Child Care Subsidy Grant Program: Changes for 2017

Swarthmore College understands that child care is one of the most difficult work/life issues parents face and has established the Child Care Subsidy Grant (CCSG) Program. This pilot program is intended to help employees manage the high cost of child care.

HOW IT WORKS
The CCSG Pilot Program offers grants of up to $3,000 annually to benefits-eligible faculty and staff, who meet eligibility criteria, with a child or children ages 6 and younger. Grant amounts are based on the total number of applicants and available funds. Those who are eligible will receive the **taxable** award in a one-time payment via payroll. It is expected that the award will be used to offset child care costs that are incurred in 2017.

WHO IS ELIGIBLE

**Applicant**
To be eligible for the CCSG, you:
- Are a College employee in a benefits-eligible position
- Have been in a benefits-eligible position for a minimum of one year
- Have at least one child under the age of 6 as of January 1, 2017
- Have a household adjusted gross income of $130,000 or less

**Your Family**
If you are married, have a registered domestic partner, or share a household with the parent of your child(ren), he or she must be:
- Employed at least 50% FTE, or
- A full-time student, or
- Unemployed, but actively looking for work, or
- Disabled, per the IRS definition**

(If you share a household with the other parent of your child(ren), he or she is considered your co-applicant. You will need to provide his or her financial documents in order to be considered for the CCSG.)

Your child(ren) must be:
- Your legal dependent(s) or, your “qualified person(s)” per your role as the Custodial Parent verified by your previous year’s tax returns (this applies to foster or adopted children, per IRS Publication 17)
  - 6 years old or younger
  **Families with children over the age of six (6) who are not physically or mentally able to care for themselves (regardless of age).**

* Applicants who voluntarily terminate employment with the College within 6 months of having received a grant award are obligated to reimburse the College for the full amount of the subsidy.

**IRS 2014 definition • Permanent and total disability: You are permanently and totally disabled if you cannot engage in any substantial gainful activity because of your physical or mental condition. A qualified physician must certify that the condition has lasted or can be expected to last continuously for 12 months or more, or that the condition can be expected to result in death.
Your Income
You must have a household adjusted gross income of $130,000 or less per year. You must prove your financial need by submitting appropriate tax and wage documentation. This includes a copy of your previous year’s tax return(s) and current pay stubs reflecting current projected income.

ANNUAL GRANT AMOUNTS
Grant amounts are based on an applicant’s household adjusted gross income, the number of children in the family and their ages. Swarthmore only allows one grant per family per year, and the total cannot exceed $3,000. This chart shows the maximum grant amounts for 2017.

Household Adjusted Gross Income Maximum Awards

<table>
<thead>
<tr>
<th>Full Time Benefits Eligible</th>
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<tbody>
<tr>
<td>Up to $85,000</td>
<td>$3,000</td>
</tr>
<tr>
<td>Up to $110,000</td>
<td>$2,000</td>
</tr>
<tr>
<td>Up to $130,000</td>
<td>$1,000</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Part Time Benefits Eligible</th>
<th></th>
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</thead>
<tbody>
<tr>
<td>Up to $85,000</td>
<td>$1,500</td>
</tr>
<tr>
<td>Up to $110,000</td>
<td>$1,000</td>
</tr>
<tr>
<td>Up to $130,000</td>
<td>$500</td>
</tr>
</tbody>
</table>

FTE Status       Grant Amount
.75 - 1.0         $3,000
.50 - .7499       $1,500

Important: Grant amounts may change depending on the availability of funds and the number of qualified applicants. Your award confirmation letter will include the actual approved grant amount.

APPLICATION PERIODS
Grants are awarded annually and must be renewed before the new application period.

<table>
<thead>
<tr>
<th>Application Period</th>
<th>Application Deadline</th>
<th>Effective Date</th>
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<tbody>
<tr>
<td>2/15/2017 • 3/15/2017</td>
<td>3/15/2017</td>
<td>4/12/2017 (Bi-Weekly Payroll)</td>
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<tr>
<td></td>
<td></td>
<td>4/15/2017 (Monthly Payroll)</td>
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HOW TO APPLY
The guidelines and rules, including the application forms, that govern the CCSG can be found at swarthmore.edu/human-resources. For additional information or assistance in completing an application, please contact a Human Resources representative.
Applying is easy—just follow these steps:
1. **Complete** and **sign** the application.
2. **Enclose** copies of all applicable household income and wage documentation.
3. **Mail** or **email** the completed application on or before the appropriate deadline.

GRANT NOTIFICATION
An official award letter will be sent to you along with instructions about how to officially accept your grant. Grant awards will be disbursed in one lump sum payment to applicants. Please note, applicable taxes will be withheld.
FOR MORE INFORMATION
For a copy of the program guidelines or if you have questions, please visit the Human Resources website at swarthmore.edu/human-resources or call the Human Resources Office at 610•328•8397

Please note: This brochure provides a brief overview of the program. Swarthmore College reserves the right to change or amend this program at any time. This document does not constitute an employment contract or any promise of continued employment.