



TOTAL REWARDS AT A GLANCE

At OSF HealthCare, we understand and appreciate the desire to develop new skills to further your career and better support our culture of caring for our patients. We want you to love what you do and experience great joy and fulfillment through your role as a nurse. Providing different educational assistance benefits is our opportunity to help you achieve your self-development goals while remaining dedicated in your role as an OSF Mission Partner.

RN to BSN Cohort Program

The RN to BSN Cohort Program is the preferred path for nurses interested in pursuing their BSN. The program offers an enhanced educational assistance benefit and reduced tuition through a regional cohort offered by one of the two OSF Colleges of Nursing. Additional details:

- To participate in the program, you must be enrolled in the BSN degree program at either Saint Francis Medical Center College of Nursing (Peoria) or Saint Anthony College of Nursing (Rockford).
- If enrolled, you are eligible for reimbursement of up to \$5,000 per calendar year in educational assistance. Students are required to pay for costs related to books and fees, but you may submit receipts for reimbursement upon course completion.
- A corresponding work commitment of one year is required, if enrolled in the RN to BSN program.
- Flexible class types are offered, including hybrid (online and in-seat classes offered locally) or all online. New cohorts start each semester. The colleges will help you find the best fit for you.
- You have access to a well-supported study environment working alongside fellow OSF nurses who are also completing their BSN degree.

Educational assistance

Educational assistance from OSF HealthCare reimburses Mission Partners for their out-of-pocket expenses for college coursework, and payment is made directly to you. OSF Mission Partners regularly scheduled to work a minimum of 16 hours per week or 32 hours per pay period who have completed their first 90 days of employment and are not on a Level 2 or higher level of discipline are eligible. Additional details:

- Mission Partners pursuing a degree at an accredited college or university are eligible to receive up to \$3,500 (untaxed) per calendar year, prorated based on the number of hours they are regularly scheduled to work.
- Your major must be related to your present job or one to which you could reasonably aspire within OSF HealthCare.



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Educational assistance continued

- Proof of your out-of-pocket costs are required in order to determine the amount of reimbursement for which you are eligible.
- Mission Partners must receive a grade of “C” or better in the courses. Failure to do so will result in loss of educational assistance eligibility.
- A one-year work commitment is required with each reimbursement received. Failure to work one full year before termination of employment will result in the Mission Partner repaying the total amount of educational assistance received, upon termination of employment.
- Review the educational assistance [policy](#) #444 and the MyHR knowledge base on the portal for more details.

Tuition waiver program

The tuition waiver is designed for Mission Partners, including those who wish to pursue a nursing career as well as current nurses seeking to pursue their BSN or MSN. Current nurses and Mission Partners regularly scheduled to work 16 hours or more per pay period who have completed their first 90 days of employment and are not on a Level 2 or higher level of discipline are eligible. Additional details:

- The waiver is available only for BSN and MSN programs offered through Saint Francis Medical Center College of Nursing.
- Mission Partners must receive a grade of “C” or better in the courses. Failure to do so will result in loss of waiver eligibility.
- Completion of a BSN or MSN program requires a two-year work commitment, which begins when the Mission Partner graduates or there is a break in enrollment.
- During the time of employment, if the waiver contract is breached or employment is terminated, Mission Partners must repay the amount paid by Saint Francis Medical Center College of Nursing on a prorated basis for the unfulfilled portion of the service required under the waiver.

These educational assistance programs are only one of many ways OSF supports RNs in their career development. The OSF Advance professional development program, support for obtaining certifications, preceptor education, and more are all available to you as an OSF RN.