



AGENDA REPORT
August 14, 2018

Amendment of BCC-08

SUBJECT:

Amending BCC-08

FISCAL IMPACT:

Based on previous years, no more than \$20,000. Should this amendment to policy attract more employees to seek job-related education, however, it is possible that the impact could be higher.

DEPT/OFFICE:

District 3

REQUESTED ACTION:

Direct the County Manager to amend BCC-08 per Board direction.

SUMMARY EXPLANATION and BACKGROUND:

The Educational Assistance Program, under BCC-08, was established to encourage continued education of Board personnel. The Policy establishes a method for reimbursing eligible Brevard County employees for tuition that qualifies under set guidelines.

The current fiscal year maximum tuition reimbursement of \$3,000 was set in 2006.

According to data obtained from College Board, tuition in the intervening period has increased 66%. A direct adjustment to the maximum reimbursement, accordingly, would be \$4,980. As these policies are typically reviewed every three years, assuming a conservative 3% yearly increase in tuition, an adjustment of the maximum reimbursement to \$5,440 should be considered.

This proposal only changes the maximum reimbursement; no other aspect of the policy would be affected.

BCC-08 requires that only education which is directly related to an employee's position is eligible for reimbursement. Additionally, an employee receiving a reimbursement is obligated to remain employed with the County for a period of two years; if an employee does not remain with the County during this period, they are required to refund the reimbursement proportionally.

The policy directly impacts the most loyal employees, and promotes professional improvement and advancement in such a way as to benefit these individual employees as well as the organization as a whole.

The following chart shows the utilization of reimbursements by employees since the policy was last reviewed in 2015; however, this does not indicate the number of employees which utilized the maximum reimbursement.

Year	# of Disbursement	Total
2015	21	\$14,675.80
2016	27	\$33,933.56
2017	35	\$28,597.40
2018	17	\$18,607.77

The following table indicates the number of employees who received the maximum reimbursement:

Year	# Receiving Maximum
FY 15/16	6
FY 16/17	6
FY 17/18	8

It is unknown how many of the employees who received the maximum reimbursement of \$3,000 would have been eligible to receive more had the cap been set higher.

The following options are suggested to the Board:

Option A) adjust the maximum tuition reimbursement to \$4,980 in order to reflect the 66% increase in tuition costs since 2006. Assuming all 8 employees in FY 17/18 would have been eligible to receive the adjusted maximum, the fiscal impact would have been \$15,840.

Option B) adjust the maximum tuition reimbursement to \$5,440 in order to reflect the 66% increase in tuitions costs since 2006, and an estimated 3% yearly rise in tuition over the period this policy will be in effect. Assuming all 8 employees in FY 17/18 would have been eligible to receive the adjusted maximum, the fiscal impact would have been \$19,420.

Option C) any other adjustment, as directed by the Board

ATTACHMENTS:

Description

- Amended BCC-08 Draft**
- College Board Data**



Tammy Rowe, Clerk to the Board, 400 South Street • P.O. Box 999, Titusville, Florida 32781-0999

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Tammy.Rowe@brevardclerk.us

August 15, 2018

MEMORANDUM

TO: Jerry Visco, Human Resources Director

RE: Item J.3., Amendment of Board Policy BCC-08, Education Tuition Reimbursement

The Board of County Commissioners, in regular session on August 14, 2018, approved Option B as presented in the proposed modification to the Education Tuition Reimbursement Policy, to adjust the maximum tuition reimbursement to \$5,440 per employee per year; and approved the requirement that an employee is required to stay employed with the County for three (3) years after receiving tuition reimbursements under Board Policy BCC-08, Education Tuition Reimbursement, or be required to repay the assistance received in the Policy.

Your continued cooperation is greatly appreciated.

Sincerely yours,

BOARD OF COUNTY COMMISSIONERS
SCOTT ELLIS, CLERK

Tammy Rowe

Tammy Rowe, Deputy Clerk

/ds

cc: Commissioner Tobia
County Manager
Finance
Budget

POLICY

TITLE: Education Asst. Program & Licensing Fee Reimbursement Program

NUMBER: BCC-08
CANCELS: 03/31/2015
APPROVED: 8/14/2018
ORIGINATOR: Human Resources
REVIEW: 8/14/2021

I. OBJECTIVE

For the purpose of improving the level of service rendered to the public and to encourage continued education of its personnel, the Brevard County Board of County Commissioners hereby establishes a tuition reimbursement program and a licensing fee reimbursement/payment program.

