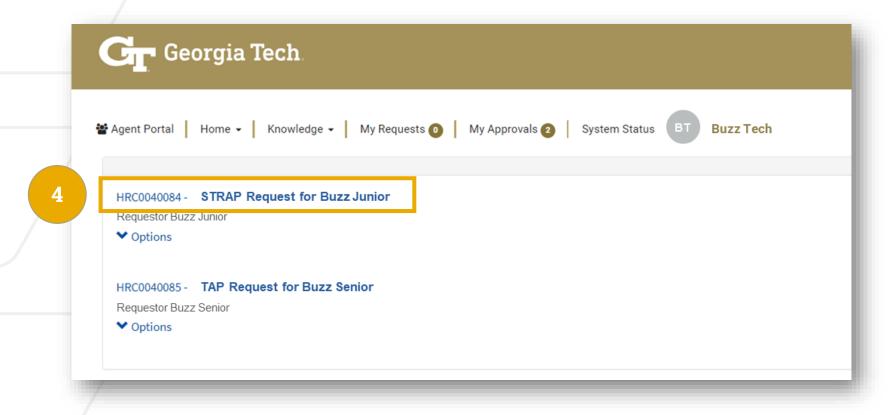


3. Select My Approvals

(The number 2 indicates how many outstanding requests require your review)



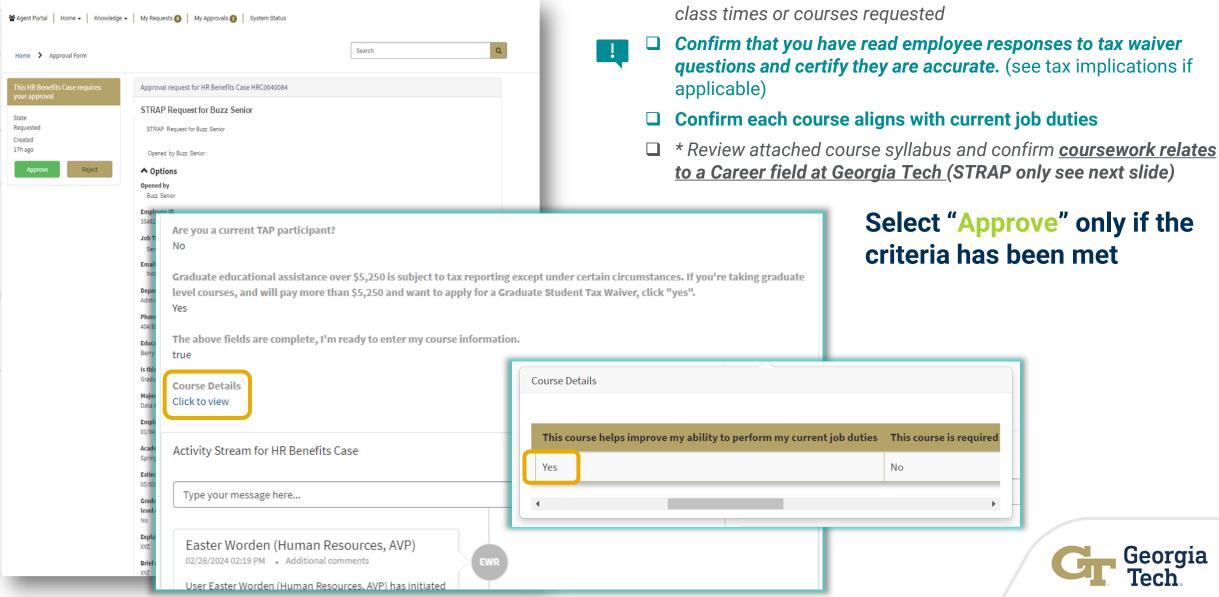
Locating Your Outstanding Approvals (Cont'd)



