

Projected Cost Estimate - NAC Program

Tuition & Fees (Based on FY 2022-23 Tuition Schedule)	
Tuition (13 credits) \$	\$1368.12
Student Service & Technology fees \$	\$77.00
NA 115 lab fee \$	\$35.00
NA 120 Malpractice & Liability Insurance fee \$	\$22.35
Supplies (approximate tax included)	
Books (required based on purchasing new at shelf price with tax) B, \$	\$123.80
Uniforms (2 sets of wine-colored scrubs) B, \$	\$110.00
Shoes (varies)	\$65.00
Watch with sweeping second hand B, \$	\$21.75
Transfer belt B, \$	\$16.50
Stethoscope & Blood Pressure Cuff Kit B, \$	\$60.00
Health & Safety Documentation	
Immunizations and TB screening	varies
Personal Health Insurance (www.4studenthealth.com)	\$39.00
State Examination	
Nursing Assistant State Exam (after successful program completion) P	\$124.00
Department of Health Credential	
Nursing Assistant State Registration (required to work in the industry) D	\$85
Nursing Assistant State Certification (after successfully passing state exam) D	\$85

\$= Eligible expense under Nursing Assistant Certified Reimbursement Program (see Q & A below)

B= [Barnes & Noble Bookstore](#) at OC

P= Pearson Vue (testing entity)

D=Department of Health

Financial Aid

The Nursing Assistant Program does not qualify for traditional Financial Aid. However, the staff of the [Workforce & Economic Development](#) and [Opportunity Grant](#) offices may be able to offer information on programs available to assist with paying for this course. See the website for office contact information and locations. Several Olympic College Foundation scholarships are given each year; check the website as to the appropriate times to fill out forms for these and other scholarships (they must be done in advance when seeking a scholarship for the entire school year).

Nursing Assistant Certified Reimbursement Program*

Q: How can NAC students get reimbursed for their training and testing costs?

A: The NAC reimbursement program the State runs only reimburses nursing facilities. Students must contact the nursing facilities in their area to find out which offer reimbursement and how they make their payments. Some do a lump sum payment, but most pay quarterly over a year. All facilities with a Medicaid contract must offer reimbursement to NAC students, provided that the nursing facility is the first one the student works at within a year of completing their training and their training was not paid for with a scholarship or some other form of public funding. For a current list of facilities with a Medicaid contract, see the bottom of our webpage at <https://www.dshs.wa.gov/altsa/management-services-division/nursing-assistant-certified-reimbursement-forms> and look for the "2018 Medicaid percentage used to calculate reimbursement" Excel document.

Q: Are nursing facilities required by law to reimburse their employees for NAC training and testing costs?

A: Yes. All nursing facilities with a Medicaid contract are required by Federal law to provide 100% reimbursement for NAC training and testing costs to their employees, provided they meet the requirements. As part of the Omnibus Budget Reconciliation Act (OBRA) of 1987, Medicare and Medicaid regulations were amended to require the certification of nursing assistants employed by Medicare and Medicaid participating facilities. The Code of Federal Regulations provides the following direction regarding the obligation and responsibilities for payment or reimbursement to Nurse Aides (NA) for Nursing Assistant Training and Competency Evaluation Program (NATCEP) training course work at 42 CFR §483.158(b)

Q: What supporting documentation is required to receive reimbursement?

- Copy of invoice or statement for class.
- Copy of payment method (e.g., check copy, credit card statement, student pay stub).
- If reimbursement is part of a reimbursement repayment plan, the facility must provide a copy of the repayment plan contract provided to the student and specify which payment this reimbursement is covering.

Current DSHS Reimbursement Policy

If a nursing assistant had paid for their training and any testing expenses prior to becoming a nursing facility employee, and it is the first nursing facility to hire them within 12 months of completion of a NAC training and competency evaluation program, the facility must reimburse the nursing assistant for all their training and testing expenses.

Reimbursement may be made using the following process and procedures:

- If at any time the facility prefers to make reimbursement to a nursing assistant in a single “lump sum payment” they may do so.
- Reimbursement for training and testing expenses is not considered salary but is a repayment and is not subject to payroll deductions.
- If at any time the nursing assistant or the facility terminates employment, the reimbursement ends, and no further reimbursement is due the nursing assistant.
- If the nursing assistant becomes employed at another nursing facility, that facility has **no** responsibility for reimbursement.
- Facilities should only reimburse for books, supplies, tuition, and testing fee expenses when the nursing assistant presents a receipt that clearly show they have paid for the item or service.
- At the time the initial payment is made to the nursing assistant, the facility is encouraged to write on each receipt a statement indicating that they have begun the reimbursement process for this nursing assistant. The statement should be signed, dated, and a copy retained in the facility files.
- Medicaid reimbursement is available to most nursing facilities for nursing assistant training and testing expenses.
- Most nursing facilities are eligible to request Medicaid reimbursement for repayment costs and other NAC training and testing expenses by using the “Nursing Assistant Training and Testing Reimbursement Process.” Reimbursement will be made to the facility at their Medicaid rate.

*Excerpts from documents found on <https://www.dshs.wa.gov/altsa/management-services-division/nursing-assistant-certified-reimbursement-forms>).