

**REIMBURSEMENT OF TRAINING AND EDUCATIONAL EXPENSES, AND PAYMENT
OF SALARY INCENTIVES AND SALARY SUPPLEMENTS TO EMPLOYEES**

The Board recognizes the importance of a properly trained staff in order for students to achieve and excel. To the extent allowed by law and in an effort to further its recruitment, retention, and professional development efforts, the Board authorizes the superintendent to expend appropriate federal funds, and other available funds including, but not limited to, Title I, exceptional education, and grant funds expressly so designated to reimburse training and educational expenses for its employees and pay salary incentives and salary supplements to its employees. These salary supplements, incentives, or training and educational expenses shall not become part of the local supplement as defined in Miss. Code Ann. §37-1515(o), shall not become part of the local supplement paid to individual teachers for the purposes of Miss. Code Ann. §37-19-7(1), and shall not become part of the individual teacher's or employee's district salary. Employees who receive salary supplements from grants or who work in grant supported areas must complete a Personnel Action Report to account for grant funds in accordance with applicable federal, state, and/or district procedures and regulations. Employees who receive salary supplements from grants or work in grant supported areas will no longer continue to receive those funds or work in grant supported areas once the original grant source becomes unavailable or is depleted. Mississippi Adequate Education Program funds cannot be used for salary incentives or salary supplements as provided herein.

It is the Board's expectation and desire that employees who take advantage of this policy remain with the district for a minimum of three (3) years beyond receipt of certification. In the event a teacher gives a three-year commitment and leaves before the expiration of the commitment, the teacher will be expected to reimburse the district a pro rata portion of the tuition costs relative to the amount of time remaining in the three-year commitment. The Board may also petition the Mississippi Department of Education to suspend the teacher's license. The superintendent or designee is authorized to promulgate regulations to implement this policy.

SOURCE: Miss. Code Ann. §37-151-5(o); 37-19-7(1); 37-7-301(mm)

DATE: September 20, 2004

September 21, 2010

October 15, 2019

REVIEWED: December 6, 2016

July 20, 2017

September 18, 2018

September 3, 2019

September 17, 2019