II. DEFINITIONS & REFERENCES

- A. Brevard County Ordinance NO. 09-29, dated October 20, 2009
- B. Chapter 82, Brevard County Code - Personnel, Section 82-2 - Purpose and Intent
- C. Form BCC-208a, Application for Reimbursement of Education Expense
- D. Form BCC-208b, Licensing Fee Reimbursement/Payment Application
- E. F.S. Section 112.063

III. DIRECTIVES

The Human Resources Director is authorized to approve, subject to arbitration by the County Manager, tuition reimbursement and licensing fee reimbursement/payment requests under the following eligibility guidelines:

A. Participant Eligibility

Eligible participants must be full time, permanent employees with a satisfactory job performance record over the past twelve (12) months with Brevard County.

B. Reimbursement Coursework

1. Course work must be directly related to the duties of an employee's current position or must directly enhance the knowledge, skills, and abilities relating to official duties which an employee performs.
2. Educational facilities must be institutions that are accredited and recognized by the U.S. Department of Education and listed in the Database of Accredited Post-Secondary Institutions and Programs.

C. Availability of Funds

Funding for tuition reimbursement will be achieved through an allocation of a portion of the general fund training budget. If a commitment of all allocated funds occurs prior to the end of the fiscal year, no additional requests shall be approved until additional funds are allocated.

All agencies which are not supported by general fund revenues shall be responsible for providing funding for tuition reimbursement and advising the Human Resources Director whether funds are available as each application is submitted.

D. Reimbursement Schedule

Reimbursement will be made at the completion of the approved course in accordance with the following schedule:

<u>Letter Grade</u>	<u>Percentage Reimbursed</u>
A	100%
B	90%
C	75%
D or below	None
Pass (When used by school	100%
Fail in lieu of a letter grade)	None

- E. Tuition reimbursement shall be limited to a maximum of \$5,440.00 per fiscal year. Per IRS Publication 15-B - Employer's Tax Guide to Fringe Benefits, Educational Assistance in excess of \$5,250 in a calendar year will be included as additional income to the recipient.

F. Limitation on Reimbursement

Employees entitled to educational benefits under other programs or legislation (i.e.; G.I. benefits, scholarships, grants, etc.) shall not be approved for tuition reimbursement until such benefits have been expended.

Employees receiving assistance from another source separate and apart from the County will be reimbursed only in proportion to the total amount of tuition paid by the employee and not reimbursed from another source. No employee will receive tuition reimbursement greater than actual expenditures paid by the employee.

Reimbursement shall be made for tuition and student lab fee costs only, and shall not include student activity fees, books, materials, travel, parking fees or any other expenses.

Reimbursement will not be made unless the receipt for tuition payment and final grades are submitted no later than ninety (90) days following completion of the course(s) for which reimbursement is being requested.

G. Service Obligation

Employees receiving tuition reimbursement must agree to remain in the employ of the County for at least three (3) years following course completion. Employees who separate from employment for any reason other than disability or reduction in force, within the three (3) year period shall reimburse the County for tuition benefits applicable to courses completed during the affected period. Reimbursement shall be in an amount proportionate to the three (3) year period of employment not completed, rounded to the nearest month.

H. Reimbursable/Payable Licensing Fees

To be eligible for licensing fee reimbursement/payment, the following guidelines must be met:

1. The license requirement must be a prerequisite by the State of Florida for an employee to maintain his/her professional, skilled craft, or technical status to perform his/her job duties and responsibilities.
2. Employees receiving licensing fee reimbursement/payment shall reimburse the County on a pro rata basis if he/she leaves County employment or utilizes his/her license for an employment or other for profit purpose other than County employment during the period of time for which the license is applicable.
3. Funding for licensing fee reimbursement/payment shall be provided by the Agency for which the employee works.

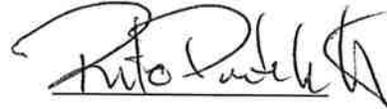
4. Employees receiving any stipend or other pay specifically for having the license shall not also be entitled to reimbursement/payment of the licensing fee.
5. An eligible licensing fee may be paid directly by the County for the employee, provided the employee submits his/her application in sufficient time to allow for approval and processing of payment to the appropriate licensing agency. The County shall not be responsible for any penalty or other fee which may be assessed due to a late payment of the licensing fee.

