



## NATIONAL GUARD BUREAU

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ARNG-GSE

24 August 2010

MEMORANDUM FOR the ARNG Education and Incentives Personnel of all States, Puerto Rico, The Virgin Islands, Guam and the District of Columbia.

SUBJECT: Implementation Guidance for Army National Guard (ARNG) Montgomery G.I. Bill (MGIB) Kicker Program Policy Fiscal Year 2010

### 1. References.

- a. Title 10, United States Code (USC), Chapter 1606, Section 16131 (10 USC 16131), 1 February 2010.
- b. Title 38, United States Code, Chapter 30, Section 3021 (38 USC 3021), 1 February 2010.
- c. Department of Defense (DoD) Instruction 1322.17, Subject: Montgomery G.I. Bill-Selected Reserve (MGIB-SR), 29 November 1999.
- c. Army Regulation (AR) 135-7, ARNG and United States Army Reserve (USAR) Incentive Programs, 15 April 1996.
- d. Army National Guard Selected Reserve Incentive Program (SRIP) Policy, Policy 20-01, 20 January 2010 (effective 16 June 2010).

**2. Purpose.** This memorandum prescribes the policy and procedures to administer the ARNG GI Bill Kicker Program, effective this date until sooner rescinded or superseded. USC and DoD guidance provide the basis for the development of this policy. Each state must fully and carefully implement this policy. GI Bill managers are to follow this policy and subsequent directives from National Guard Bureau (NGB). Previous contracts executed in good faith according to and under previous ARNG Kicker policies remain in force under their original conditions.

**3. Overview.** The ARNG GI Bill Kicker is not an entitlement but an **additional benefit to the Montgomery GI Bill-Selected Reserve (MGIB-SR, Chapter 1606) or Montgomery GI Bill-Active Duty (MGIB-AD, Chapter 30)**. The purpose of this benefit is to encourage use of MGIB-SR or MGIB-AD for education, supplement that use, and encourage the retention of those Soldiers making use of those benefits. Soldiers must apply for and qualify to receive this additional benefit. Any Reserve Component (RC) Soldier who qualifies is able to establish kicker eligibility once in their military career. Soldiers who previously contracted for the Kicker in any RC and have not completed their initial 6-year obligation (as established in their Kicker contract) are not eligible to contract for this ARNG GI Bill Kicker. (The exception is the Soldier who transfers from the USAR to the ARNG without a break in service. They ARE eligible if they contract to complete their original six-year obligation.) Soldiers who contracted for the Kicker benefit in any RC and have completed the initial 6-year obligation are eligible to transfer their Kicker contract to the ARNG.

**4. Categories and Rates.** Unless the Service Member violates the terms of the contract, All ARNG GI Bill Kicker contract amounts are valid for the entire term of the contract regardless of future increases or decreases by National Guard Bureau (NGB). Current Categories and Rates for Applicant/Soldiers are shown in the chart below. (The enlisted kickers will receive a supplement to \$350 for those eligible for the Commissioning Kicker.)

<u>Category</u>	<u>Full-time</u>	<u>3/4Time</u>	<u>1/2Time</u>	<u>Less than 1/2Time</u>
Non-Prior Service (NPS) and Glossary Non-Prior Service (GNPS)	\$200	\$150	\$100	\$50
Prior Service (PS)	\$200	\$150	\$100	\$50
Current ARNG Soldier (Reenlist/Extend)	\$200	\$150	\$100	\$50

## ARNG-GSE

SUBJECT: Implementation Guidance for Army National Guard (ARNG) Montgomery G.I. Bill (MGIB) Kicker Program Policy Fiscal Year 2010

Commissioning Kicker (OCS/WOCS/ROTC/DC)	\$350	\$262	\$175	\$88
Officers (without Degrees)	\$200	\$150	\$100	\$50

**5. Recording.** Kicker contracts will contain an approved iMARC generated Kicker Control Number (KCN) from the GI Bill Manager. The iMARC generated Kicker control number and signatures will be included on the Kicker addendum for the Kicker to be valid. Kicker Control Numbers are only valid for the original request and if approved. No exceptions will be authorized.

