



Mon Scholars Program Frequently Asked Questions

Thank you for your interest in the Mon Health Scholars program. Below are some anticipated questions you may have about the program. If you need further clarification, please feel free to contact Tara Larew, Sr. Recruitment Specialist, at (304) 598-1680, or via email at Tara.Larew@VandaliaHealth.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 degree in nursing?

- The program covers LPN to ASN, ASN, HYBRID and 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 and surrounding areas.

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

- Yes, first payments will be made directly to the university for tuition and other relevant expenses and second portion paid directly to Mon Health Mon Scholar employee.

What expenses will be covered?

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

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

- Yes, according to IRS guidelines, any educational expenses over \$5,250 in a calendar year are considered taxable income. Mon Health employees will have appropriate taxes deducted from their paycheck. Non-employees will receive a 1099 at the end of the year.

What is the Mon Scholar program criteria?

- All applicants will undergo an interview process. Upon hire as a Mon Scholar Nurse Extern/CA/PCT, commitment to work two shifts a month is required, along with enrollment in Competency classes. Leaders who hire Mon Scholars will conduct monthly check-ins. Disbursement of funds will occur in two installments: half upfront once agreement is signed and hired as Mon Health employee and the second half as a bonus once they successfully pass boards. Commitment structures vary accepting both bonus and loan repayment options extends work commitment service to four years, while choosing only one option results in a commitment of two year.
- Payment includes \$16,000 and \$200 for repayment of board cost. Nurse leadership groups will interview scholars. Upon acceptance of employment and Mon Scholar program, scholars will begin employment with Mon Health. As a Mon Scholar CA, PCT or Nurse Extern, scholars will receive regular wages. Upon graduation, scholars will transition to the next phase and be assigned to a unit. Upon passing boards, scholars will receive the second half as a lump sum payment as a reward.



Work Commitment Guide:

- In exchange for the tuition assistance, students must agree to a work commitment with Mon Health during nursing school and after graduation of nursing degree.
- Work commitment once graduated is four years in a Registered Nurse role.
- The work commitment as a RN 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 Nurse Extern, PCT or CA in a PRN status and Registered Nurse in a pro rata .9 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 Nurse Extern, PCT or CA in a PRN status and as a Registered Nurse with Mon Health in a minimum of a pro rata .9 status, which is equivalent to (72 hours in a bi-weekly pay period).

How Soon must I begin working after I graduate?

- Per the agreement, you must be employed as Nurse Extern, PCT or CA within 45 days of signing the agreement and start employment for the first payment to be made and you must be placed in a RN within three (3) months of your graduation date.

If I were 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 do not accept employment as a Registered Nurse in a .9 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 one unsuccessful semester.



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What happens if I accept employment as a registered nurse in a .9 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 .9 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 .9 if desired; however, a status change is always based on position availability and the discretion of the manager.