

The COVID-19 Amendments between the NFL and NFLPA to the CBA put a “hold” on the tuition reimbursement benefit claims and approval process until at least 2023 due to an anticipated decrease in revenue. In light of the end of payments by the NFL during the period covered by the COVID Amendments, the NFLPA Board of Player Representatives voted to allocate benefit dollars under the Player Cost cap in future years to restore cancelled benefits (Tuition Reimbursement in this case) for those players who would have qualified for such a benefit if the benefit had remained in place. The COVID amendments specifically permit the NFLPA to reinstitute this benefit in future league years under the CBA.

*Although no such reimbursement claim payments will be made until at least 2023, the NFLPA has established a virtual repository for your education documents and receipts for classes that will be necessary to submit your reimbursement claims in the future. The NFLPA has established this repository for your documents to facilitate your future submission of claims when the reimbursement claim review process is instituted. To be clear, the uploading/submission of your receipts/documents does **not** mean that your reimbursement claim has been submitted and approved; rather, the NFLPA wants to help you retain the documents you will need in the future to submit a claim. The NFLPA is merely acting as a repository for your documents/materials until they can be submitted for review and determination of whether your reimbursement claim qualifies as determined by the NFL.*

Submission of a claim:

(Please be sure to verify your course/program with the NFLPA prior to payment. This can be done by emailing tuition@nflpa.com)

Follow the steps below to submit your claim:

(1) Visit nflpa.com/active-players/continuing-education

(2) Complete the [Tuition Reimbursement \(Holder\) Form](#) and upload required documents including the following:

- Proof of grade(s)
- All itemized receipts (including proof of tuition charges from university, books and fees, professional licensing examination charges and review course and study guide charges)
- For professional licensing examinations, proof that you passed the examination (must be passed the first time taken)

(3) If additional documents are needed you will receive a follow-up email stating so, otherwise you will simply receive an email receipt of your documents and there will be no further action needed at this time.

(4) Your records will be kept on file and you will be notified at the time of submission for reimbursement. We will be reaching out to you annually to make sure we have updated contact information for prompt disbursement at the appropriate time.

Tuition Reimbursement

Purpose:

The purpose is to assist eligible active and former players, to continue their education at colleges, universities, and trade schools. This assistance is provided pursuant to the vote of the Board of Player Representatives to encourage players to prepare for the career they intend to pursue when they stop playing football in the NFL or since they have stopped playing football in the NFL or within 6 years since they have stopped playing football in the NFL.

Summary Plan Description:

If you have earned one or more Credited Seasons as defined under the Bert Bell/ Pete Rozelle NFL Player Retirement Plan prior to the beginning of the Plan Year (September 1-August 31) you may be eligible for the Active Player if you are on a Qualifying List (Active, Inactive, Injured/Reserved, COVID-19 Medical Opt-out) for at least one regular season game during the Plan Year in with the course(s) commence. The Tuition Benefit reimburses Covered Expenses (tuition, fees, and books) incurred in a Plan Year with respect to a course if all eligibilities and other requirements are satisfied.

- Eligibility Requirements for Active Player:
 - Minimum of 1 Credited Season before the Plan Year **begins**. A player who does not have a Credited Season prior to the Plan Year, but earns a Credited Season during a Plan Year, shall be eligible for reimbursement for courses commencing after the Season but within that Plan Year.
 - Must have a game date Qualifying Status (Active, Inactive, Injured Reserve or COVID-19 Medical Opt-out) for at least one regular season game.
 - Up to \$20, 000 for that Plan Year
- Eligibility Requirements for Practice Squad Player:
 - Must be on a Practice Squad Roster game date roster for at least three regular or post season games.
 - \$5,000 available for that Plan Year***
 - Generally, a practice squad player must use the benefit in that Plan Year.

**** If Practice Squad Player becomes eligible for the Active Player benefit in the same Plan Year by earning or having a Credited Season, he gets the \$20,000 Active Player benefit instead of the Practice Squad benefit.*

- Eligibility Requirements for Former Player:
 - 2 or more Credited Seasons
 - Expenses must be incurred within 72months of the first day of the Plan Year following your last regular or postseason game.
 - Tuition expenses are “incurred” on the date the expenses are paid.

- What is the minimum grade requirement?

