

**The Gray Charter School  
Board of Trustees  
Policy**

**Tuition Reimbursement**

**P2010**

**The Board of Trustees**

The Gray Charter School's mission statement aims to "provide the best possible education...that affirms academic achievement" and that a "solid foundation must be built for a lifetime of learning." Providing the best possible education means providing the best possible educators. This can only be achieved by attracting and keeping the highest quality teacher.

While The Gray Charter School is an excellent learning environment with the small class sizes and supportive and dedicated staff and administration, the Board of Trustees is aware that it is a challenge to keep quality teachers because public schools offer additional benefits such as job security, competitive salaries and tuition reimbursement.

One way of attracting high quality teachers would be to offer tuition reimbursement. Continuing education for teachers provides many benefits to the students and its educators. By continuing their education, teachers have a command of the most current curriculum trends, instructional assessment strategies, and a stronger knowledge base in their subject matter. By continuing on for a higher education, this provides teachers with a newer approach in education which is in keeping with the charter school mentality.

This tuition reimbursement policy will be based upon many factors such as teacher performance and dedication to school.

The following guidelines will be used for this program:

- a. Selection for this program will lie with the Executive Director of the school.
- b. Teachers must be employed at the school 2 years before they can apply.
- c. No more than 4 teachers per semester will enter the program
- d. Reimbursement will be at 80% of the course costs, not to include registration.
- e. There is a maximum amount of \$1000.00 per course per teacher per semester reimbursement.
- f. You must achieve a "B" average or better.
- g. You must commit to the year following this reimbursement or pay back the monies.

**B.P. 2010**

Adopted: September 2003