

TUITION REIMBURSEMENT AGREEMENT

This Tuition Reimbursement Agreement is made and entered into between the Teacher identified below and the Allen County School District ("District").

Whereas, Kentucky has adopted a tiered teacher certification structure that requires educators to complete continuing education while working towards advanced licensure ranks. New teachers who completed a four-year program will earn Rank III status and must complete ongoing education within a set timeframe to advance to Rank II. Rank I is the highest licensure rank and is earned by completing an approved master's degree and 30 semester hours of graduate work or continuing education. Earning National Board Certification will also move a teacher to Rank I. Kentucky's Education Professional Standards Board ("EPSB") has recently removed the requirement for teachers to earn Rank II through an EPSB-approved master's degree program, and the Kentucky Administrative Regulations now state that districts can develop their own Continuing Education Option for licensure rank change and certificate renewal.

Whereas, Amanda Spears (the "Teacher") has recently completed a Rank Change Program and has expressed an interest in the Tuition Reimbursement Program.

Whereas this Agreement is entered into between District and Teacher, as an ancillary agreement, mindful that KRS 161.730 provides for both limiting and continuing contracts for the District's teachers. This Agreement shall not alter and/or amend any statutory or other rights set for by Kentucky Teacher Tenure law or other; and

Whereas, this Agreement sets forth the respective financial obligations between the Parties for the costs associated with Teacher's completion of an approved Rank Change Program and Teacher's commitment to remain employed with the District in exchange for the District's payment of a portion of the fees paid for Program.

Whereas, this agreement is made in accordance with and contingent upon the action of the Allen County Board of Education to be taken at a special called meeting on August 26, 2024.

Now, Therefore, Teacher and the Allen County School District Agree as Follows:

TERMS OF AGREEMENT:

A. As of the date of this Agreement, the cost of the Rank Change Program varied per participant (the "**Program Tuition**") and institution or CEO Option. The District agrees to reimburse for the Program Tuition based upon completion year, in the amount of

- \$4,000 (completed during the 2023 - 2024 school year)
- \$3,000 (completed during the 2022 - 2023 school year)
- \$2,000 (completed during the 2021 - 2022 school year)
- \$1,000 (completed during the 2020 - 2021 school year)

on behalf of Teacher ("**Tuition Subsidy**"). Upon receipt of proof of completion from Teacher, the District will remit reimbursement in the amount of the Tuition Subsidy directly to Teacher.

B. Teacher, in exchange for the Tuition Subsidy provided herein, agrees to continue to provide teaching or other district-approved educational services to the District for a period of

- 4 Years (completed during the 2023-2024 school year)
- 3 Years (completed during the 2022-2023 school year)
- 2 Years (completed during the 2021-2022 school year)
- 1 Year (completed during the 2020-2021 school year)

following Teacher's reimbursement.

C. Should Teacher fail to complete the commitment set forth in Section B of this Agreement, Teacher shall repay the Tuition Subsidy to the District in full.

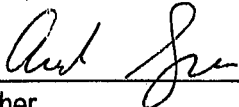
D. The Parties agree that this Agreement shall not constitute any agreed upon term of employment, termination and/or discipline, all of which shall be governed by KRS 161.730. Should Teacher be terminated for cause and/or non-renewed on a limited contract, any amounts due herein shall be forgiven, unless Teacher proceeds with a Tribunal Hearing, for which if the District prevails, Teacher shall be liable for the amounts owed herein.

E. Teacher 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 Teacher. Teacher acknowledges and agrees to advise any prospective employer of the existence of this Agreement, including the four (4) year commitment and the District's rights under this Agreement.

The Parties agree that should either breach this Agreement, the prevailing party shall be entitled to both attorney's fees and costs. Interest on any monetary award shall

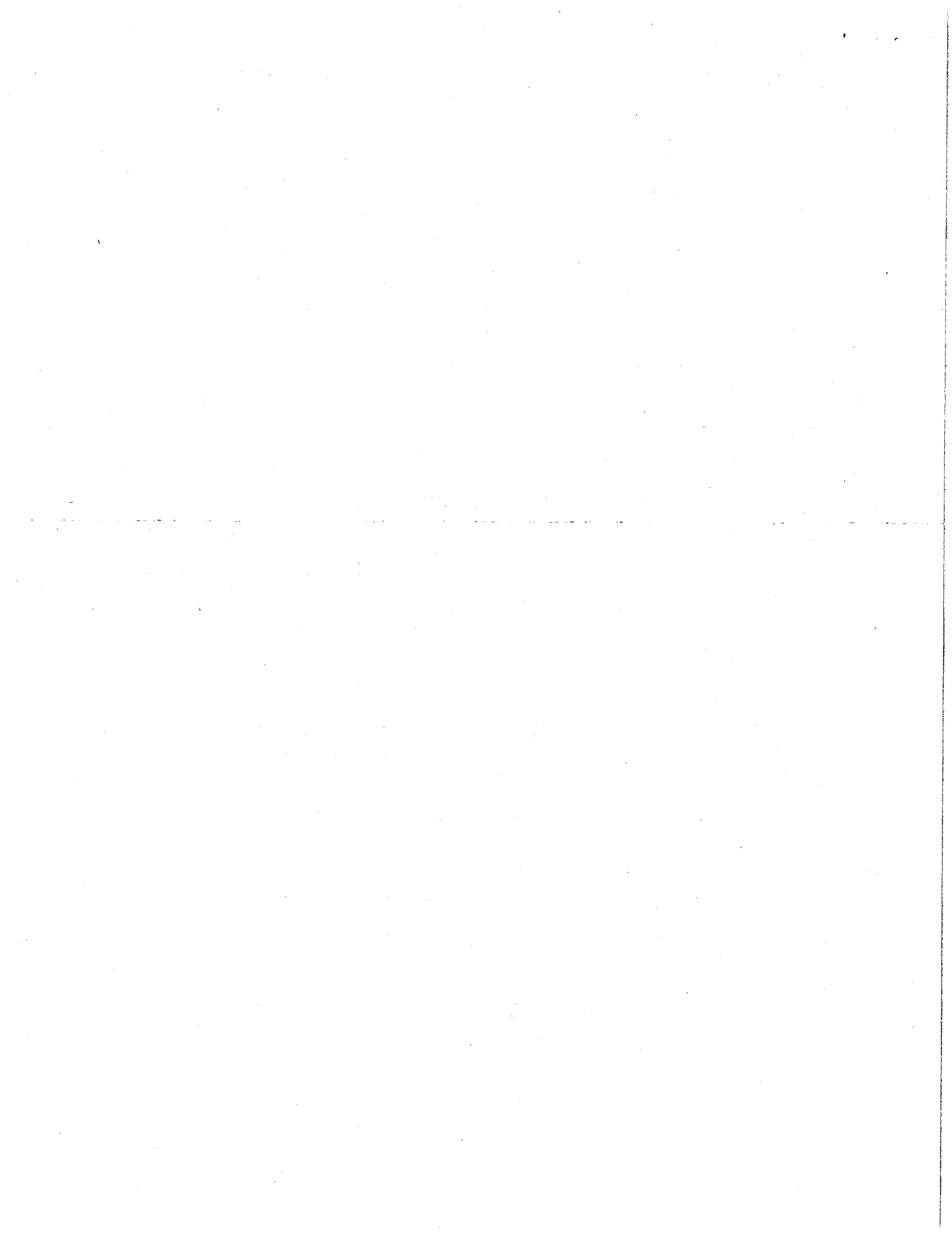
be paid at the statutory judgment rate from the date of breach, regardless of the date of adjudication.

So Agreed this 20th day of August, 2024.



Teacher

Superintendent



TUITION REIMBURSEMENT AGREEMENT

This Tuition Reimbursement Agreement is made and entered into between the Teacher identified below and the Allen County School District ("District").

Whereas, Kentucky has adopted a tiered teacher certification structure that requires educators to complete continuing education while working towards advanced licensure ranks. New teachers who completed a four-year program will earn Rank III status and must complete ongoing education within a set timeframe to advance to Rank II. Rank I is the highest licensure rank and is earned by completing an approved master's degree and 30 semester hours of graduate work or continuing education. Earning National Board Certification will also move a teacher to Rank I. Kentucky's Education Professional Standards Board ("EPSB") has recently removed the requirement for teachers to earn Rank II through an EPSB-approved master's degree program, and the Kentucky Administrative Regulations now state that districts can develop their own Continuing Education Option for licensure rank change and certificate renewal.