4. Click on the TAP or STRAP request to open the application details



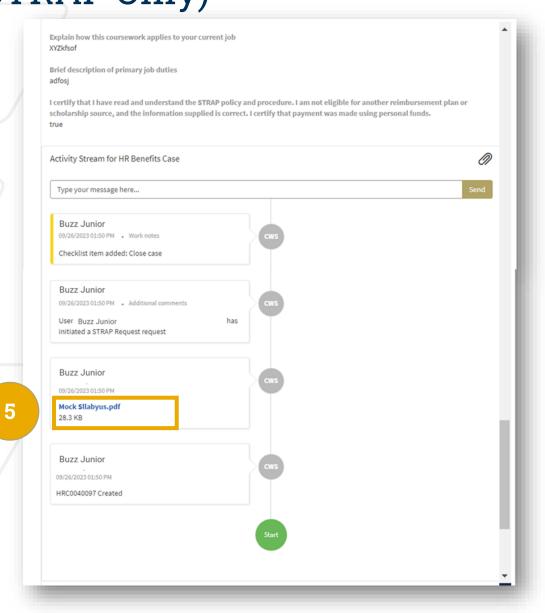




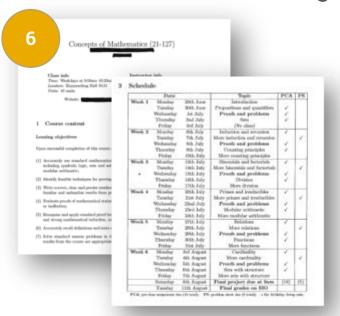
TAP/STRAP Checklist

Understand course detail information and ensure no concerns with

Additional Approval Step – Review Course Syllabus (STRAP Only)



- 5. Click the blue link to download and view the course syllabus
- 6. Confirm course work on syllabus is applicable to a career at Georgia Tech





Additional Steps to Review Tax Implications





Approvers Tax Notification Email

System Email sent • 06/17/2024 02:23 PM
Email sent Subject: Tuition Assistance Program (TAP) Application requires your review From: GT Service Desk To: Hide email details
Hello Approval is requested by for tuition assistance (HRC007).
This employee has indicated they require a tax wavier. For each requested course, the employee has answered questions related to the tax waiver eligibility as it relates to their job responsibilities. The employee's answers are listed below for your review. If you approve of the request, you attest that the application (including the tax wavier portion) is correct based on your understanding of the employee and their job duties.
The employee has indicated their job duties are: null
Requested Course 1 - Research Methods
 This course helps improve my ability to perform my current job duties. Employee Anwered: Yes This course is required by my employer for my current position. Employee Anwered: No I am taking this course solely to qualify for a promotion or salary increase. Employee Anwered: No I am taking this course to qualify for a new trade, business, to transfer to a new role, or as a hobby. Employee Answered: Yes
Requested Course 2 - Music Technology History and Repretorie
 This course helps improve my ability to perform my current job duties. Employee Anwered: No This course is required by my employer for my current position. Employee Anwered: No I am taking this course solely to qualify for a promotion or salary increase. Employee Anwered: No I am taking this course to qualify for a new trade, business, to transfer to a new role, or as a hobby. Employee Answered: Yes
By Approving, I certify that I have reviewed the employee's responses above and the employee answered "Yes" in response to question 1 and "No" in response to questions 2, 3, and 4. I have no reason to believe that these answers from the employee are inaccurate.
For more information on how to approve of the application, view KB0043053: Approving TAP and STRAP Requests
Due to potentially sensitive information, we cannot provide the details of the case in this notification, but you can review the approval by logging into https://asc.gatech.edu and accessing the My Approvals tab.
Alternatively, you can use this link: Approval for HRC00 (click to review approval or add comments).
Thanks, The Administrative Services Team
Ref:GT-MSG15483183_gfZ2e9eiR1dp2m5Q



TAX Waiver Eligibility Guide

To be eligible for a tax waiver, certain IRS requirements must be met.



The course MUST:

Be related to the employee's current job, maintain or improve current job skills.