IV. RESERVATION OF AUTHORITY

The authority to issue and/or revise this policy is reserved to the Board of County Commissioners.



Scott Ellis, Clerk



Rita Pritchett, Chair

Board of County Commissioners
Brevard County, Florida

As Approved by the Board on
8-14-2018

POLICY

NUMBER: BCC-08
CANCELS: ~~01/26/12~~ 03/31/2015
APPROVED: ~~03/31/2015~~ 8/14/2018
ORIGINATOR: Human Resources
REVIEW: ~~03/31/2018~~ 8/14/2021

TITLE: Education Asst. Program & Licensing Fee Reimbursement Program

I. OBJECTIVE

For the purpose of improving the level of service rendered to the public and to encourage continued education of its personnel, the Brevard County Board of County Commissioners hereby establishes a tuition reimbursement program and a licensing fee reimbursement/payment program.

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Reimbursement shall be made for tuition and student lab fee costs only, and shall not include student activity fees, books, materials, travel, parking fees or any other expenses.

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G. Service Obligation

Employees receiving tuition reimbursement must agree to remain in the employ of the County for at least ~~two~~ ~~(2)~~ three (3) years following course completion. Employees who separate from employment for any reason other than disability or reduction in force, within the ~~two~~ ~~(2)~~ three (3) year period shall reimburse the County for tuition benefits applicable to courses completed during the affected period. Reimbursement shall be in an amount proportionate to the ~~two~~ ~~(2)~~ three (3) year period of employment not completed, rounded to the nearest month.

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4. Employees receiving any stipend or other pay specifically for having the license shall not also be entitled to reimbursement/payment of the licensing fee.
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Scott Ellis, Clerk

Rita Pritchett, Chair

Board of County Commissioners
Brevard County, Florida

As Approved by the Board on
83-1431-20185

POLICY

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Scott Ellis, Clerk

Rita Pritchett, Chair

Board of County Commissioners
Brevard County, Florida

As Approved by the Board on

3-31-2015 8- -2018

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TABLE 2. Average Tuition and Fees and Room and Board (Enrollment-Weighted) in Current Dollars and in 2017 Dollars, 1971-72 to 2017-18

