

It is the policy of the Minidoka County Joint School District #331 to hire and retain a highly qualified, fully certified teaching and administrative staff. ~~The Federal government is supporting this effort nationwide by providing financial support through Title IIA funds. Some of the Title IIA funds are to be used for the express purpose of recruiting and retaining highly qualified staff.~~ The Minidoka County Joint School District #331 ~~will~~ may use a portion of their Title IIA funds to ~~support staff members in their efforts to become or remain highly qualified~~ improve the quality and effectiveness of teachers, principals, and other school leaders.

**Provisions:**

When Title IIA funds are used for tuition reimbursement purposes, ~~Th~~the following provisions will govern the use of ~~Title IIA~~ those funds for tuition reimbursement in the Minidoka County Joint School District #331:

**Reimbursement Criteria:**

- ~~1. Employees will submit a signed study plan from the college or university with which they are working to earn an advanced degree or a Title IIA Professional Development/Education Plan (542.60F Employee Tuition Reimbursement Form). Only coursework listed on an approved plan will be eligible for reimbursement.~~
- ~~2.1.~~ 2.1. Classified employees ~~will only~~ may be reimbursed for coursework that leads to a teaching degree/certification or special education certification.
- ~~3.2.~~ 3.2. The District will provide reimbursement only after submission of a printed receipt indicating tuition has been paid AND a transcript indicating a grade in the course of a C or better.
- ~~4. Employees may receive a maximum of \$2500 per year to help with the costs of tuition as determined by the District's Title IIA Tuition Reimbursement Committee.~~
- ~~5. If the amount of money requested for reimbursement for tuition exceeds the amount budgeted for that allocation period, then the money will be pro-rated and distributed accordingly among the requests for that allocation period.~~

**Repayment Criteria:**

- ~~1. The District will provide the assistance described above with the understanding that employees receiving assistance from Title IIA funds will continue to work in the District for at least two years following the last year in which Title IIA assistance was received. This requirement is strictly contingent upon the availability of a position within the district. **THIS REQUIREMENT DOES NOT IN ANY WAY GURARANTEE CONTINUED EMPLOYMENT WITH THE DISTRICT.**~~
- ~~2. If the employee voluntarily leaves the District during the first year following the last year reimbursement was received, the employee will return to the District the full amount of reimbursement you received. If the employee voluntarily leaves after one full year, but prior to completing their second year of service in the District, they will return one half of~~

~~the reimbursement received. Such payment or payment arrangements shall be made within thirty (30) days following their voluntary termination of employment.~~

This policy will become effective upon adoption, and will remain in effect as long as the District continues to receive Title IIA funds for the purpose of [improving the quality and effectiveness of teachers, principals, and other school leaders.](#)

~~3.1. \_\_\_\_\_ recruiting and retaining a highly qualified staff.~~



**LEGAL REFERENCE:**

**ADOPTED: October 22, 2004**

**AMENDED/REVISED: February 23, 2015**

**REFER TO FORM 542.60F**