Whereas, Gretchin Reagan (the "Teacher") has recently completed a Rank Change Program and has expressed an interest in the Tuition Reimbursement Program.

Whereas this Agreement is entered into between District and Teacher, as an ancillary agreement, mindful that KRS 161.730 provides for both limiting and continuing contracts for the District's teachers. This Agreement shall not alter and/or amend any statutory or other rights set for by Kentucky Teacher Tenure law or other; and

Whereas, this Agreement sets forth the respective financial obligations between the Parties for the costs associated with Teacher's completion of an approved Rank Change Program and Teacher's commitment to remain employed with the District in exchange for the District's payment of a portion of the fees paid for Program.

Whereas, this agreement is made in accordance with and contingent upon the action of the Allen County Board of Education to be taken at a special called meeting on August 26, 2024.

Now, Therefore, Teacher and the Allen County School District Agree as Follows:

TERMS OF AGREEMENT:

- A. As of the date of this Agreement, the cost of the Rank Change Program varied per participant (the "**Program Tuition**") and institution or CEO Option. The District agrees to reimburse for the Program Tuition based upon completion year, in the amount of
- \$4,000 (completed during the 2023 - 2024 school year)
 - \$3,000 (completed during the 2022 - 2023 school year)
 - \$2,000 (completed during the 2021 - 2022 school year)
 - \$1,000 (completed during the 2020 - 2021 school year)

on behalf of Teacher ("**Tuition Subsidy**"). Upon receipt of proof of completion from Teacher, the District will remit reimbursement in the amount of the Tuition Subsidy directly to Teacher.

- B. Teacher, in exchange for the Tuition Subsidy provided herein, agrees to continue to provide teaching or other district-approved educational services to the District for a period of
- 4 Years (completed during the 2023-2024 school year)
 - 3 Years (completed during the 2022-2023 school year)
 - 2 Years (completed during the 2021-2022 school year)
 - 1 Year (completed during the 2020-2021 school year)

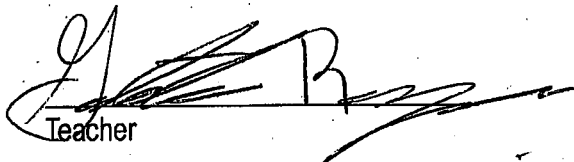
following Teacher's reimbursement.

- C. Should Teacher fail to complete the commitment set forth in Section B of this Agreement, Teacher shall repay the Tuition Subsidy to the District in full.
- D. The Parties agree that this Agreement shall not constitute any agreed upon term of employment, termination and/or discipline, all of which shall be governed by KRS 161.730. Should Teacher be terminated for cause and/or non-renewed on a limited contract, any amounts due herein shall be forgiven, unless Teacher proceeds with a Tribunal Hearing, for which if the District prevails, Teacher shall be liable for the amounts owed herein.
- E. Teacher 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 Teacher. Teacher acknowledges and agrees to advise any prospective employer of the existence of this Agreement, including the four (4) year commitment and the District's rights under this Agreement.

The Parties agree that should either breach this Agreement, the prevailing party shall be entitled to both attorney's fees and costs. Interest on any monetary award shall

be paid at the statutory judgment rate from the date of breach, regardless of the date of adjudication.

So Agreed this 20th day of August, 2024.


Teacher

Superintendent

TUITION REIMBURSEMENT AGREEMENT

This Tuition Reimbursement Agreement is made and entered into between the Teacher identified below and the Allen County School District ("District").

Whereas, Kentucky has adopted a tiered teacher certification structure that requires educators to complete continuing education while working towards advanced licensure ranks. New teachers who completed a four-year program will earn Rank III status and must complete ongoing education within a set timeframe to advance to Rank II. Rank I is the highest licensure rank and is earned by completing an approved master's degree and 30 semester hours of graduate work or continuing education. Earning National Board Certification will also move a teacher to Rank I. Kentucky's Education Professional Standards Board ("EPSB") has recently removed the requirement for teachers to earn Rank II through an EPSB-approved master's degree program, and the Kentucky Administrative Regulations now state that districts can develop their own Continuing Education Option for licensure rank change and certificate renewal.

Whereas, Shelley Cook (the "Teacher") has recently completed a Rank Change Program and has expressed an interest in the Tuition Reimbursement Program.

Whereas this Agreement is entered into between District and Teacher, as an ancillary agreement, mindful that KRS 161.730 provides for both limiting and continuing contracts for the District's teachers. This Agreement shall not alter and/or amend any statutory or other rights set for by Kentucky Teacher Tenure law or other; and

Whereas, this Agreement sets forth the respective financial obligations between the Parties for the costs associated with Teacher's completion of an approved Rank Change Program and Teacher's commitment to remain employed with the District in exchange for the District's payment of a portion of the fees paid for Program.

Whereas, this agreement is made in accordance with and contingent upon the action of the Allen County Board of Education to be taken at a special called meeting on August 26, 2024.

Now, Therefore, Teacher and the Allen County School District Agree as Follows:

TERMS OF AGREEMENT:

- A. As of the date of this Agreement, the cost of the Rank Change Program varied per participant (the "**Program Tuition**") and institution or CEO Option. The District agrees to reimburse for the Program Tuition based upon completion year, in the amount of
- \$4,000 (completed during the 2023 - 2024 school year)
 - \$3,000 (completed during the 2022 - 2023 school year)
 - \$2,000 (completed during the 2021 - 2022 school year)
 - \$1,000 (completed during the 2020 - 2021 school year)

on behalf of Teacher ("**Tuition Subsidy**"). Upon receipt of proof of completion from Teacher, the District will remit reimbursement in the amount of the Tuition Subsidy directly to Teacher.

- B. Teacher, in exchange for the Tuition Subsidy provided herein, agrees to continue to provide teaching or other district-approved educational services to the District for a period of
- 4 Years (completed during the 2023-2024 school year)
 - 3 Years (completed during the 2022-2023 school year)
 - 2 Years (completed during the 2021-2022 school year)
 - 1 Year (completed during the 2020-2021 school year)

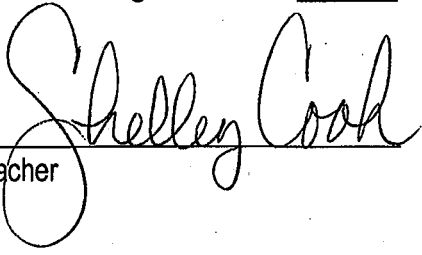
following Teacher's reimbursement.

- C. Should Teacher fail to complete the commitment set forth in Section B of this Agreement, Teacher shall repay the Tuition Subsidy to the District in full.
- D. The Parties agree that this Agreement shall not constitute any agreed upon term of employment, termination and/or discipline, all of which shall be governed by KRS 161.730. Should Teacher be terminated for cause and/or non-renewed on a limited contract, any amounts due herein shall be forgiven, unless Teacher proceeds with a Tribunal Hearing, for which if the District prevails, Teacher shall be liable for the amounts owed herein.
- E. Teacher 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 Teacher. Teacher acknowledges and agrees to advise any prospective employer of the existence of this Agreement, including the four (4) year commitment and the District's rights under this Agreement.

The Parties agree that should either breach this Agreement, the prevailing party shall be entitled to both attorney's fees and costs. Interest on any monetary award shall