### a. Reservation System

1. Applicants processed through Recruiter Temporary Reservation System (RTRS) before the state obtaining end strength mission, and have had an approved Kicker control number from iMARC may be authorized to receive a Kicker if otherwise qualified. Applicant must enlist within the date of request plus seven days of the RTRS reservation. No Exceptions. (Note: If the applicant does not qualify for the RTRS reservation for any reason and has to be renegotiated to another critical skill, the Kicker is no longer authorized. RRNCO must upload verification of the RTRS reservation into iMARC.)

2. Applicants not processed through RTRS and have an approved Kicker control number from iMARC prior to meeting end strength mission are not authorized to receive a Kicker if end strength mission is achieved at time of enlistment. No Exceptions.

b. Management of Critical Skill. Critical Skill (CS) MOS' are less than 80% filled at the state level. iMARC will manage this process through use of other applications monitoring reservations, vacancies and state end strength. Upon request for a Kicker control number in iMARC, all the available vacancies for CS MOS's will be shown depending on the search criteria and will be identified by the 840 management score. (Management scores below 840 will not be considered critical.) States, Territories, and the District of Columbia have the responsibility to load new force structure to be recognized at the state level to produce its vacancies in AUVS before Kickers can be authorized against those positions.

**6. Eligibility.** AGR and MilTechs are not eligible. Determining eligibility for the ARNG GI Bill Kicker is a two-part process: eligibility to contract for the benefit, and eligibility to receive the benefit.

### a. Eligibility for contracting.

#### 1. Eligibility requirements for all categories:

- Currently eligible for MGIB-SR or MGIB-AD
- Six-year military obligation signed on date of contract
- High school diploma or equivalent

2. Soldiers must also meet the specific criteria for the ARNG GI Bill Kicker category to qualify for contracting as specified below:

a. Non-Prior Service (NPS) or Glossary Non-Prior Service Applicants (GNPS), \$200 ARNG GI Bill Kicker Rate.

- (1) Test Score Category (TSC) I-III A (50 or higher)

ARNG-GSE

SUBJECT: Implementation Guidance for Army National Guard (ARNG) Montgomery G.I. Bill (MGIB) Kicker Program Policy Fiscal Year 2010

- (2) Critical Skill (CS) up to State's End Strength
- b. Prior Service (PS) Applicants, \$200 ARNG GI Bill Kicker Rate.
  - (1) Be DMOSQ for Critical Skill (CS) up to State's End Strength
  - (2) Pay Grade E-5 and below
- c. Current ARNG Soldier (Reenlist/Extend), \$200 ARNG GI Bill Kicker Rate.
  - (1) DMOSQ in any MOS regardless of State's End Strength
  - (2) Pay Grade E-5 and below
- d. OCS/WOCS/ROTC/DC, \$350 ARNG GI Bill Kicker Rate.
  - (1) **OCS** (09S)
    - (a) Completion of Phase 1 (OCS) up to 90 days after commissioning (After 90 days Soldier will be categorized as "Officers without Degrees", \$200)
    - (2) **WOCS** (09W) Completion of WOCS up to 90 days after appointment
    - (3) **ROTC** (09R)
      - (a) Completion of Military Science (MS) 2, 3, or 4
      - (b) Simultaneous Membership Program (SMP) contract
    - (4) **DC (Direct Commission)**
      - (a) 2<sup>nd</sup> Lieutenant to Captain
      - (b) Up to ninety (90) days after commissioning
  - e. Officers (without Degrees), \$200 ARNG GI Bill Kicker Rate.
    - (1) Lieutenants (2<sup>nd</sup> and 1<sup>st</sup>)
    - (2) Anytime after the 91<sup>st</sup> day of commissioning
    - (3) Does not already hold a bachelors degree or higher

b. Eligibility to receive the benefit.