To qualify for the Tuition Benefit, you must complete the Course for which you seek reimbursement and earn at least a grade in the “C” range or its equivalent (a 1.7 on a 4.0 GPA scale), unless the Course is graded “pass/fail” or “credit/no credit” in which case you must be awarded the grade of “pass” or “credit.” If you are enrolled in more than one Course in a semester and satisfy this requirement with respect to at least one, but not all such Courses, you will be reimbursed for tuition for only those Courses that you satisfied the minimum grade requirement. Fees will be reimbursed on a pro-rata basis. You are eligible for reimbursement of books only for classes that you pass. To receive reimbursement for a professional licensing examination, including any study guides or review course for such examination, the Player must pass the examination.

- Benefit Amounts:

Active and Practice Squad Player Benefits.

Plan Years	Active Player Benefit	Practice Squad Player Benefit
2020-2023	\$20,000 Per Plan Year	\$5,000 Per Plan Year

- Covered Expense:

An amount paid by a Player for tuition, fees, and books to complete one or more Courses at a Qualified Institution or Qualifying Trade School, and the amount paid by a Player for a professional licensing examination, including the study guides and one review class for each such examination, provided, however, that:

- (1) a fee must be associated with the Course taken in order to be reimbursed, and;
- (2) no more than \$400.00 in fees will be reimbursed with respect to any one semester

Fees do **not** include the cost of insurance, computers, transportation, parking, meals, late fees, credit card fees, etc.

Former Player Benefits is an aggregate benefit amount available during the 72-month period beginning with the first Plan Year following a player’s last regular or postseason game on a Qualifying List (Active, Inactive, Reserved/Injured).

Credited Seasons	2020-2023 Plan Years
2	\$25,000
3	\$45,000
4	\$65,000
5+	\$85,000

- Benefit Timetable:

Player's Last Game (Season)	Eligible Expenses Must be Incurred (paid) by:
2013	31-Aug-20
2014	31-Aug-21
2015	31-Aug-22
2016	31-Aug-23
2017	31-Aug-24
2018	31-Aug-25
2019	31-Aug-26
2020-2024	August 31st of Sixth Plan Year following Player's Last Season Active, Inactive, or Reserved/Injured List

- When do I submit a claim?

Claims are to be submitted immediately after receive grade(s) or pass/fail remarks for course or examination. Deadline for final submissions are 6 months from final grade posting.

From the NFLPA:

(Sent August 2020)

Dear players:

The COVID-19 crisis has hit everyone in our country in some way and our business has been impacted as well. As part of our contingency agreements with the NFL, you may recently have received a letter from the league stating that the tuition reimbursement benefit will not be funded this year as a result of expected revenue shortfalls in the business of football.

***The good news is** that your Board of Player Representatives voted unanimously to pay you back for your tuition reimbursement in the future. For players who decide to continue their education through this program, the reimbursements would be paid no sooner than the 2023 League Year. Your union is bound by the Board's resolution and we are proud to support your continuing education.*

We encourage you to take this time to review our education partners and opportunities which include:

- *Discounted options through our institutional partners:*
 - *[Indiana University Kelley School of Business](#) for online graduate-level degrees and certificates*
 - *[Penn State World Campus](#), which offers more than 150 online undergraduate and graduate degree programs for you and your dependents.*
- *Free online short courses through leading universities and brands via [YellowBrick](#)*
- *[Ivy League courses](#) that are free and offered on a rolling basis*

We are working on finalizing details of the reimbursement and will provide you with an update once we have more information. In the meantime, fill out our [Continuing Education Form](#) to get started, and as always, feel free to email us at playeraffairs@nflpa.com if you have any questions.

Reference: From the NFL

(Sent August 2020)

This summarizes the recent changes to the NFL Player Tuition Assistance Plan ("Plan") and the temporary suspension of benefits within the Plan.

The NFL Player Tuition Assistance Plan shall provide **no reimbursements** for Covered Expenses under any circumstances or conditions, except as described below, for Courses taken and/or completed during the 2020 through 2023 Plan Years (generally the 2020-2021, 2021-2022, 2022-2023, and the 2023-2024 School Years) to either Active Players or Former Players (collectively "Players").

The Collective Bargaining Agreement between the NFLMC and the NFLPA made other changes to the Plan. These changes will be first effective for the 2024 Plan Year, which covers reimbursements for the 2024-2025 School Year, and will be described in detail in a Restated Summary Plan Description to be provided.