Docusign Envelope ID: 5D20F4AD-03AD-844B-8321-C00E74035A93

ARTICLE 13: TUITION EXEMPTION PROGRAM

13.1.

In addition to those noncredit programs offered by Professional & Organizational Development, eligible employees may participate in the University's tuition exemption program as authorized by applicable state law and University policy set forth in the Administrative Policy Statements 22.1. Subject to operational needs and management discretion, supervisors will make a good faith effort to allow the use of flex time for employees who wish to take a class during their scheduled shift. If the supervisor is not able to approve a flexible work arrangement, upon request, the employee will be provided a written explanation for the denial.

13.2. Release Time and Fees.
When an employee is required to take a tuition exempt class by the Employer, associated expenses and release time will be provided.

13.3 Registration.
Employees will be allowed to register for class on the same timeline as Access students.

Tentatively Agreed To:

For the Union:	For the Employer:
Signed by: Becky K. Stephens 530E07D4212E4C6...	DocuSigned by: Banks Evans C5469E99932C427...
Date: 8/5/2026	Date: 7/9/2026