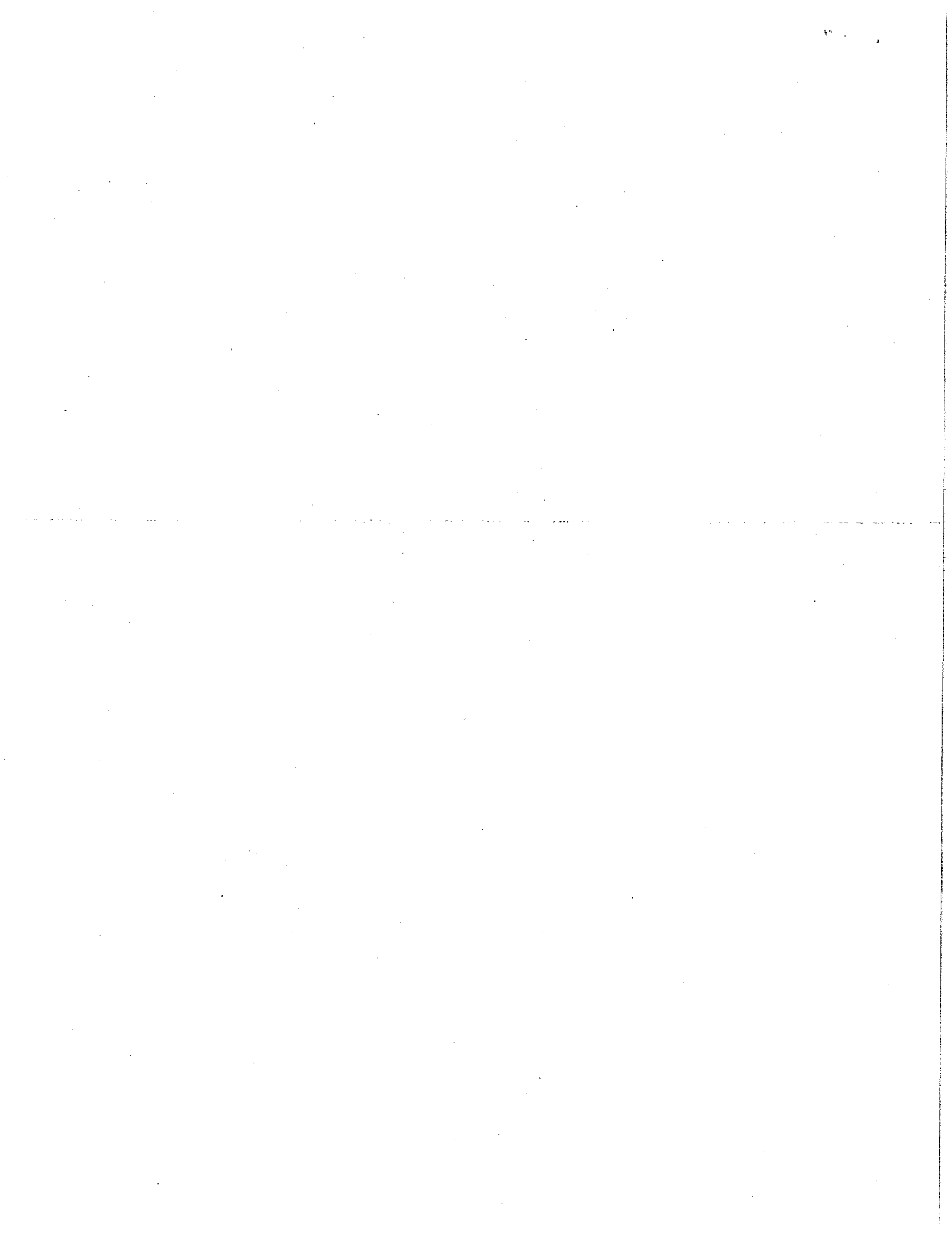
be paid at the statutory judgment rate from the date of breach, regardless of the date of adjudication.

So Agreed this 20th day of August, 2024.



Teacher

Superintendent



TUITION REIMBURSEMENT AGREEMENT

This Tuition Reimbursement Agreement is made and entered into between the Teacher identified below and the Allen County School District ("District").

Whereas, Kentucky has adopted a tiered teacher certification structure that requires educators to complete continuing education while working towards advanced licensure ranks. New teachers who completed a four-year program will earn Rank III status and must complete ongoing education within a set timeframe to advance to Rank II. Rank I is the highest licensure rank and is earned by completing an approved master's degree and 30 semester hours of graduate work or continuing education. Earning National Board Certification will also move a teacher to Rank I. Kentucky's Education Professional Standards Board ("EPSB") has recently removed the requirement for teachers to earn Rank II through an EPSB-approved master's degree program, and the Kentucky Administrative Regulations now state that districts can develop their own Continuing Education Option for licensure rank change and certificate renewal.

Whereas, Daphne Mitchell (the "Teacher") has recently completed a Rank Change Program and has expressed an interest in the Tuition Reimbursement Program.

Whereas this Agreement is entered into between District and Teacher, as an ancillary agreement, mindful that KRS 161.730 provides for both limiting and continuing contracts for the District's teachers. This Agreement shall not alter and/or amend any statutory or other rights set for by Kentucky Teacher Tenure law or other; and

Whereas, this Agreement sets forth the respective financial obligations between the Parties for the costs associated with Teacher's completion of an approved Rank Change Program and Teacher's commitment to remain employed with the District in exchange for the District's payment of a portion of the fees paid for Program.

Whereas, this agreement is made in accordance with and contingent upon the action of the Allen County Board of Education to be taken at a special called meeting on August 26, 2024.

Now, Therefore, Teacher and the Allen County School District Agree as Follows:

TERMS OF AGREEMENT:

- A. As of the date of this Agreement, the cost of the Rank Change Program varied per participant (the "**Program Tuition**") and institution or CEO Option. The District agrees to reimburse for the Program Tuition based upon completion year, in the amount of

- \$4,000 (completed during the 2023 - 2024 school year)
- \$3,000 (completed during the 2022 - 2023 school year)
- \$2,000 (completed during the 2021 - 2022 school year)
- \$1,000 (completed during the 2020 - 2021 school year)

on behalf of Teacher ("**Tuition Subsidy**"). Upon receipt of proof of completion from Teacher, the District will remit reimbursement in the amount of the Tuition Subsidy directly to Teacher.

- B. Teacher, in exchange for the Tuition Subsidy provided herein, agrees to continue to provide teaching or other district-approved educational services to the District for a period of

- 4 Years (completed during the 2023-2024 school year)
- 3 Years (completed during the 2022-2023 school year)
- 2 Years (completed during the 2021-2022 school year)
- 1 Year (completed during the 2020-2021 school year)

following Teacher's reimbursement.

- C. Should Teacher fail to complete the commitment set forth in Section B of this Agreement, Teacher shall repay the Tuition Subsidy to the District in full.
- D. The Parties agree that this Agreement shall not constitute any agreed upon term of employment, termination and/or discipline, all of which shall be governed by KRS 161.730. Should Teacher be terminated for cause and/or non-renewed on a limited contract, any amounts due herein shall be forgiven, unless Teacher proceeds with a Tribunal Hearing, for which if the District prevails, Teacher shall be liable for the amounts owed herein.
- E. Teacher 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 Teacher. Teacher acknowledges and agrees to advise any prospective employer of the existence of this Agreement, including the four (4) year commitment and the District's rights under this Agreement.

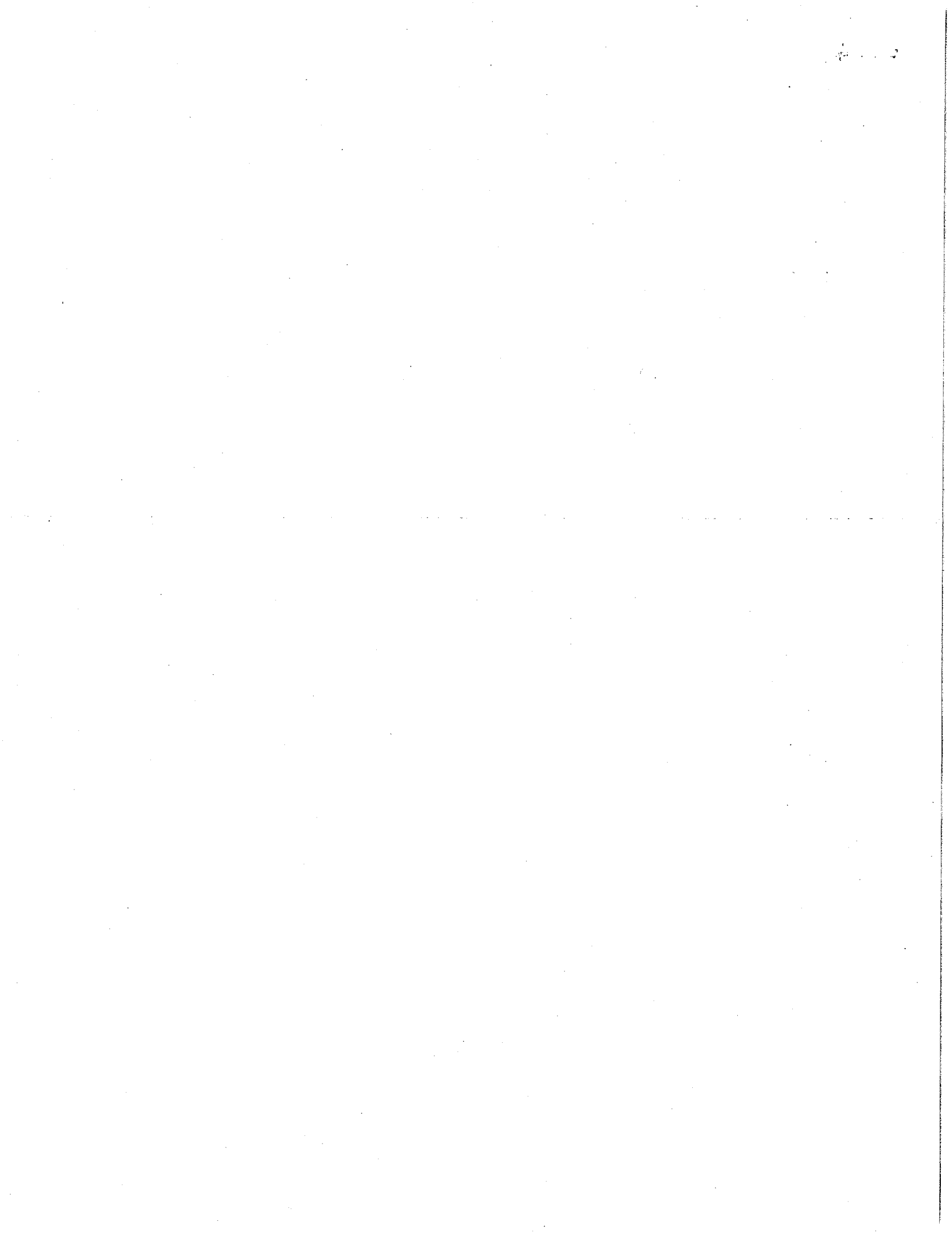
The Parties agree that should either breach this Agreement, the prevailing party shall be entitled to both attorney's fees and costs. Interest on any monetary award shall

