

Support for Off-Cycle Entry into Campus Child Care Policy

Note: Please complete the [“Support for Off-Cycle Entry into Campus Child Care” form](#).

The FAS is committed to supporting our faculty parents both at work and at home. Enrollment in Campus Child Care (CCC) begins in late August, and the Faculty of Arts and Sciences (FAS) is aware that not all faculty parents have children who are old enough to enroll in care at this time. Often, parents must pay for unused months between the start of the semester and the date when their child becomes age-eligible to attend in order to secure a spot. As a support for faculty parents, the FAS will fund these unused months for tenured, senior non-ladder, and tenure track parents for up to 5 months (August through December). The FAS will engage in a cost-sharing (50% paid) arrangement with tenured or senior non-ladder faculty, and will fund 100% of these costs for tenure track faculty.

Program specifics:

- The FAS will not apply to CCC for a faculty member. Faculty members must apply to CCC following the normal application procedures and then inform the FAS of their enrollment.
- The FAS faculty member must actively inform the FAS by completing the [“Support for Off-Cycle Entry into Campus Child Care” form](#) in advance of enrollment and ideally by May 31.
- The FAS will only pay until the child is age-eligible to attend (3 months after birth). If the faculty member decides to postpone enrollment past 3 months of age, the faculty member is responsible to pay for the additional weeks/months.
- The FAS will pay for 50% of the cost of the unused months for tenured and senior non-ladder faculty, and 100% of the cost for tenure track faculty.
- The maximum amount of time the FAS will provide support is one semester (August-December, 5 months). The FAS will not pay to hold spots into the Spring semester.
- Families are responsible for paying their own deposit (\$3,100 in FY'23) due with the enrollment contract.
- The FAS will not fund partial months of care and will *round up* to determine the end date of funding (e.g., if a child is eligible to enroll mid-month, the FAS will fund the entire month of care as per the faculty member's individual agreement). Please see the examples below:
 - If the child of a tenure-track faculty member turns 3 months old on October 7, upon confirmation of enrollment in Campus Child Care, the FAS will pay 100% of the cost of that care for the unused months of August, September and October. The child is free to begin attending their Center on or after October 7, or according to the Center policy
 - If the child of a tenured faculty member turns 3 months of age on September 29, upon confirmation of enrollment in Campus Child Care, the FAS will pay 50% of the cost of that care for the unused months of August and September. The child may enter care on or after September 29, or according to the Center policy.
- The FAS will not fund any alternative child care arrangements through this program.
- The FAS will not fund faculty who wish to be released from their child care contract early for any reason.
- The FAS will pay Campus Child Care directly, but because this is a taxable benefit, the faculty member will see the tax withholding in their paystub.