



Mon Scholars Program Frequently Asked Questions

The below information is to answer anticipated questions you may have regarding the Mon Health Scholars program. If, however, you should still have questions after reading this document, please do not hesitate to contact Lotoya Henry- Ojugbana- Director Talent Acquisition, at 304-598-1412, or by email at henrylo@monhealthsys.org.

What colleges qualify for the Mon Scholars Program?

- The scholar is intended to provide financial support for nursing students that have been accepted in a nursing program in north central West Virginia. Institutions include FSU, LBI, WVJC, WVU, and others

Does the program cover an Associate's degree in nursing?

- The program covers LPN to ASN and ASN to BSN programs.

Is this only for current college enrollees?

- Yes, candidates must be actively accepted into a nursing program at an institution in north central West Virginia.

Will payments be made directly to the university for the year?

- Yes (and to recognized parties assisting with loans/tuition for appropriate courses)?

What expenses will be covered?

- Covered expenses can include tuition, textbooks, and academic fees.

Is the money paid by Mon Health on my behalf considered taxable income?

- Yes. Per the IRS guidelines, any educational expenses over \$5,250 in a calendar year is considered taxable income. For Mon Health employees, any education expenses that exceed \$5,250 will be added to your paycheck where appropriate taxes may be deducted. Individuals not employed by Mon Health will receive a 1099 at the end of the year.

Work Commitment Guide:

- In exchange for the tuition assistance, students must agree to a work commitment with Mon Health.
- Work commitment once graduated is two years in a Registered Nurse role.
- The work commitment will begin upon graduation and successful completion of the NCLEX-RN exam or within a period of three months.

In exchange for the Mon Scholar designation I accept, I must work at Mon Health as a Registered Nurse in a pro rata .8 status or greater. How does this work?

- Prior to receiving the scholarship, you will be required to sign a contract, also referred to as an agreement to accept employment as a Registered Nurse with Mon Health in a minimum of a pro rata .8 status, which is equivalent to (64 hours in a bi-weekly pay period).



How soon must I begin working after I graduate?

- Per the agreement, you must be employed within three (3) months of your graduation date.

If I was unable to finish nursing school, how would the repayment schedule look?

- You will be required to pay back the full amount of money received within (30) days from the date of default to Mon Health directly or we will refer you to our financial services team who can work with you individually on a payment plan.

What happens if I don't accept employment as a Registered Nurse in a .8 or greater status after I graduate?

- Any money that has been paid on your behalf must be repaid in full to Mon Health within (30) days from the date of default or we will refer you to our financial services team who can work with you individually on a payment plan. If arrangements are not made or payments are missed Mon Health will turn default agreements over to Healthcare Financial Services for collection purposes.

If for some reason I was unable to pass a semester could the assistance be granted an extension?

- Yes, we will waive only 1 unsuccessful semester.

What happens if I accept employment as a registered nurse in a .8 status or greater after I graduate but I cannot complete my work commitment?

- In the event the student defaults in the work commitment, any money that has been paid on your behalf must be repaid in full to Mon Health within thirty (30) days or we will refer you to our financial services team who can work with you individually on a payment plan. If arrangements are not made or payments are missed Mon Health will turn default agreements over to Healthcare Financial Services for collection purposes.
- Mon Health does turn defaulted agreements over to Healthcare Financial Services for collection purposes.

Can I change from a .8 status or greater to a part-time status during my work commitment?

- No. Once you successfully complete your work commitment, you may change your status to less than a .8 if desired; however, a status change is always based on position availability and the discretion of the manager.

Mon Health Employee Only Questions:

I am currently a Mon Health employee. Courses and clinical experiences required of the clinical program may occur during the shift I am currently working. How can I meet both my clinical program requirements and work schedule here at Mon Health?

- a. You will need to work with your manager to approve a schedule that will be conducive to completing your school schedule. This may require you to work outside of your regular scheduled shift (i.e. evenings, nights and/or weekends).



I am currently a Mon Health employee. What will I do if my manager at Mon Health cannot accommodate alternate hours?

- You will want to have a conversation with your manager prior to completing the application process expressing your desire to pursue your education in your chosen field. You will want to ask if s/he will be able to support an alternate schedule so that you may attend school. Based on these conversations, you may need to consider working in another department. However, the manager in *that* department must be able to accommodate alternate work hours.

Can any Mon Health employee apply regardless of employment status and years of service?

- Any Mon Health employee can apply regardless of their status and years of service.

I am employed by Mon Health and have a discipline on file. Am I still eligible?

- All employee disciplinary action will be taken into consideration on a case by case basis. Having a disciplinary action on file doesn't automatically disqualify you from the Mon Health Scholars Program.