be paid at the statutory judgment rate from the date of breach, regardless of the date of adjudication.

So Agreed this 20th day of August, 2024.

Daphne Mitchell
Teacher

Superintendent



TUITION REIMBURSEMENT AGREEMENT

This Tuition Reimbursement Agreement is made and entered into between the Teacher identified below and the Allen County School District ("District").

Whereas, Kentucky has adopted a tiered teacher certification structure that requires educators to complete continuing education while working towards advanced licensure ranks. New teachers who completed a four-year program will earn Rank III status and must complete ongoing education within a set timeframe to advance to Rank II. Rank I is the highest licensure rank and is earned by completing an approved master's degree and 30 semester hours of graduate work or continuing education. Earning National Board Certification will also move a teacher to Rank I. Kentucky's Education Professional Standards Board ("EPSB") has recently removed the requirement for teachers to earn Rank II through an EPSB-approved master's degree program, and the Kentucky Administrative Regulations now state that districts can develop their own Continuing Education Option for licensure rank change and certificate renewal.

Whereas, Laura Rector (the "Teacher") has recently completed a Rank Change Program and has expressed an interest in the Tuition Reimbursement Program.

Whereas this Agreement is entered into between District and Teacher, as an ancillary agreement, mindful that KRS 161.730 provides for both limiting and continuing contracts for the District's teachers. This Agreement shall not alter and/or amend any statutory or other rights set for by Kentucky Teacher Tenure law or other; and

Whereas, this Agreement sets forth the respective financial obligations between the Parties for the costs associated with Teacher's completion of an approved Rank Change Program and Teacher's commitment to remain employed with the District in exchange for the District's payment of a portion of the fees paid for Program.

Whereas, this agreement is made in accordance with and contingent upon the action of the Allen County Board of Education to be taken at a special called meeting on August 26, 2024.

Now, Therefore, Teacher and the Allen County School District Agree as Follows:

TERMS OF AGREEMENT:

A. As of the date of this Agreement, the cost of the Rank Change Program varied per participant (the "**Program Tuition**") and institution or CEO Option. The District agrees to reimburse for the Program Tuition based upon completion year, in the amount of

- \$4,000 (completed during the 2023 - 2024 school year)
- \$3,000 (completed during the 2022 - 2023 school year)
- \$2,000 (completed during the 2021 - 2022 school year)
- \$1,000 (completed during the 2020 - 2021 school year)

on behalf of Teacher ("**Tuition Subsidy**"). Upon receipt of proof of completion from Teacher, the District will remit reimbursement in the amount of the Tuition Subsidy directly to Teacher.

B. Teacher, in exchange for the Tuition Subsidy provided herein, agrees to continue to provide teaching or other district-approved educational services to the District for a period of

- 4 Years (completed during the 2023-2024 school year)
- 3 Years (completed during the 2022-2023 school year)
- 2 Years (completed during the 2021-2022 school year)
- 1 Year (completed during the 2020-2021 school year)

following Teacher's reimbursement.

- C. Should Teacher fail to complete the commitment set forth in Section B of this Agreement, Teacher shall repay the Tuition Subsidy to the District in full.
- D. The Parties agree that this Agreement shall not constitute any agreed upon term of employment, termination and/or discipline, all of which shall be governed by KRS 161.730. Should Teacher be terminated for cause and/or non-renewed on a limited contract, any amounts due herein shall be forgiven, unless Teacher proceeds with a Tribunal Hearing, for which if the District prevails, Teacher shall be liable for the amounts owed herein.
- E. Teacher 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 Teacher. Teacher acknowledges and agrees to advise any prospective employer of the existence of this Agreement, including the four (4) year commitment and the District's rights under this Agreement.

The Parties agree that should either breach this Agreement, the prevailing party shall be entitled to both attorney's fees and costs. Interest on any monetary award shall

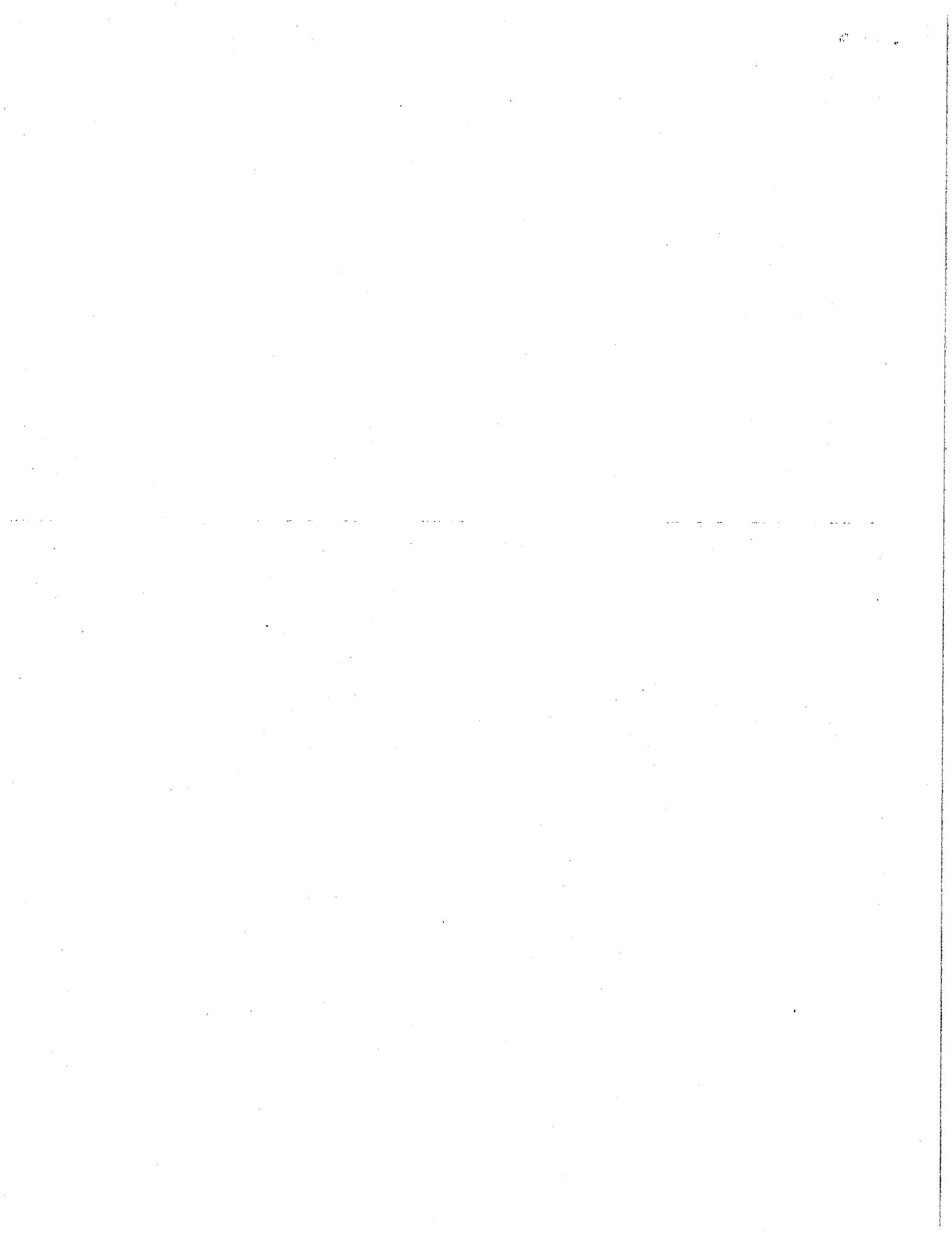
be paid at the statutory judgment rate from the date of breach, regardless of the date of adjudication.

