



FAQ: Term Time Employment Policy and its effect on Financial Aid

What is Term Time Employment?

Term-time employment includes a job worked at YLS, Yale University and/or off-campus during the 2023-2024 academic year. Examples of on-campus employment include, but are not limited to, work as a teaching fellow or research assistant.

What is the YLS Term Time Employment Policy?

If term time GROSS income is \$5,000 or less, the student will not have to report the income to the Financial Aid Office. Term-time gross income in excess of \$5,000 will be considered as an asset to meet financial need. Seventy percent of gross income minus \$3,500 (shelter) is considered the net income and will be applied first to replace any unmet family (student, parent and/or spouse) expectation, or to meet expenses in excess of the basic budget. If no such shortfall exists or if the net income exceeds the shortfall, the income will be used to reduce the student's unit loan dollar-for-dollar.

How will term time adjustments be made?

- For current 1Ls and 2Ls – adjustments for any term time employment during the 2023-2024 academic year will be factored into your next academic year (2024-2025) aid award. A series of questions are included on FAAST specific to capture prior academic year term time employment. From the FAAST data, students whose income exceeds the parameters outlined in the policy will see a calculation for term time income on their 2024-2025 aid award letter in their student contribution (along with existing assets and summer earnings contributions). *Students should plan accordingly knowing that any income earned in 2023-2024 may affect their 2024-2025 aid award.*
- For 3Ls – students will receive an email at the beginning of the Spring 2024 term requesting that they report term time employment for academic year 2023-2024. Based on this data, students will be informed if a term time adjustment of their aid is required. If so, 3L students will have the choice of 1) having unit loan funds adjusted directly off their student account or, 2) having the adjustment made in the amount of COAP eligible loans they have incurred while enrolled. By offering both options, students who cannot afford to lose direct funds in their spring term have the option of the future COAP adjustment.

How many students do term time employment adjustments really affect?

We want to reinforce that term time employment affects a *very small number* of our students' financial aid award particularly because the net term time income (total income X 70% - \$3,500 shelter) is first balanced against your calculated summer earnings contribution, asset contribution and then the parent contribution. If any of those contributions (combined) exceed your term time net income no adjustment (\$0) is made. The vast majority of our students fall into this category.

If an adjustment comes off loans does that mean I lose funds?

No...you can still opt to borrow the loan funds in the same way that you can always borrow loan funds to cover any portion of your own student contribution (summer earnings or assets) – but, any borrowing for any portion of the student contribution is not covered by COAP.

How does it really work?

Example 1: Student A is a 2L student who made \$6,000 in gross income from a term time job in 2023-2024 which she reports on her 2024-2025 FAAST application. For her 2023-2024 financial aid award she has a calculated parent contribution of \$4,000 and a student asset contribution of \$1,500.

- In making the 2024-2025 aid award we calculate the net term time income as $\$6,000 \times 70\% - \$3,500$ (shelter) = \$700.
- We look to see if the student has any calculated 2023-2024 student contribution from summer earning and/or assets OR if the student has a parent contribution to equal the term time income.
- Student A has a parent contribution exceeding the \$700 in term time income so no adjustment for

their 2023-2024 employment is needed on her 2024-2025 aid award.

Example 2: Student B is a 3L who made \$6,000 in gross income from a term time job in 2023-2024. For the 2023-2024 aid award Student B has a \$0 summer earnings contribution (because he did SPIF), \$0 assets, and has a \$0 parent contribution.

- As a 3L, Student B will receive an email notification to report term time employment income to the Financial Aid Office in the Spring 2024 term.
- We calculate the net term time income as $\$6,000 \times 70\% - \$3,500$ (shelter) = \$700.
- We look to see if the student has any current year (or in some cases, prior year) summer earnings, asset or parent contributions that the term time income can replace. In this case, they have \$0 contribution so an adjustment is necessary.
- We would adjust the \$700 off unit loans... so Student B would be informed and have the choice to either:
 - 1) reduce his 2023-2024 loan funds by \$700 (canceling those funds with the lender and pulling them off the student account) and potentially leaving him with a deficit in the spring term **OR**
 - 2) keep the loans funds but have \$700 of his loans reduced for future COAP eligibility (a better option since he will not be left in an immediate deficit).

Example 3: Student B is a 3L who made \$6,000 in gross income from a term time job in 2023-2024. For the 2023-2024 aid award Student B has a \$15,000 summer earnings contribution, \$0 asset contribution, and has a \$5,000 parent contribution.

- As a 3L, Student B will receive an email notification to report term time employment income to the Financial Aid Office in the Spring 2024 term.
- We calculate the net term time income as $\$6,000 \times 70\% - \$3,500$ (shelter) = \$700.
- We look to see if the student has any current year (or in some cases, prior year) summer earnings, asset or parent contribution that the term time income can replace. Because the student has a \$20,000 contribution that exceeds the \$700 net term-time income, no adjustment to financial aid is necessary.

If I have questions on the affect term time employment will have on my financial aid, what should I do?

If you have any questions on how accepting a term time position will affect your aid award you can make an appointment with the financial aid office to discuss. We would be happy to review your options or project if and how the employment impacts your financial aid. Contact us at financialaid.law@yale.edu to set up a time to talk.