  - 1. Must be eligible to receive MGIB (SR, AD, REAP, or Post 9/11)
  - 2. Military Training MOSQ (IADT or OBC)
  - 3. Satisfactory Participant in the Select Reserves

## ARNG-GSE

**SUBJECT:** Implementation Guidance for Army National Guard (ARNG) Montgomery G.I. Bill (MGIB) Kicker Program Policy Fiscal Year 2010

4. Not in a Mil Tech position
5. Not currently in an AGR position

### 7. Contract Requirements.

a. Eligible Soldiers enlisting/reenlisting/extending for the ARNG GI Bill Kicker will complete the ARNG GI Bill Kicker contract (NGB Form 5435) on the date of their enlistment/reenlistment/extension. After-the-fact contracts are not authorized. Contracts can be found on Guard Knowledge Online (GKO), Publication and Forms Library.

b. OCS/WOCS/SMP will sign the ARNG GI Bill Kicker contract and six-year reenlistment/extension and upon commissioning will sign an OSA (DA Form 5447-R) in which they agree to serve in the ARNG for the remainder of their six-year obligation. After-the-fact contracts are not authorized. Contracts can be found on Guard Knowledge Online (GKO), Publication and Forms Library and the OSA can be found on the iMARC Information Center.

c. Eligible Officers applying for the ARNG GI Bill Kicker must sign an ARNG GI Bill Kicker contract and an OSA agreeing to serve in the ARNG for a period of six years. After-the-fact contracts are not authorized. Contracts can be found on Guard Knowledge Online (GKO), Publication and Forms Library and the OSA can be found on the iMARC Information Center.

**8. Control Numbers.** The State GI Bill Manager will validate the control number generated in iMARC for each ARNG GI Bill Kicker contract. The State GI Bill Manager must verify that the position vacancy is available and that the eligibility criteria for the specific GI Bill Kicker category have been met.

**9. Reporting Requirements.** Accurate reporting of ARNG GI Bill Kicker information is a mandatory requirement of the Army Auditing Agency (AAA). iMARC is the official Education and Incentive data tracking system for the ARNG. States have a mandatory requirement to enter ARNG GI Bill Kicker contract information into the management system upon the request for a control number, which is to be done prior to enlisting/reenlisting/extending or signing an OSA. To gain access to iMARC, contact your State Education Services officer or go to: <https://minuteman.ngb.army.mil/unsecured/akologin.aspx> and use your CAC to login. Then select "iMARC Live" from the menu on the left and follow the prompts.

a. Status changes. The State GI Bill Manager is responsible for managing the various status changes which occur to a Soldier's ARNG GI Bill Kicker. GI Bill Managers will promptly enter accurate status changes into the Personnel Data System in order to meet statutory requirements. The GI Bill Manager must use iMARC on a daily basis and become familiar with its various management functions so that it will help to identify, record, and track ARNG GI Bill Kicker status changes. The status changes are as follows:

1. Ineligible.
  - a. Soldier has not met the criteria in para 6a.
  - b. Mil Tech
  - c. AGR
  - d. RFP, GED Plus, or Patriot Academy enlistment

**ARNG-GSE**

**SUBJECT: Implementation Guidance for Army National Guard (ARNG) Montgomery G.I. Bill (MGIB) Kicker Program Policy Fiscal Year 2010**

2. Eligible. Soldier meets the criteria described in para 6a.

3. Suspension. Suspend Soldier's benefits for any of the following:

a. Leaves the Selected Reserve (SR). A period of absence shall not exceed three years for missionary service and one year for all other circumstances. Soldiers may transfer to the Individual Ready Reserve (IRR), or the Inactive National Guard, Active Component, or civilian life one time during their military career.

b. Enters Active Duty in an Active Guard and Reserve (AGR) status. NOTE: GI Bill Managers will review AGR records for enrollment in the MGIB-AD Program.

c. Becomes a potential unsatisfactory participant. Unsatisfactory participants are Soldiers who receive 9 or more unexcused absences in a one-year period or one unexcused absence from Annual Training, pending final determination from their unit commander.

d. Is a recipient of a Dedicated Army Guard Scholarship of Reserve Officer Training Corps Scholarship.

e. Accepts a full-time MilTech position.

4. Reinstatement. Reinstate Soldiers with their benefits for the following reasons:

a. Soldier returns to active participant status and extends his/her contractual obligation for a period equal to or greater than the period of the absence from the RC. Soldier's break is not to exceed three years for missionary service or a one-time one year absence for all other circumstances. Extension/ Re-enlistment must be completed within 30 days of returning to an active participant status.

b. Soldiers that have completed the 6-year service obligation prior to the period of suspension do not have a requirement to extend for the period they were in a non-available status.

c. AGR who returns to an ARNG Participant status. Soldier must extend for the period of time they were AGR equal to 6 years if they have not already completed their 6-year contract prior to entering the AGR program.

d. Determined a satisfactory participant through the appeal process or command decision.

e. Soldier returns to position and unit where he/she received their ARNG GI Bill Kicker. This includes Soldiers who return from Federal Technician status providing he/she meet the criteria for the kicker.

f. Soldier reinstates once the Dedicated Guard Scholarship is complete.

