



## Child Care Subsidy

Emory offers a child care subsidy for eligible employees who are in need of financial support with tuition expenses at The Clifton School or Early Emory. The subsidy can be applied towards tuition for children aged Infant through Pre-Kindergarten, aftercare expenses for children enrolled in the Georgia Lottery Pre-Kindergarten and Summer Camp for children enrolled in early education programming the remainder of the year at The Clifton School or Early Emory. The child care subsidy can only be applied at The Clifton School (either Clifton or Clairmont Campus) or at Early Emory.

### Eligibility

To be eligible for an Emory University/Emory Healthcare child care subsidy at The Clifton School and Early Emory, you and your household must meet all of the criteria below:

1. Work in a regular benefits-eligible position. This is defined as:
  - a. Work a minimum of 36 hours per week at Emory University or Emory Healthcare and
  - b. Receive paycheck through Emory University/Emory Healthcare Payroll
  - c. Regular hire of Emory University or Emory Healthcare

And

2. Be employed in one of the following capacities:
 

| <u>Job Role</u>      | <u>Employee Class Identification</u> |
|----------------------|--------------------------------------|
| Faculty              | 0,1,2,3                              |
| Librarians           | 4                                    |
| Staff                | 7                                    |
| Post-Doctoral Fellow | 9                                    |

And

3. Have a legally dependent child as defined by [IRS regulations and Emory](#) enrolled at The Clifton School or Early Emory. Legal dependency must be verified by your tax return. If you are divorced, your child may live with your former spouse. The subsidy may be applied to more than one child enrolled in The Clifton School or Early Emory at the same time.

And

4. Household cannot have a stay at home parent/guardian who is capable of taking care of the child. Eligible households are: single parent/guardian households; households in which parents/guardians are either working full time or enrolled full time in an accredited education or training program or a household in which a parent/guardian has a disability which limits his/her ability to take care of the child.

And

5. Your household income is not greater than \$58,000. Household income is demonstrated by disclosing gross income as shown on your most recent paystubs along with your spouse, domestic partner or other adults contributing to household income, if applicable. Additionally, your most recent tax return is used to verify your prior year household income.

Eligibility is verified at the time of application to the Clifton School or Early Emory and annually in April for the upcoming school year. At that time, parents who receive the subsidy will be notified by The

Clifton School and Early Emory to re-submit income verification documents in order to retain their eligibility.

**Significant Change in Household Income:** A significant change in household income during the year will affect the amount of the subsidy awarded. Examples of when this may be experienced include when a spouse who formerly did not work starts a new job or a working parent or contributing household member receives a significant salary increase (beyond standard merit increase). Recipients who experience such an increase are required to immediately re-apply by completing the application and submitting updated documentation to Emory University Benefits and WorkLife for review. Failure to do so is considered misrepresentation and may be grounds for disciplinary action.

### **Subsidy Scale**

A sliding scale based on household income is used to determine subsidy awards:

| Total Household Income | Subsidy |
|------------------------|---------|
| Under \$34,500         | 50%     |
| \$34,500 - \$39,999    | 40%     |
| \$40,000 - \$47,999    | 30%     |
| \$48,000 - \$58,000    | 15%     |
| Over \$58,000          | 0%      |

### **How to Apply**

Application for subsidy is completed when a parent has been informed that The Clifton School or Early Emory has a designated slot available for a child or during the school's annual renewal period (April) if a child is already enrolled. In order to apply for a subsidy, an employee must submit an application form provided by The Clifton School or Early Emory and attach copies of supporting documentation as requested in the application. Additional supporting documents may be requested to confirm eligibility. All employees applying for subsidy must acknowledge that all of the information they have provided is truthful and correct to the best of their knowledge.

These documents are submitted to Emory University Benefits and WorkLife department for review. Notification of subsidy status to both the employee and to The Clifton School or Early Emory will be made in writing within 5 days of application. Questions regarding subsidy process, eligibility determination and/or subsidy amount should be directed to Emory University Benefits and WorkLife department.

### **Annual Renewal**

All employees who receive a child care subsidy are required to re-submit paperwork outlined above on an annual basis during The Clifton School or Early Emory renewal period in April to re-qualify for the following school term. The documents will be re-submitted to Emory University, Benefits and WorkLife department for re-evaluation. Notification of subsidy status will be made in writing within 5 days of annual renewal. Questions regarding renewal should be directed to Emory University Benefits and WorkLife department.