Academic Year	Tuition and Fees in 2017 Dollars						Tuition and Fees and Room and Board in 2017 Dollars				
	Private Nonprofit Four-Year	One-Year % Change	Public Four-Year	One-Year % Change	Public Two-Year	One-Year % Change	Private Nonprofit Four-Year	One-Year % Change	Public Four-Year	One-Year % Change	
71-72	\$11,020	—	\$2,570	—	\$1,150	—	\$17,620	—	\$8,450	—	
72-73	\$11,380	3.3%	\$2,940	14.4%	\$1,360	18.3%	\$18,040	2.4%	\$9,080	7.5%	
73-74	\$11,300	-0.7%	\$2,840	-3.4%	\$1,510	11.0%	\$17,790	-1.4%	\$8,820	-2.9%	
74-75	\$10,550	-6.6%	\$2,540	-10.6%	\$1,370	-9.3%	\$16,930	-4.8%	\$8,160	-7.5%	
75-76	\$10,350	-1.9%	\$2,450	-3.5%	\$1,110	-19.0%	\$16,630	-1.8%	\$8,030	-1.6%	
76-77	\$10,860	4.9%	\$2,650	8.2%	\$1,210	9.0%	\$17,050	2.5%	\$8,300	3.4%	
77-78	\$10,830	-0.3%	\$2,630	-0.8%	\$1,230	1.7%	\$17,010	-0.2%	\$8,180	-1.4%	
78-79	\$11,020	1.8%	\$2,560	-2.7%	\$1,220	-0.8%	\$17,180	1.0%	\$7,990	-2.3%	
79-80	\$10,800	-2.0%	\$2,470	-3.5%	\$1,190	-2.5%	\$16,790	-2.3%	\$7,800	-2.4%	
80-81	\$10,710	-0.8%	\$2,380	-3.6%	\$1,160	-2.5%	\$16,560	-1.4%	\$7,550	-3.2%	
81-82	\$10,990	2.6%	\$2,430	2.1%	\$1,160	0.0%	\$16,920	2.2%	\$7,670	1.6%	
82-83	\$11,650	6.0%	\$2,590	6.6%	\$1,190	2.6%	\$17,890	5.7%	\$8,020	4.6%	
83-84	\$12,480	7.1%	\$2,810	8.5%	\$1,290	8.4%	\$19,010	6.3%	\$8,410	4.9%	
84-85	\$13,060	4.6%	\$2,890	2.8%	\$1,370	6.2%	\$19,870	4.5%	\$8,660	3.0%	
85-86	\$13,900	6.4%	\$2,990	3.5%	\$1,460	6.6%	\$20,210	1.7%	\$8,760	1.2%	
86-87	\$14,880	7.1%	\$3,160	5.7%	\$1,480	1.4%	\$22,020	9.0%	\$9,050	3.3%	
87-88	\$15,160	1.9%	\$3,190	0.9%	\$1,590	7.4%	\$22,490	2.1%	\$9,030	-0.2%	
88-89	\$16,530	9.0%	\$3,260	2.2%	\$1,650	3.8%	\$24,090	7.1%	\$9,200	1.9%	
89-90	\$17,050	3.1%	\$3,340	2.5%	\$1,650	0.0%	\$24,710	2.6%	\$9,280	0.9%	
90-91	\$17,530	2.8%	\$3,580	7.2%	\$1,700	3.0%	\$25,300	2.4%	\$9,520	2.6%	
91-92	\$17,630	0.6%	\$3,790	5.9%	\$2,100	23.5%	\$25,500	0.8%	\$9,800	2.9%	
92-93	\$18,200	3.2%	\$4,070	7.4%	\$1,940	-7.6%	\$26,180	2.7%	\$10,160	3.7%	
93-94	\$18,660	2.5%	\$4,300	5.7%	\$2,110	8.8%	\$26,780	2.3%	\$10,530	3.6%	
94-95	\$19,330	3.6%	\$4,460	3.7%	\$2,160	2.4%	\$27,210	1.6%	\$10,920	3.7%	
95-96	\$19,610	1.4%	\$4,510	1.1%	\$2,130	-1.4%	\$27,900	2.5%	\$10,820	-0.9%	
96-97	\$20,260	3.3%	\$4,640	2.9%	\$2,280	7.0%	\$28,620	2.6%	\$11,140	3.0%	
97-98	\$21,020	3.8%	\$4,740	2.2%	\$2,390	4.8%	\$29,530	3.2%	\$11,390	2.2%	
98-99	\$22,060	4.9%	\$4,870	2.7%	\$2,330	-2.5%	\$30,690	3.9%	\$11,650	2.3%	
99-00	\$22,790	3.3%	\$4,940	1.4%	\$2,420	3.9%	\$31,530	2.7%	\$11,860	1.8%	
00-01	\$22,770	-0.1%	\$4,970	0.6%	\$2,330	-3.7%	\$31,500	-0.1%	\$11,950	0.8%	
01-02	\$23,960	5.2%	\$5,190	4.4%	\$2,220	-4.7%	\$32,900	4.4%	\$12,460	4.3%	
02-03	\$24,550	2.5%	\$5,570	7.3%	\$2,280	2.7%	\$33,800	2.7%	\$13,150	5.5%	
03-04	\$25,220	2.7%	\$6,180	11.0%	\$2,540	11.4%	\$34,680	2.6%	\$14,020	6.6%	
04-05	\$25,910	2.7%	\$6,620	7.1%	\$2,690	5.9%	\$35,500	2.4%	\$14,700	4.9%	
05-06	\$26,280	1.4%	\$6,880	3.9%	\$2,730	1.5%	\$36,010	1.4%	\$15,180	3.3%	
06-07	\$26,830	2.1%	\$6,980	1.5%	\$2,730	0.0%	\$36,680	1.9%	\$15,440	1.7%	
07-08	\$27,520	2.6%	\$7,280	4.3%	\$2,700	-1.1%	\$37,600	2.5%	\$15,930	3.2%	
08-09	\$27,620	0.4%	\$7,340	0.8%	\$2,650	-1.9%	\$37,610	0.0%	\$15,990	0.4%	
09-10	\$29,260	5.9%	\$8,040	9.5%	\$2,920	10.2%	\$39,860	6.0%	\$17,320	8.3%	
10-11	\$30,050	2.7%	\$8,570	6.6%	\$3,080	5.5%	\$40,940	2.7%	\$18,160	4.8%	
11-12	\$30,210	0.5%	\$8,970	4.7%	\$3,220	4.5%	\$41,140	0.5%	\$18,590	2.4%	
12-13	\$30,970	2.5%	\$9,240	3.0%	\$3,370	4.7%	\$42,150	2.5%	\$19,040	2.4%	
13-14	\$31,570	1.9%	\$9,310	0.8%	\$3,400	0.9%	\$42,920	1.8%	\$19,260	1.2%	
14-15	\$32,140	1.8%	\$9,400	1.0%	\$3,430	0.9%	\$43,610	1.6%	\$19,450	1.0%	
15-16	\$33,180	3.2%	\$9,670	2.9%	\$3,490	1.7%	\$45,010	3.2%	\$20,070	3.2%	
16-17	\$34,100	2.8%	\$9,840	1.8%	\$3,530	1.1%	\$46,150	2.5%	\$20,500	2.1%	
17-18	\$34,740	1.9%	\$9,970	1.3%	\$3,570	1.1%	\$46,950	1.7%	\$20,770	1.3%	

