

- I. All employees shall be provided opportunities for professional growth and development through participation in staff development activities.
- II. A teacher who is fully certified and teaching dual enrollment classes within their area of certification, who is required by the Federal Government, Florida Department of Education, or a certification agency to complete additional course work to maintain their certification will be entitled to reimbursement of tuition for required courses by the Calhoun County School Board, providing the following conditions are met.
 - A. Any teacher, who is required to seek certification, as stated above, must receive district approval prior to starting course work.
 - B. The teacher must receive a minimum grade of 'B' for each course for which they are to receive reimbursement.
 - C. The teacher must sign a letter of commitment agreeing to teach a minimum of 2 years after the last course is completed for which reimbursement is received. In the event a teacher leaves the district prior to the end of the 2-year commitment they will be required to reimburse the district for all tuition assistance they received. Should a teacher terminate employment under extenuating circumstances, the school board will make the decision concerning reimbursement on a case-by-case basis.
 - D. The teacher must not receive reimbursement or be eligible to receive reimbursement from scholarships, grants, fellowships, or reimbursement from any other source.
 - E. Coursework shall be done in-state at the most efficient, least expensive manner possible. The necessity of out-of-state coursework will be considered on a case-by-case basis.

STATUTORY AUTHORITY:**1001.41, 1012.22, 1012.23, F.S.****LAW(S) IMPLEMENTED:****1001.43, 1012.22, 1012.27,
1012.38, 1012.583, 1012.98, 1012.985, F.S.****HISTORY:****ADOPTED: 6/12/2007
REVISION DATE(S): 5/11/2021
FORMERLY:**