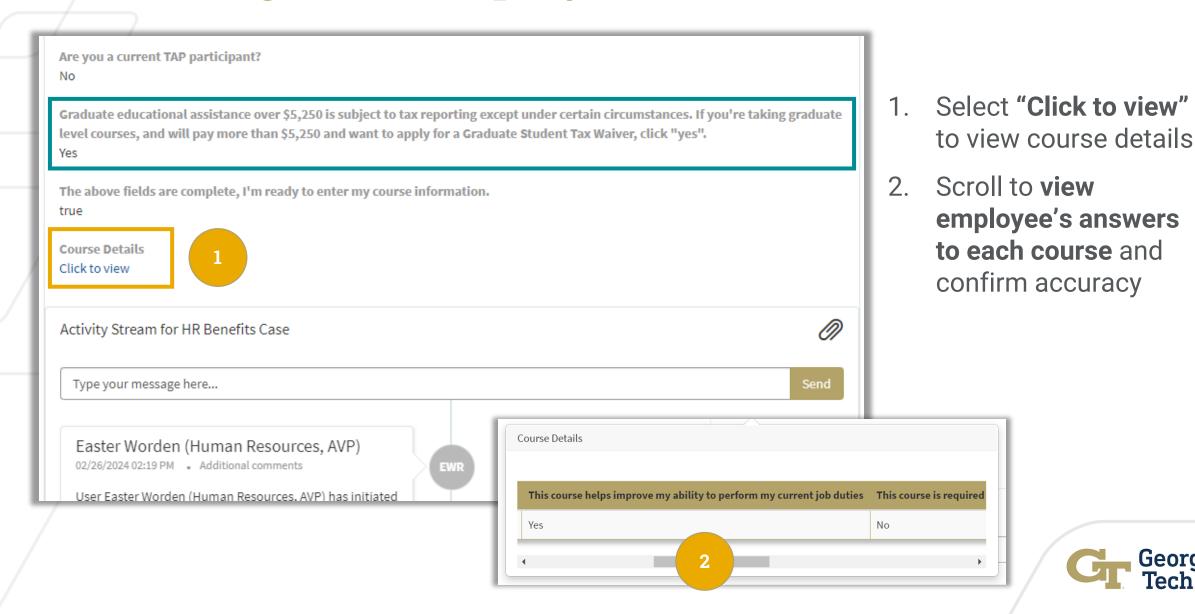
The course MUST NOT:

- Include courses to work toward an advanced degree **REQUIRED** to retain the **current job** or pay level.
- Be REQUIRED to meet the minimum education requirements of the employee's current job.
- Qualify the employee for a new trade, business or new role.

Reminder: If the tax responses do not align with this guideline for current position, then the application should be rejected



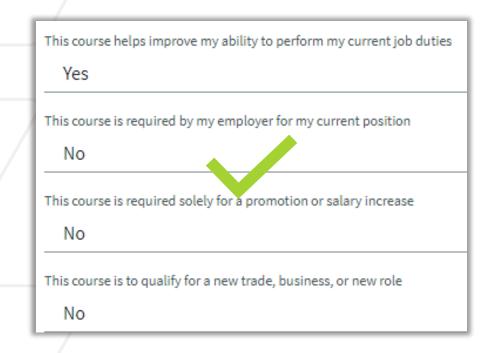
Reviewing Your Employee's Tax Waiver Questions





Reviewing Your Course Details for Approval Guide

If your employee has selected "Yes" to the tax wavier question, you will need to confirm the accuracy of the following questions.





If you <u>disagree</u> with your employee's answer to **any** of the tax waiver questions or need more clarification, have a conversation with the employee first and reject the application for resubmission.

Recommended Tax Waiver Corrections

If you disagree with your employee's answer to any of the tax waiver questions, follow the steps below.



Do not move forward with the review process.

02

Have a conversation with the employee about their current courses.

03

If the employee completed the tax waiver incorrectly, reject the application and ask them to resubmit the application.