So Agreed this 20th day of August, 2024.

Laura Rector

Teacher

Superintendent



TUITION REIMBURSEMENT AGREEMENT

This Tuition Reimbursement Agreement is made and entered into between the Teacher identified below and the Allen County School District ("District").

Whereas, Kentucky has adopted a tiered teacher certification structure that requires educators to complete continuing education while working towards advanced licensure ranks. New teachers who completed a four-year program will earn Rank III status and must complete ongoing education within a set timeframe to advance to Rank II. Rank I is the highest licensure rank and is earned by completing an approved master's degree and 30 semester hours of graduate work or continuing education. Earning National Board Certification will also move a teacher to Rank I. Kentucky's Education Professional Standards Board ("EPSB") has recently removed the requirement for teachers to earn Rank II through an EPSB-approved master's degree program, and the Kentucky Administrative Regulations now state that districts can develop their own Continuing Education Option for licensure rank change and certificate renewal.

Whereas, Jenna Birge (the "Teacher") has recently completed a Rank Change Program and has expressed an interest in the Tuition Reimbursement Program.

Whereas this Agreement is entered into between District and Teacher, as an ancillary agreement, mindful that KRS 161.730 provides for both limiting and continuing contracts for the District's teachers. This Agreement shall not alter and/or amend any statutory or other rights set for by Kentucky Teacher Tenure law or other; and

Whereas, this Agreement sets forth the respective financial obligations between the Parties for the costs associated with Teacher's completion of an approved Rank Change Program and Teacher's commitment to remain employed with the District in exchange for the District's payment of a portion of the fees paid for Program.

Whereas, this agreement is made in accordance with and contingent upon the action of the Allen County Board of Education to be taken at a special called meeting on August 26, 2024.

Now, Therefore, Teacher and the Allen County School District Agree as Follows:

TERMS OF AGREEMENT:

A. As of the date of this Agreement, the cost of the Rank Change Program varied per participant (the "**Program Tuition**") and institution or CEO Option. The District agrees to reimburse for the Program Tuition based upon completion year, in the amount of

- \$4,000 (completed during the 2023 - 2024 school year)
- \$3,000 (completed during the 2022 - 2023 school year)
- \$2,000 (completed during the 2021 - 2022 school year)
- \$1,000 (completed during the 2020 - 2021 school year)

on behalf of Teacher ("**Tuition Subsidy**"). Upon receipt of proof of completion from Teacher, the District will remit reimbursement in the amount of the Tuition Subsidy directly to Teacher.

B. Teacher, in exchange for the Tuition Subsidy provided herein, agrees to continue to provide teaching or other district-approved educational services to the District for a period of

- 4 Years (completed during the 2023-2024 school year)
- 3 Years (completed during the 2022-2023 school year)
- 2 Years (completed during the 2021-2022 school year)
- 1 Year (completed during the 2020-2021 school year)

following Teacher's reimbursement.

C. Should Teacher fail to complete the commitment set forth in Section B of this Agreement, Teacher shall repay the Tuition Subsidy to the District in full.

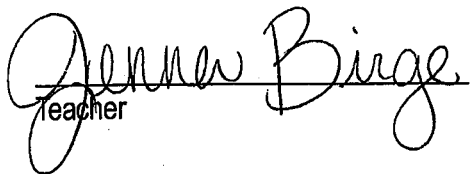
D. The Parties agree that this Agreement shall not constitute any agreed upon term of employment, termination and/or discipline, all of which shall be governed by KRS 161.730. Should Teacher be terminated for cause and/or non-renewed on a limited contract, any amounts due herein shall be forgiven, unless Teacher proceeds with a Tribunal Hearing, for which if the District prevails, Teacher shall be liable for the amounts owed herein.

E. Teacher 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 Teacher. Teacher acknowledges and agrees to advise any prospective employer of the existence of this Agreement, including the four (4) year commitment and the District's rights under this Agreement.

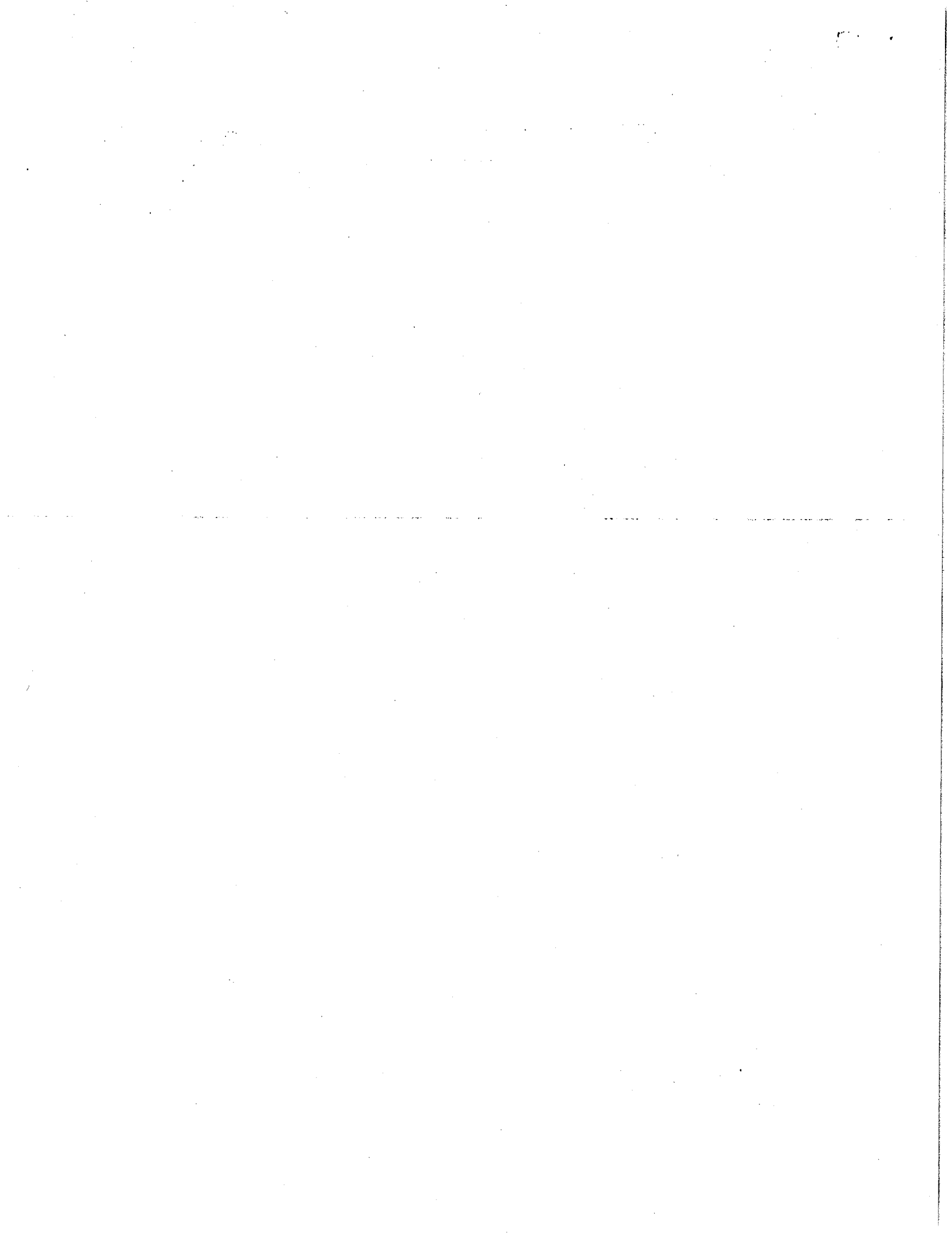
The Parties agree that should either breach this Agreement, the prevailing party shall be entitled to both attorney's fees and costs. Interest on any monetary award shall

be paid at the statutory judgment rate from the date of breach, regardless of the date of adjudication.