Academic Year	Tuition and Fees in Current Dollars						Tuition and Fees and Room and Board in Current Dollars				
	Private Nonprofit Four-Year	One-Year % Change	Public Four-Year	One-Year % Change	Public Two-Year	One-Year % Change	Private Nonprofit Four-Year	One-Year % Change	Public Four-Year	One-Year % Change	
71-72	\$1,830	—	\$430	—	\$190	—	\$2,930	—	\$1,410	—	
72-73	\$1,950	6.6%	\$500	16.3%	\$230	21.1%	\$3,090	5.5%	\$1,550	9.9%	
73-74	\$2,050	5.1%	\$510	2.0%	\$270	17.4%	\$3,220	4.2%	\$1,600	3.2%	
74-75	\$2,130	3.9%	\$510	0.0%	\$280	3.7%	\$3,420	6.2%	\$1,650	3.1%	
75-76	\$2,290	7.5%	\$540	5.9%	\$250	-10.7%	\$3,680	7.6%	\$1,780	7.9%	
76-77	\$2,530	10.5%	\$620	14.8%	\$280	12.0%	\$3,980	8.2%	\$1,940	9.0%	

77-78	\$2,700	6.7%	\$660	6.5%	\$310	10.7%	\$4,240	6.5%	\$2,040	5.2%
78-79	\$2,960	9.6%	\$690	4.5%	\$330	6.5%	\$4,610	8.7%	\$2,150	5.4%
79-80	\$3,230	9.1%	\$740	7.2%	\$360	9.1%	\$5,010	8.7%	\$2,330	8.4%
80-81	\$3,620	12.1%	\$800	8.1%	\$390	8.3%	\$5,590	11.6%	\$2,550	9.4%
81-82	\$4,110	13.5%	\$910	13.8%	\$430	10.3%	\$6,330	13.2%	\$2,870	12.5%
82-83	\$4,640	12.9%	\$1,030	13.2%	\$470	9.3%	\$7,130	12.6%	\$3,200	11.5%
83-84	\$5,090	9.7%	\$1,150	11.7%	\$530	12.8%	\$7,760	8.8%	\$3,430	7.2%
84-85	\$5,560	9.2%	\$1,230	7.0%	\$580	9.4%	\$8,450	8.9%	\$3,680	7.3%
85-86	\$6,120	10.1%	\$1,320	7.3%	\$640	10.3%	\$8,900	5.3%	\$3,860	4.9%
86-87	\$6,660	8.8%	\$1,410	6.8%	\$660	3.1%	\$9,850	10.7%	\$4,050	4.9%
87-88	\$7,050	5.9%	\$1,490	5.7%	\$740	12.1%	\$10,460	6.2%	\$4,200	3.7%
88-89	\$8,000	13.5%	\$1,580	6.0%	\$800	8.1%	\$11,660	11.5%	\$4,460	6.2%
89-90	\$8,660	8.3%	\$1,700	7.6%	\$840	5.0%	\$12,560	7.7%	\$4,720	5.8%
90-91	\$9,340	7.9%	\$1,910	12.4%	\$910	8.3%	\$13,480	7.3%	\$5,070	7.4%
91-92	\$9,810	5.0%	\$2,110	10.5%	\$1,170	28.6%	\$14,190	5.3%	\$5,450	7.5%
92-93	\$10,450	6.5%	\$2,330	10.4%	\$1,120	-4.3%	\$15,030	5.9%	\$5,830	7.0%
93-94	\$11,010	5.4%	\$2,540	9.0%	\$1,250	11.6%	\$15,800	5.1%	\$6,210	6.5%
94-95	\$11,720	6.4%	\$2,710	6.7%	\$1,310	4.8%	\$16,500	4.4%	\$6,620	6.6%
95-96	\$12,220	4.3%	\$2,810	3.7%	\$1,330	1.5%	\$17,380	5.3%	\$6,740	1.8%
96-97	\$12,990	6.3%	\$2,980	6.0%	\$1,470	10.5%	\$18,360	5.6%	\$7,140	5.9%