Failure to re-apply for subsidy will result in automatic termination of the subsidy.

## **Contacts**

The Clifton School, Clifton Campus: (404) 636-4073

The Clifton School, Clairmont Campus: (404)315-6340

Early Emory: (404) 727-3964

Emory University Payroll: (404) 727-6100

Emory University Benefits and WorkLife: (404) 727-7613

## **Frequently Asked Questions**

- 1. Who can I contact if I still have questions about The Clifton School or Early Emory Subsidy, eligibility or the process?** Questions regarding the subsidy should be directed to Emory University Benefits and WorkLife Department.
  
- 2. Can I apply if my baby is not born yet? Can I apply if my child has not yet been assigned a slot at The Clifton School or Early Emory?**  
No. Application for the subsidy should be completed only after a child has been assigned a space at The Clifton School or Early Emory.
  
- 3. Can I use the subsidy at any other child care center or provider other than at The Clifton School or Early Emory?**  
No. The child care subsidy that is offered by Emory University can only be applied at The Clifton School or Early Emory.
  
- 4. Can I use the subsidy to help pay for child care at The Clifton School or Early Emory if my spouse/partner is not working?**  
No. Households cannot have a stay at home parent/guardian who is capable of taking care of the child. Eligible households are: single parent/guardian households; households in which parents/guardians are either working full time or enrolled full time in an accredited education or training program or a household in which a parent/guardian has a disability which limits his/her ability to take care of the child.
  
- 5. Can the subsidy be used to help cover expenses such as afterschool care, pre-kindergarten and summer camp at The Clifton School or Early Emory?**  
The subsidy can be applied towards tuition for children aged Infant through Pre-Kindergarten, aftercare expenses for children enrolled in the Georgia Lottery Pre-Kindergarten and Summer Camp for children enrolled in early education programming the remainder of the year at The Clifton School or Early Emory.
  
- 6. What if my spouse or my child's other parent also works at Emory University or Emory Healthcare?**  
Only one parent is needed to apply. The award is based on gross household income of both parents regardless of if they both work for the University or Emory Healthcare.
  
- 7. What information will I need to complete my application?**

Minimally, subsidy applicants will need to submit their two most recent paystubs and latest federal tax return (or comparable document if originating from another country). Additional information may be required which documents other financial assistance including but not limited to; child support, ministerial housing allowance, sponsorships, and internships.

**8. Why does Emory need to see my federal tax return?**

Your federal tax return is used to verify your children are your tax dependents and your usual household income.

- 9. How do I know that my application has been received and when will I be notified?** Your completed application and supporting documentation should be provided to Emory University Benefits and WorkLife department for processing. You will be notified when Emory has made a determination regarding your application.

**10. How frequently do I need to re-apply for the subsidy? What happens if I forget to re-apply? Will I receive a reminder to re-apply?**

Re-application of the subsidy is required to be completed each year in April and when there has been a significant change in household income (beyond an annual merit increase). You will be notified by The Clifton School or Early Emory when it's time for annual renewal.

**11. What happens if I forget to report a substantial change in income during the year?**

Subsidy recipients who experience a substantial change in increase during the year are required to immediately re-apply by completing the application and submitting updated documentation to Central Human Resources Benefit for review. Failure to report a substantial increase in income will result in an automatic loss of the subsidy and possible disciplinary action.

- 12. How is the subsidy paid?** The subsidy is paid each pay cycle by Emory University Payroll directly to The Clifton School or Early Emory.

**13. Is the subsidy considered additional compensation, making it subject to any tax implications?**

The Child Care Subsidy and Dependent Care is not taxable unless combined they go over \$5000. Therefore, any amount above \$5,000 is considered taxable.

**14. What happens if I leave the university? Does my eligibility for the subsidy stop?**

Yes. Since tuition for The Clifton School and Early is paid for through payroll deduction, the subsidy will automatically stop at time of termination.

**15. Can I use funds set aside in my Dependent Care Flexible Spending Account and the subsidy to pay for child care expenses at The Clifton School or Early Emory?**

Yes, funds can be used from a Dependent Care Flexible Spending Account along with the subsidy to pay for child care expenses.