So Agreed this 20th day of August, 2024.


Teacher

Superintendent



TUITION REIMBURSEMENT AGREEMENT
GRREC Rank Change Program

RECITALS:

Whereas, Kentucky has adopted a tiered teacher certification structure that requires educators to complete continuing education while working towards advanced licensure ranks. New teachers who completed a four-year program will earn Rank III status and must complete ongoing education within a set timeframe to advance to Rank II. Rank I is the highest licensure rank and is earned by completing an approved master's degree and 30 semester hours of graduate work or continuing education. Earning National Board Certification will also move a teacher to Rank I. Kentucky's Education Professional Standards Board ("**EPSB**") has recently removed the requirement for teachers to earn Rank II through an EPSB-approved master's degree program, and the Kentucky Administrative Regulations now state that districts can develop their own Continuing Education Option for licensure rank change and certificate renewal.

Whereas, to support districts in offering their teachers Continuing Education Options and ensuring all requirements are met, the Green River Regional Educational Cooperative ("**GRREC**") developed an EPSB-approved CEO Option II Rank Change Program for Kentucky teachers who are looking to achieve a rank change through job-embedded professional learning experiences (the "**GRREC Rank Change Program**" or the "**Program**"). This cost-effective alternative to earning a master's degree can be used by districts across the state of Kentucky to support teachers in earning licensure Rank II or Rank I, while aligning professional learning to their strategic plans. GRREC will assist districts in customizing the Program components for new and experienced teachers that wish to enroll in the Program to achieve Rank Change.

Whereas, Angela Patrick (the "**Teacher**") has expressed an interest in enrolling in the GRREC Rank Change Program;

Whereas this Agreement is entered into between District and Teacher, as an ancillary agreement, mindful that KRS 161.730 provides for both limiting and continuing contracts for the District's teachers. This Agreement shall not alter and/or amend any statutory or other rights set for by Kentucky Teacher Tenure law or other; and

Whereas, this Agreement sets forth the respective financial obligations between the Parties for the costs associated with Teacher's enrollment in the GRREC Rank Change Program and Teacher's commitment to remain employed with the District in exchange for the District's payment of a portion of the fees required for Program enrollment.

Whereas, this agreement is made in accordance with and contingent upon the action of the Allen County Board of Education to be taken at a special called meeting on August 26, 2024.

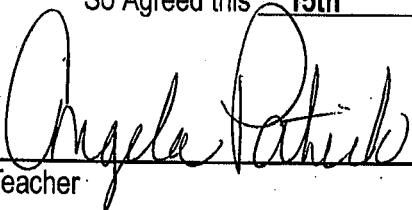
Now, Therefore, Teacher and the Allen County School District Agree as Follows:

TERMS OF AGREEMENT:

- A. As of the date of this Agreement, the full cost of the GRREC Rank Change Program is \$5,500 per participant (the "**Program Tuition**"). The District agrees to pay for the Program Tuition, in the amount of \$4,000 on behalf of Teacher ("**Tuition Subsidy**"). Upon receipt of proof of registration provided from GRREC, the District will remit payment in the amount of the Tuition Subsidy directly to GRREC, the entity entrusted with collecting the Program Tuition for the GRREC Rank Change Program.
- B. Teacher, in exchange for the Tuition Subsidy provided herein, agrees to continue to provide teaching or other District approved educational services to the District for a period of four (4) years following Teacher's completion of the GRREC Rank Change Program and EPSB approval of the associated Rank Change. The teacher is responsible for notifying district and supplying documentation of completion of the rank change program.
- C. Should Teacher fail to (1) complete the GRREC Rank Change Program within four (4) years, as required by the GRREC Contract of Agreement, or (2) fail to complete the four (4) year commitment set forth in Section B of this Agreement, Teacher shall repay the Tuition Subsidy to the District in full.
- D. The Parties agree that this Agreement shall not constitute any agreed upon term of employment, termination and/or discipline, all of which shall be governed by KRS 161.730. Should Teacher be terminated for cause and/or non-renewed on a limited contract, any amounts due herein shall be forgiven, unless Teacher proceeds with a Tribunal Hearing, for which if the District prevails, Teacher shall be liable for the amounts owed herein.
- E. Teacher 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 Teacher. Teacher acknowledges and agrees to advise any prospective employer of the existence of this Agreement, including the four (4) year commitment and the District's rights under this Agreement.

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

So Agreed this 15th day of August, 2024.


Teacher

Superintendent

**TUITION REIMBURSEMENT AGREEMENT
GRREC Rank Change Program**

RECITALS:

Whereas, Kentucky has adopted a tiered teacher certification structure that requires educators to complete continuing education while working towards advanced licensure ranks. New teachers who completed a four-year program will earn Rank III status and must complete ongoing education within a set timeframe to advance to Rank II. Rank I is the highest licensure rank and is earned by completing an approved master's degree and 30 semester hours of graduate work or continuing education. Earning National Board Certification will also move a teacher to Rank I. Kentucky's Education Professional Standards Board ("**EPSB**") has recently removed the requirement for teachers to earn Rank II through an EPSB-approved master's degree program, and the Kentucky Administrative Regulations now state that districts can develop their own Continuing Education Option for licensure rank change and certificate renewal.

Whereas, to support districts in offering their teachers Continuing Education Options and ensuring all requirements are met, the Green River Regional Educational Cooperative ("**GRREC**") developed an EPSB-approved CEO Option II Rank Change Program for Kentucky teachers who are looking to achieve a rank change through job-embedded professional learning experiences (the "**GRREC Rank Change Program**" or the "**Program**"). This cost-effective alternative to earning a master's degree can be used by districts across the state of Kentucky to support teachers in earning licensure Rank II or Rank I, while aligning professional learning to their strategic plans. GRREC will assist districts in customizing the Program components for new and experienced teachers that wish to enroll in the Program to achieve Rank Change.

Whereas, Nikki Towe (the "**Teacher**") has expressed an interest in enrolling in the GRREC Rank Change Program;

Whereas this Agreement is entered into between District and Teacher, as an ancillary agreement, mindful that KRS 161.730 provides for both limiting and continuing contracts for the District's teachers. This Agreement shall not alter and/or amend any statutory or other rights set for by Kentucky Teacher Tenure law or other; and

Whereas, this Agreement sets forth the respective financial obligations between the Parties for the costs associated with Teacher's enrollment in the GRREC Rank Change Program and Teacher's commitment to remain employed with the District in exchange for the District's payment of a portion of the fees required for Program enrollment.

Whereas, this agreement is made in accordance with and contingent upon the action of the Allen County Board of Education to be taken at a special called meeting on August 26, 2024.

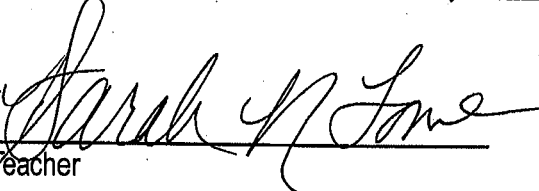
Now, Therefore, Teacher and the Allen County School District Agree as Follows:

TERMS OF AGREEMENT:

- A. As of the date of this Agreement, the full cost of the GRREC Rank Change Program is \$5,500 per participant (the "**Program Tuition**"). The District agrees to pay for the Program Tuition, in the amount of \$4,000 on behalf of Teacher ("**Tuition Subsidy**"). Upon receipt of proof of registration provided from GRREC, the District will remit payment in the amount of the Tuition Subsidy directly to GRREC, the entity entrusted with collecting the Program Tuition for the GRREC Rank Change Program.
- B. Teacher, in exchange for the Tuition Subsidy provided herein, agrees to continue to provide teaching or other District approved educational services to the District for a period of four (4) years following Teacher's completion of the GRREC Rank Change Program and EPSB approval of the associated Rank Change. The teacher is responsible for notifying district and supplying documentation of completion of the rank change program.
- C. Should Teacher fail to (1) complete the GRREC Rank Change Program within four (4) years, as required by the GRREC Contract of Agreement, or (2) fail to complete the four (4) year commitment set forth in Section B of this Agreement, Teacher shall repay the Tuition Subsidy to the District in full.
- D. The Parties agree that this Agreement shall not constitute any agreed upon term of employment, termination and/or discipline, all of which shall be governed by KRS 161.730. Should Teacher be terminated for cause and/or non-renewed on a limited contract, any amounts due herein shall be forgiven, unless Teacher proceeds with a Tribunal Hearing, for which if the District prevails, Teacher shall be liable for the amounts owed herein.
- E. Teacher 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 Teacher. Teacher acknowledges and agrees to advise any prospective employer of the existence of this Agreement, including the four (4) year commitment and the District's rights under this Agreement.