97-98	\$13,790	6.2%	\$3,110	4.4%	\$1,570	6.8%	\$19,360	5.4%	\$7,470	4.6%
98-99	\$14,710	6.7%	\$3,250	4.5%	\$1,550	-1.3%	\$20,460	5.7%	\$7,770	4.0%
99-00	\$15,520	5.5%	\$3,360	3.4%	\$1,650	6.5%	\$21,480	5.0%	\$8,080	4.0%
00-01	\$16,070	3.5%	\$3,510	4.5%	\$1,640	-0.6%	\$22,240	3.5%	\$8,440	4.5%
01-02	\$17,380	8.2%	\$3,770	7.4%	\$1,610	-1.8%	\$23,860	7.3%	\$9,030	7.0%
02-03	\$18,060	3.9%	\$4,100	8.8%	\$1,670	3.7%	\$24,870	4.2%	\$9,670	7.1%
03-04	\$18,950	4.9%	\$4,650	13.4%	\$1,910	14.4%	\$26,060	4.8%	\$10,530	8.9%
04-05	\$20,050	5.8%	\$5,130	10.3%	\$2,080	8.9%	\$27,470	5.4%	\$11,380	8.1%
05-06	\$20,980	4.6%	\$5,490	7.0%	\$2,180	4.8%	\$28,740	4.6%	\$12,120	6.5%
06-07	\$22,310	6.3%	\$5,800	5.6%	\$2,270	4.1%	\$30,500	6.1%	\$12,840	5.9%
07-08	\$23,420	5.0%	\$6,190	6.7%	\$2,290	0.9%	\$31,990	4.9%	\$13,560	5.6%
08-09	\$24,820	6.0%	\$6,600	6.6%	\$2,380	3.9%	\$33,800	5.7%	\$14,370	6.0%
09-10	\$25,740	3.7%	\$7,070	7.1%	\$2,570	8.0%	\$35,070	3.8%	\$15,240	6.1%
10-11	\$26,770	4.0%	\$7,630	7.9%	\$2,740	6.6%	\$36,470	4.0%	\$16,180	6.2%
11-12	\$27,880	4.1%	\$8,280	8.5%	\$2,970	8.4%	\$37,970	4.1%	\$17,160	6.1%
12-13	\$28,990	4.0%	\$8,650	4.5%	\$3,150	6.1%	\$39,450	3.9%	\$17,820	3.8%
13-14	\$30,130	3.9%	\$8,890	2.8%	\$3,240	2.9%	\$40,960	3.8%	\$18,380	3.1%
14-15	\$31,280	3.8%	\$9,150	2.9%	\$3,340	3.1%	\$42,450	3.6%	\$18,930	3.0%
15-16	\$32,340	3.4%	\$9,430	3.1%	\$3,400	1.8%	\$43,880	3.4%	\$19,570	3.4%
16-17	\$33,520	3.6%	\$9,670	2.5%	\$3,470	2.1%	\$45,370	3.4%	\$20,150	3.0%
17-18	\$34,740	3.6%	\$9,970	3.1%	\$3,570	2.9%	\$46,950	3.5%	\$20,770	3.1%

NOTE: Average tuition and fee prices reflect in-district charges for public two-year institutions and in-state charges for public four-year institutions.

SOURCES: 1987-88 and after: data from Annual Survey of Colleges, the College Board, weighted by full-time undergraduate enrollment; 1986-87 and prior: data from Integrated Postsecondary Education Data System (IPEDS), U.S. Department of Education, National Center for Education Statistics, weighted by full-time equivalent enrollment.

This table was prepared in October 2017.