5. Transfers.

a. As long as the service member has met all the requirements to qualify for their originally contracted kicker MOS prior to a transfer, regardless of new MOS/Unit/State, then the Kicker remains valid.

b. If the transfer is prior to the completion of their MOS, the member must stay or find another valid Critical Skill or condition that would meet the current criteria to qualify for a Kicker contract or the contract will be terminated.

## ARNG-GSE

SUBJECT: Implementation Guidance for Army National Guard (ARNG) Montgomery G.I. Bill (MGIB) Kicker Program Policy Fiscal Year 2010

c. Involuntary transfer/reassignment with ARNG. ARNG Soldiers involuntarily transferred or reassigned within or between ARNG units as a direct result of MOS reclassification, transfer to another position or unit at the convenience of the government or unit deactivation, reorganization or relocation will retain their Kicker. When a change in MOS results, a Soldier has 24 months to become qualified in the new MOS.

6. Termination. Soldiers are no longer eligible to receive benefits and RC will NOT reinstate benefits if one of the following apply:

a. Terminate suspended Soldier who "fails to re-affiliate" before the end of the authorized non-availability period (36 months for missionary and 12 months for non-missionary). If Soldiers have completed their 6-year contract no recoupment action is necessary. However, if the Soldier did not execute the full 6-year contract, there will be recoupment upon termination.

b. Terminate Soldiers for a second break in service.

c. Terminate suspended Soldier that re-affiliates but has not completed their 6-year obligation and "fails to reenlist or extend" within 30 days of returning for a period equal to or greater than the period of absence. If Soldiers have completed their 6-year contract, no recoupment is necessary. However, if Soldiers did NOT execute the full 6-year contract, there will be recoupment upon termination.

d. Terminate Soldiers determined as an unsatisfactory participant after the appeal process. If Soldiers have completed their 6-year contract, no recoupment is necessary. However, if Soldiers did NOT execute the full 6-year contract, there will be recoupment upon termination.

e. Terminate deceased Soldiers without recoupment.

f. Reserve Component (RC) that Soldier transfers to would terminate Kicker based on their policy. ARNG GI Bill Kicker will terminate after Soldier has not returned after one year (three if for missionary service.)

g. Failure to qualify for the new MOS (in the case of an involuntary transfer/reassignment) within 24 months will terminate the Kicker with recoupment.

b. Recoupment. Soldiers who receive ARNG GI Bill Kicker payments and lose entitlement status due to unsatisfactory participation or non-completion of 6-year military service obligation *may* be required to refund part of the education assistance received *plus* accrued interest. The recoupment will be according to the formula prescribed in instructions published by the DoD and DVA.

### 10. Period of eligibility.

a. Benefits End Date. Soldiers remain eligible for the ARNG GI Bill Kicker *as long as* they remain drilling and meet the eligibility criteria of their contract or until entitlement is exhausted.

b. Mobilization Extension. The ARNG GI Bill Kicker payments correlate with payment of the Soldiers' GI Bill (MGIB-SR) benefit. If MGIB-SR eligibility is extended beyond the members ETS due to a mobilization, the Kicker will be extended for the same period of mobilization *plus* four months.

ARNG-GSE

SUBJECT: Implementation Guidance for Army National Guard (ARNG) Montgomery G.I. Bill (MGIB) Kicker Program Policy Fiscal Year 2010

c. Medical. Kicker eligible Soldiers who are medically discharged from the ARNG due to a disability incurred through no misconduct of the Soldier, will remain eligible for Kicker benefits for 14 years from their original date of eligibility.

d. Termination. Soldiers lose their eligibility for benefits the date of termination and will not be reinstated.