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

So Agreed this 15th day of August, 2024.


Teacher

Superintendent

**TUITION REIMBURSEMENT AGREEMENT
GRREC Rank Change Program**

RECITALS:

Whereas, Kentucky has adopted a tiered teacher certification structure that requires educators to complete continuing education while working towards advanced licensure ranks. New teachers who completed a four-year program will earn Rank III status and must complete ongoing education within a set timeframe to advance to Rank II. Rank I is the highest licensure rank and is earned by completing an approved master's degree and 30 semester hours of graduate work or continuing education. Earning National Board Certification will also move a teacher to Rank I. Kentucky's Education Professional Standards Board ("**EPSB**") has recently removed the requirement for teachers to earn Rank II through an EPSB-approved master's degree program, and the Kentucky Administrative Regulations now state that districts can develop their own Continuing Education Option for licensure rank change and certificate renewal.

Whereas, to support districts in offering their teachers Continuing Education Options and ensuring all requirements are met, the Green River Regional Educational Cooperative ("**GRREC**") developed an EPSB-approved CEO Option II Rank Change Program for Kentucky teachers who are looking to achieve a rank change through job-embedded professional learning experiences (the "**GRREC Rank Change Program**" or the "**Program**"). This cost-effective alternative to earning a master's degree can be used by districts across the state of Kentucky to support teachers in earning licensure Rank II or Rank I, while aligning professional learning to their strategic plans. GRREC will assist districts in customizing the Program components for new and experienced teachers that wish to enroll in the Program to achieve Rank Change.

Whereas, Megan Puckett (the "**Teacher**") has expressed an interest in enrolling in the GRREC Rank Change Program;

Whereas this Agreement is entered into between District and Teacher, as an ancillary agreement, mindful that KRS 161.730 provides for both limiting and continuing contracts for the District's teachers. This Agreement shall not alter and/or amend any statutory or other rights set for by Kentucky Teacher Tenure law or other; and

Whereas, this Agreement sets forth the respective financial obligations between the Parties for the costs associated with Teacher's enrollment in the GRREC Rank Change Program and Teacher's commitment to remain employed with the District in exchange for the District's payment of a portion of the fees required for Program enrollment.

Whereas, this agreement is made in accordance with and contingent upon the action of the Allen County Board of Education to be taken at a special called meeting on August 26, 2024.

Now, Therefore, Teacher and the Allen County School District Agree as Follows:

TERMS OF AGREEMENT:

- A. As of the date of this Agreement, the full cost of the GRREC Rank Change Program is \$5,500 per participant (the "**Program Tuition**"). The District agrees to pay for the Program Tuition, in the amount of \$4,000 on behalf of Teacher ("**Tuition Subsidy**"). Upon receipt of proof of registration provided from GRREC, the District will remit payment in the amount of the Tuition Subsidy directly to GRREC, the entity entrusted with collecting the Program Tuition for the GRREC Rank Change Program.
- B. Teacher, in exchange for the Tuition Subsidy provided herein, agrees to continue to provide teaching or other District approved educational services to the District for a period of four (4) years following Teacher's completion of the GRREC Rank Change Program and EPSB approval of the associated Rank Change. The teacher is responsible for notifying district and supplying documentation of completion of the rank change program.
- C. Should Teacher fail to (1) complete the GRREC Rank Change Program within four (4) years, as required by the GRREC Contract of Agreement, or (2) fail to complete the four (4) year commitment set forth in Section B of this Agreement, Teacher shall repay the Tuition Subsidy to the District in full.
- D. The Parties agree that this Agreement shall not constitute any agreed upon term of employment, termination and/or discipline, all of which shall be governed by KRS 161.730. Should Teacher be terminated for cause and/or non-renewed on a limited contract, any amounts due herein shall be forgiven, unless Teacher proceeds with a Tribunal Hearing, for which if the District prevails, Teacher shall be liable for the amounts owed herein.
- E. Teacher 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 Teacher. Teacher acknowledges and agrees to advise any prospective employer of the existence of this Agreement, including the four (4) year commitment and the District's rights under this Agreement.

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

So Agreed this 1st day of August, 2024.


Teacher

Superintendent

TUITION REIMBURSEMENT AGREEMENT
GRREC Rank Change Program

RECITALS:

Whereas, Kentucky has adopted a tiered teacher certification structure that requires educators to complete continuing education while working towards advanced licensure ranks. New teachers who completed a four-year program will earn Rank III status and must complete ongoing education within a set timeframe to advance to Rank II. Rank I is the highest licensure rank and is earned by completing an approved master's degree and 30 semester hours of graduate work or continuing education. Earning National Board Certification will also move a teacher to Rank I. Kentucky's Education Professional Standards Board ("**EPSB**") has recently removed the requirement for teachers to earn Rank II through an EPSB-approved master's degree program, and the Kentucky Administrative Regulations now state that districts can develop their own Continuing Education Option for licensure rank change and certificate renewal.

Whereas, to support districts in offering their teachers Continuing Education Options and ensuring all requirements are met, the Green River Regional Educational Cooperative ("**GRREC**") developed an EPSB-approved CEO Option II Rank Change Program for Kentucky teachers who are looking to achieve a rank change through job-embedded professional learning experiences (the "**GRREC Rank Change Program**" or the "**Program**"). This cost-effective alternative to earning a master's degree can be used by districts across the state of Kentucky to support teachers in earning licensure Rank II or Rank I, while aligning professional learning to their strategic plans. GRREC will assist districts in customizing the Program components for new and experienced teachers that wish to enroll in the Program to achieve Rank Change.

Whereas, Katie Harmon (the "**Teacher**") has expressed an interest in enrolling in the GRREC Rank Change Program;

Whereas this Agreement is entered into between District and Teacher, as an ancillary agreement, mindful that KRS 161.730 provides for both limiting and continuing contracts for the District's teachers. This Agreement shall not alter and/or amend any statutory or other rights set for by Kentucky Teacher Tenure law or other; and

Whereas, this Agreement sets forth the respective financial obligations between the Parties for the costs associated with Teacher's enrollment in the GRREC Rank Change Program and Teacher's commitment to remain employed with the District in exchange for the District's payment of a portion of the fees required for Program enrollment.

Whereas, this agreement is made in accordance with and contingent upon the action of the Allen County Board of Education to be taken at a special called meeting on August 26, 2024.

Now, Therefore, Teacher and the Allen County School District Agree as Follows:

TERMS OF AGREEMENT:

- A. As of the date of this Agreement, the full cost of the GRREC Rank Change Program is \$5,500 per participant (the "**Program Tuition**"). The District agrees to pay for the Program Tuition, in the amount of \$4,000 on behalf of Teacher ("**Tuition Subsidy**"). Upon receipt of proof of registration provided from GRREC, the District will remit payment in the amount of the Tuition Subsidy directly to GRREC, the entity entrusted with collecting the Program Tuition for the GRREC Rank Change Program.
- B. Teacher, in exchange for the Tuition Subsidy provided herein, agrees to continue to provide teaching or other District approved educational services to the District for a period of four (4) years following Teacher's completion of the GRREC Rank Change Program and EPSB approval of the associated Rank Change. The teacher is responsible for notifying district and supplying documentation of completion of the rank change program.
- C. Should Teacher fail to (1) complete the GRREC Rank Change Program within four (4) years, as required by the GRREC Contract of Agreement, or (2) fail to complete the four (4) year commitment set forth in Section B of this Agreement, Teacher shall repay the Tuition Subsidy to the District in full.
- D. The Parties agree that this Agreement shall not constitute any agreed upon term of employment, termination and/or discipline, all of which shall be governed by KRS 161.730. Should Teacher be terminated for cause and/or non-renewed on a limited contract, any amounts due herein shall be forgiven, unless Teacher proceeds with a Tribunal Hearing, for which if the District prevails, Teacher shall be liable for the amounts owed herein.
- E. Teacher 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 Teacher. Teacher acknowledges and agrees to advise any prospective employer of the existence of this Agreement, including the four (4) year commitment and the District's rights under this Agreement.

