

Adopted: August 3, 2008
Reviewed: November 8, 2024

UBAH ACADEMY

Tuition Reimbursement (400B)

I. PURPOSE

Tuition Reimbursement provides full-time teachers and educational assistants assistance in the pursuit of any degree or certification that will enhance the employee's ability to fulfill the requirements of his/her present position, or to better prepare him/her to assume the responsibilities of a new position with Ubah Academy.

II. GENERAL STATEMENT OF POLICY

- A. In order to be eligible for reimbursement, the employee must complete and submit the Request for Tuition Reimbursement Form to the director. The director will review and certify the course for which the employee is applying to ensure it meets specified criteria. The request will be returned to the employee with a notation of approval or disapproval within 10 working days. If the request is not approved, an explanation will be included.
- B. The course(s) taken must be from accredited colleges and universities specializing in job or career-related education and training.
- C. The maximum reimbursement for all courses of study will not exceed \$1,000.00 for teachers and \$500.00 for educational assistants in an academic school year.
- D. Any courses taken from June 1 – August 31 must be pre-approved by the director before June 1 of that year. Any employees who take courses without pre- approval may be denied of tuition reimbursement.
- E. Ubah Academy will reimburse the employee upon receiving a Request for Tuition Reimbursement, a copy of his/her Official Final Grade Report, and the receipt verifying the actual tuition paid. All grades and proof of payment must be submitted to the director within 30 days of completing the course.
- F. Tuition and eligible fees are not reimbursable when employees:
 - 1. receive duplicate or comparable fees from another institution or agency, grant, scholarship, Veterans' Education Benefit, or other financial aid; or
 - 2. voluntarily terminate employment, or are terminated for cause prior to course completion, or
 - 3. have not received advanced approval, particularly those associated with a degree program.