11. **Duplication of benefits.** State GI Bill Managers are, in effect, fiscal agents of the US Government and responsible for insuring applicants are not receiving duplication of federal funds in contradiction of US law and per NGB guidance. Soldiers may use the ARNG GI Bill Kicker in addition to other funding sources (i.e. Federal Tuition Assistance, GI Bill programs, Loan programs, State-funded programs, etc.) to fund their educational expenses based on the following limitations:

a. State-funded programs have no relevance on GI Bill Programs and should not be a factor in determining federal funding, pending any State laws or directives. Soldiers may simultaneously use State-funded programs and federal benefits, unless respective State law directs otherwise.

b. Student Loan Repayment Program (SLRP) is an education incentive which has no relevance on receiving funds from the ARNG GI Bill Kicker or other GI Bill Programs. ***Soldiers are eligible to receive this incentive, providing they meet the criteria of the Selected Reserve Incentive Program Policy Guidance.***

c. Traditional ARNG Soldiers (NOT on Active Duty) may combine programs if they qualify. Following are some examples:

1. Guaranteed Reserve Forces Duty (GRFD) ROTC Scholarship **and** ARNG GI Bill Kicker **and either** the MGIB-SR *or* the Reserve Education Assistance Program (REAP/Ch 1607) *or* the MGIB-AD.

2. Dedicated ARNG ROTC Scholarship **and** MGIB-AD (if they obtained this MGIB-AD while previously on Active Duty) **and** ARNG GI Bill Kicker.

3. ARNG Federal Tuition Assistance **and** ARNG GI Bill Kicker **and either** the MGIB-SR *or* the Reserve Education Assistance Program (REAP/Ch 1607) provided the Soldier is attending school half-time or more.

4. Federal Tuition Assistance **and** MGIB-AD **and** ARNG GI Bill Kicker.

5. MGIB-AD **and** ARNG GI Bill Kicker.

6. Federal Tuition Assistance **and either** the MGIB-SR *or* the REAP/Ch 1607 provided the Soldier is attending school half-time or more.

7. Post 9/11 GI Bill **and** ARNG GI Bill Kicker **and** Federal Tuition Assistance.

d. Active Guard/Reserve (AGR) Soldiers:

1. Can't use REAP with FTA. Soldier must choose one or the other.

2. Ch 1606 is suspended while AGR.

ARNG-GSE

SUBJECT: Implementation Guidance for Army National Guard (ARNG) Montgomery G.I. Bill (MGIB) Kicker Program Policy Fiscal Year 2010

3. Ch 30 can be used as a top-up.

**12. Benefits.**

a. The Department of Veterans Affairs (DVA) administers monthly payments for the ARNG GI Bill Kicker program. Soldiers eligible for the ARNG GI Bill Kicker will receive their payments in conjunction with their GI Bill basic benefits and only as long as they have GI Bill Basic benefits remaining. All ARNG GI Bill Kicker contract amounts are valid for the entire term of the contract regardless of future increases or decreases.

b. Thirty-six (36) months of benefits. Soldiers have up to 36 months of full-time benefits under the ARNG GI Bill Kicker *if* they are a full-time student (72 months if they are attending school at half-time. Example: the \$350 Kicker translates into \$175/month for attending school half-time. )

**13. Helpful resources.**

a. Additional information about GI Bill education benefits can be found on the Department of Veterans Affairs (DVA) Education Assistance programs at:

1. DVA website: <http://www.gibill.va.gov>
2. DVA Education hotline: 1.888. GI Bill-1 (1.888.442.4551)

b. Questions about National Guard GI Bill education benefits can be directed to the GI Bill support team:

1. [Gibill@pec.ngb.army.mil](mailto:Gibill@pec.ngb.army.mil)
2. 1.866.628.5999

**14. Point of contact.** Point of contact for this policy is MAJ Jeremy Serafin, ARNG GI Bill Program Manager at [jeremy.serafin@us.army.mil](mailto:jeremy.serafin@us.army.mil) or 703.607.7907 (DSN 329.7907) *or* the GI Bill Support Team listed above. Point of contact for in-processing and facilitating eligibility/status changes is the responsibility of each respective state GI Bill Manager. To locate the state GI Bill Manager go to: [education.ng.mil](http://education.ng.mil), click on the map, then click on the respective state.

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