



## Tuition Discount Policy

The purpose of this policy is to define our overall tuition discounts for all eligible team members where applicable. As an employee of BBMA, we are pleased to offer a tuition discount for those who work 20 hours or more at any of our centers or facilities. We realize that one of the benefits of working in the early childhood education field is having your children with you when you come to work.

As such, and to create an added incentive for our staff, the following policy will apply to all BBMA employee dependents:

- Center Directors, Assistant Directors and Office Assistants are eligible for 100% childcare discount.
- Employees working 20 hours or more on average per week are eligible for a 50% employee discount.
- Children can only attend when the employee is working.
- For Employees that are eligible for agency discounts, employees will receive a 50% discount on the amount that they are responsible for after the agency payment.
  - For example, if weekly tuition is \$220 and agency pays \$120. The remaining balance is \$100. \$50 would be paid by the employee and \$50 would be the employee discount.
  - The above is subject to adjustment based on individual state rules and regulations concerning parent copay requirements.
- All acquisition schools will be grandfathered to their current employee discount policy for 12 months post-acquisition, and will then begin following the standard BBMA policy.

*A dependent* as defined in our handbook may be a child, spouse, domestic partner, or other family member who can be legally claimed and verified by the employee. This could also include: adopted child, biological child, stepchild, and other definitions.

A dependent does not include a grandchild, niece, nephew, or other family member unless the employee is considered the legal guardian of such family members. Legal guardianship could include a child with a disability, foster or child, or other family member.

The purpose of this policy is to create standardization across all locations, and ensure our team members are able to fully take advantage of the tuition cost reduction, and educational components of our centers and curriculum.