

ADN TO BSN PROGRAM

NWTHS is proud to partner with West Texas A&M University to offer tuition reimbursement for Northwest employees who are RN's with an ADN (Associates Degree in Nursing) and are interested in obtaining their BSN through West Texas A&M's online "ADN to BSN" degree program.

Eligibility:

Full-Time RN's at Northwest Texas Healthcare with a current Associates Degree in Nursing who meet the criteria to successfully apply and enroll in West Texas A&M's ADN to BSN Online program. NWTHS employee is eligible from day 1 of employment. This is only specific to this program offered by WTAMU.

Summary of Program:

Upon acceptance and enrollment into the program, NWTHS will reimburse up to \$5,250 per calendar year (tax-free) of program costs. Expenses above \$5,250 in a calendar year NWTHS will also reimburse, however, these reimbursements will be taxed at your regular rate. This could result in additional tax payments during annual tax filing and is dependent on the RNs tax rate. If a program begins in August and concludes in May, it is possible that there will be no additional taxes required as the program will be split into two separate calendar years. Reimbursements are not to exceed \$10,000 for this program.

Requirements for reimbursement:

Students must successfully enroll and maintain at least a "Meets Expectation" performance review. Additionally, students will be reimbursed for completed classes scoring a "B" or above. Students will submit paperwork on the regular Tuition Reimbursement forms (attached).

Service Requirements

Employees will be required to maintain full-time status with satisfactory work performance for 12 months after obtaining their BSN. Should the employee leave NWTHS for any reason (voluntary or involuntarily), the employee will be required to pay back the entire program costs.

For more information, please contact your nursing leader, Nic Belcher, or Patti Thompson.