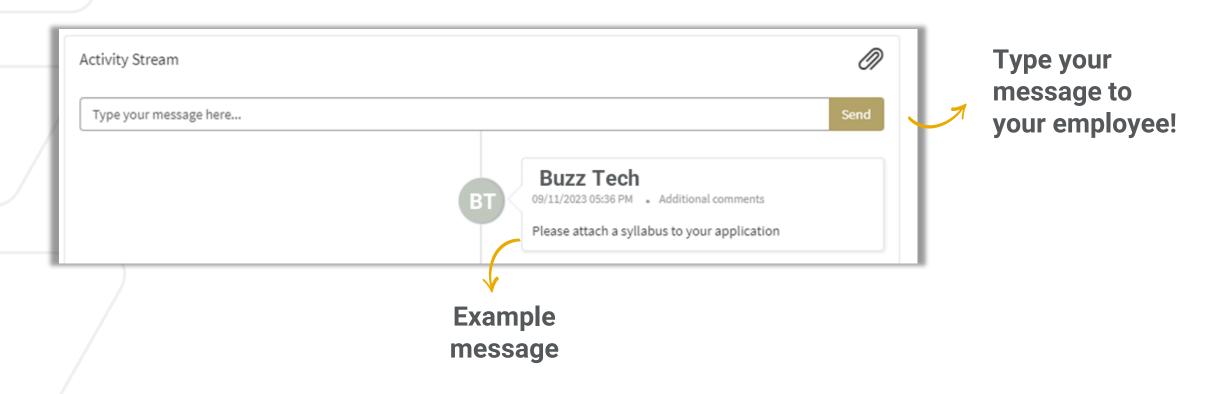
04

If the employee completed the tax waiver correctly, continue with the review process and choose "Approve."



Rejecting or Requesting Clarification

Prior to rejecting any application or if you are seeking clarification, please leave a comment for your employee prior to proceeding with the process.





Common Questions You May Receive as a Supervisor

1. When is the Spring application for TAP and STRAP?

October 15 – November 15

2. What if I disagree with my employee's answers to the tax waiver questions?

Ask for clarification first. If the application is incorrect and you and the employee agree on the updated answer to the question, please reject and have the employee resubmit their application with the updated information.

3. What if I missed the deadline to approve my employee's application?

You may cause financial impact to your employee if you do not approve by the application deadline as their application will not be accepted.

4. Can I send the application back to my employee to make edits if it's incorrect?

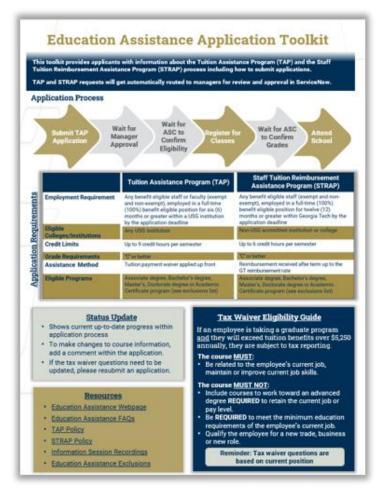
No, you will not be able to send back the application to your employee to make edits. However, you can add comments in the case to update items such as course details. Our team will then update the course information.

Resources

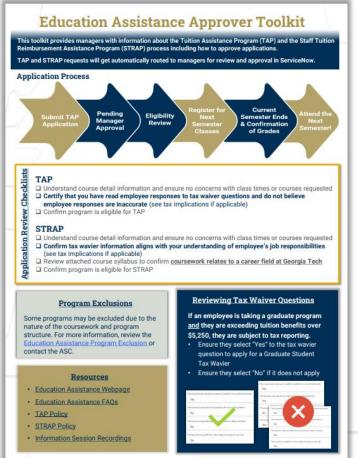
Click here to download a PDF of the TAP and STRAP Flyer



Click here to download a PDF of the TAP and STRAP Application Toolkit



Click here to download a PDF of the Education Assistance Approver Toolkit





Educational Assistance Contact & Resources Information

- Administrative Services (TAP & STRAP)
 - Administrative Service Center at (404) 385-1111 or submit a Request Help ticket at here
- Education Assistance Email (GTRC & GTRI)
 - Crystal.Hannah@gtri.gatech.edu or Sarah.Cockrell@gtri.gatech.edu
- USG Tuition Assistance Program (TAP)
 - Tuition Assistance Program (TAP) | University System of Georgia (usg.edu)
- Tuition Reimbursement Programs (STRAP)
 - Education Assistance | Human Resources (gatech.edu)
- Tuition Assistance Program Policy
 - HRAP Employee Continuing Education TAP (usg.edu)
- USG TAP Policy, TAP Coordinators, and Registration Periods
 - http://www.usg.edu/hr/benefits/tuition_assistance_program
- Georgia Tech Academic Calendar
 - www.registrar.gatech.edu
- Education Assistance FAQ
 - Education Assistance FAQ | Human Resources (gatech.edu)



Questions



Feedback: Tell us how we did?



