

REIMBURSEMENT AGREEMENT FOR TEACHING OPPORTUNITY ABROAD

Whereas, the Newport Independent Schools (hereinafter “District”) is desirous of assisting employees who commit to teaching abroad during their employment with the District;

Whereas, this Agreement is entered into between the parties, as an ancillary agreement. This Agreement shall not alter and/or amend any statutory or other rights set by Kentucky and/or any other applicable law;

Whereas, this Agreement provides for financial incentive to help fund teaching opportunities stateside or abroad following that certain criteria are met by participating Employees of the District;

Whereas, this Agreement is available to any Employee of District who commits to completing one (1) year of service for the District after they return from the trip for each \$1,000 that the Newport Board of Education funded;

Whereas, the Newport Board of Education may award up to \$3,000 per Employee.

Whereas, only two District Employees may appeal to the Board for funding each year.

It is Therefore Agreed as Follows:

This Reimbursement Agreement is entered into between _____
(hereinafter “Employee”) and the Newport Board of Education.

TERMS OF AGREEMENT:

The District agrees to reimburse two Employees each year up to \$3,000 each for participating in an opportunity to teach abroad, as an incentive to encourage Employees to participate. No Employee shall be entitled to an excess of \$3,000 in reimbursement per year. Only two (2) Employees per year may appeal to the Board for funding. Staff members who are selected are required to commit to completing one (1) year of service with the District after they return from teaching abroad for each of the \$1,000 that the Newport Board of Education funded.

To receive the Reimbursement herein, the Employee must receive approval from the Superintendent before enrolling in any program. Employees must also reach one year of employment before they can participate in agreement.

The Employee, in exchange for the reimbursement provided herein, agrees to continue to provide services to the District through employment with the District for a period of one (1) year commencing with the following school year, after payment of the last amount of reimbursement funds. For example, an employee, who receives \$3,000 in reimbursement funds during the 2024-2025 school, will agree to continuous employment from the 2025-2026 school year to the 2027-2028 school year. The Parties agree that the one (1) year commitment for every \$1,000 in funds

set forth herein applies regardless of the number of prior years the Employee received reimbursement funds as set forth herein.

The reimbursement agreement set forth herein, shall only apply after the Employee returns from teaching abroad and while the Employee is an employee of the District.

Should the Employee fail to complete the one (1) year commitment set forth herein, the Employee shall repay the District all reimbursement fund amounts paid to the Employee by the District regardless of whether one (1) year has lapsed for any reimbursement fund year.

This Agreement shall not constitute any agreed upon term of employment, termination and/or discipline. If an employee shall leave the district by resignation and/or termination, all outstanding amounts set forth herein, shall be due and owing. Should legal action be required for collection, the District shall be entitled to all attorney's fees/costs in pursuing.

The Employee acknowledges that this Agreement may be placed in their personnel or other similar file and that the District may provide a copy of or inform any prospective employer who may make inquiry to the District regarding the Employee. The Employee acknowledges and agrees to advise any prospective employer of the existence of this Agreement, including the one (1) year commitment and the District's rights under this Agreement.

The Parties agree that should either party breach this Agreement, the prevailing party shall be entitled to both attorney's fees and costs, which shall include any monetary award paid at the statutory judgement rate from the date of breach.

So Agreed this ____ day of _____, 2024.

Employee

Ramona Malone, Board Chair