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

So Agreed this 1st day of August, 2024.

Kati Kaumon
Teacher

Superintendent

**TUITION REIMBURSEMENT AGREEMENT
GRREC Rank Change Program**

RECITALS:

Whereas, Kentucky has adopted a tiered teacher certification structure that requires educators to complete continuing education while working towards advanced licensure ranks. New teachers who completed a four-year program will earn Rank III status and must complete ongoing education within a set timeframe to advance to Rank II. Rank I is the highest licensure rank and is earned by completing an approved master's degree and 30 semester hours of graduate work or continuing education. Earning National Board Certification will also move a teacher to Rank I. Kentucky's Education Professional Standards Board ("**EPSB**") has recently removed the requirement for teachers to earn Rank II through an EPSB-approved master's degree program, and the Kentucky Administrative Regulations now state that districts can develop their own Continuing Education Option for licensure rank change and certificate renewal.

Whereas, to support districts in offering their teachers Continuing Education Options and ensuring all requirements are met, the Green River Regional Educational Cooperative ("**GRREC**") developed an EPSB-approved CEO Option II Rank Change Program for Kentucky teachers who are looking to achieve a rank change through job-embedded professional learning experiences (the "**GRREC Rank Change Program**" or the "**Program**"). This cost-effective alternative to earning a master's degree can be used by districts across the state of Kentucky to support teachers in earning licensure Rank II or Rank I, while aligning professional learning to their strategic plans. GRREC will assist districts in customizing the Program components for new and experienced teachers that wish to enroll in the Program to achieve Rank Change.

Whereas, Rachel Pennington (the "**Teacher**") has expressed an interest in enrolling in the GRREC Rank Change Program;

Whereas this Agreement is entered into between District and Teacher, as an ancillary agreement, mindful that KRS 161.730 provides for both limiting and continuing contracts for the District's teachers. This Agreement shall not alter and/or amend any statutory or other rights set for by Kentucky Teacher Tenure law or other; and

Whereas, this Agreement sets forth the respective financial obligations between the Parties for the costs associated with Teacher's enrollment in the GRREC Rank Change Program and Teacher's commitment to remain employed with the District in exchange for the District's payment of a portion of the fees required for Program enrollment.

Whereas, this agreement is made in accordance with and contingent upon the action of the Allen County Board of Education to be taken at a special called meeting on August 26, 2024.

Now, Therefore, Teacher and the Allen County School District Agree as Follows:

TERMS OF AGREEMENT:

- A. As of the date of this Agreement, the full cost of the GRREC Rank Change Program is \$5,500 per participant (the "**Program Tuition**"). The District agrees to pay for the Program Tuition, in the amount of \$4,000 on behalf of Teacher ("**Tuition Subsidy**"). Upon receipt of proof of registration provided from GRREC, the District will remit payment in the amount of the Tuition Subsidy directly to GRREC, the entity entrusted with collecting the Program Tuition for the GRREC Rank Change Program.
- B. Teacher, in exchange for the Tuition Subsidy provided herein, agrees to continue to provide teaching or other District approved educational services to the District for a period of four (4) years following Teacher's completion of the GRREC Rank Change Program and EPSB approval of the associated Rank Change. The teacher is responsible for notifying district and supplying documentation of completion of the rank change program.
- C. Should Teacher fail to (1) complete the GRREC Rank Change Program within four (4) years, as required by the GRREC Contract of Agreement, or (2) fail to complete the four (4) year commitment set forth in Section B of this Agreement, Teacher shall repay the Tuition Subsidy to the District in full.
- D. The Parties agree that this Agreement shall not constitute any agreed upon term of employment, termination and/or discipline, all of which shall be governed by KRS 161.730. Should Teacher be terminated for cause and/or non-renewed on a limited contract, any amounts due herein shall be forgiven, unless Teacher proceeds with a Tribunal Hearing, for which if the District prevails, Teacher shall be liable for the amounts owed herein.
- E. Teacher 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 Teacher. Teacher acknowledges and agrees to advise any prospective employer of the existence of this Agreement, including the four (4) year commitment and the District's rights under this Agreement.

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

So Agreed this 1st day of August, 2024.

Rachel Remy
Teacher

Superintendent

TUITION REIMBURSEMENT AGREEMENT
GRREC Rank Change Program

RECITALS:

Whereas, Kentucky has adopted a tiered teacher certification structure that requires educators to complete continuing education while working towards advanced licensure ranks. New teachers who completed a four-year program will earn Rank III status and must complete ongoing education within a set timeframe to advance to Rank II. Rank I is the highest licensure rank and is earned by completing an approved master's degree and 30 semester hours of graduate work or continuing education. Earning National Board Certification will also move a teacher to Rank I. Kentucky's Education Professional Standards Board ("**EPSB**") has recently removed the requirement for teachers to earn Rank II through an EPSB-approved master's degree program, and the Kentucky Administrative Regulations now state that districts can develop their own Continuing Education Option for licensure rank change and certificate renewal.

Whereas, to support districts in offering their teachers Continuing Education Options and ensuring all requirements are met, the Green River Regional Educational Cooperative ("**GRREC**") developed an EPSB-approved CEO Option II Rank Change Program for Kentucky teachers who are looking to achieve a rank change through job-embedded professional learning experiences (the "**GRREC Rank Change Program**" or the "**Program**"). This cost-effective alternative to earning a master's degree can be used by districts across the state of Kentucky to support teachers in earning licensure Rank II or Rank I, while aligning professional learning to their strategic plans. GRREC will assist districts in customizing the Program components for new and experienced teachers that wish to enroll in the Program to achieve Rank Change.

Whereas, Jamie Beaver (the "**Teacher**") has expressed an interest in enrolling in the GRREC Rank Change Program;

Whereas this Agreement is entered into between District and Teacher, as an ancillary agreement, mindful that KRS 161.730 provides for both limiting and continuing contracts for the District's teachers. This Agreement shall not alter and/or amend any statutory or other rights set for by Kentucky Teacher Tenure law or other; and

Whereas, this Agreement sets forth the respective financial obligations between the Parties for the costs associated with Teacher's enrollment in the GRREC Rank Change Program and Teacher's commitment to remain employed with the District in exchange for the District's payment of a portion of the fees required for Program enrollment.

Whereas, this agreement is made in accordance with and contingent upon the action of the Allen County Board of Education to be taken at a special called meeting on August 26, 2024.

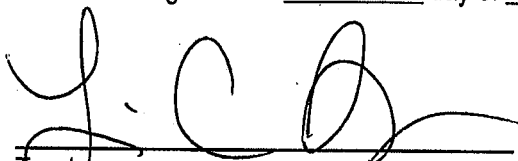
Now, Therefore, Teacher and the Allen County School District Agree as Follows:

TERMS OF AGREEMENT:

- A. As of the date of this Agreement, the full cost of the GRREC Rank Change Program is \$5,500 per participant (the "**Program Tuition**"). The District agrees to pay for the Program Tuition, in the amount of \$4,000 on behalf of Teacher ("**Tuition Subsidy**"). Upon receipt of proof of registration provided from GRREC, the District will remit payment in the amount of the Tuition Subsidy directly to GRREC, the entity entrusted with collecting the Program Tuition for the GRREC Rank Change Program.
- B. Teacher, in exchange for the Tuition Subsidy provided herein, agrees to continue to provide teaching or other District approved educational services to the District for a period of four (4) years following Teacher's completion of the GRREC Rank Change Program and EPSB approval of the associated Rank Change. The teacher is responsible for notifying district and supplying documentation of completion of the rank change program.
- C. Should Teacher fail to (1) complete the GRREC Rank Change Program within four (4) years, as required by the GRREC Contract of Agreement, or (2) fail to complete the four (4) year commitment set forth in Section B of this Agreement, Teacher shall repay the Tuition Subsidy to the District in full.
- D. The Parties agree that this Agreement shall not constitute any agreed upon term of employment, termination and/or discipline, all of which shall be governed by KRS 161.730. Should Teacher be terminated for cause and/or non-renewed on a limited contract, any amounts due herein shall be forgiven, unless Teacher proceeds with a Tribunal Hearing, for which if the District prevails, Teacher shall be liable for the amounts owed herein.
- E. Teacher 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 Teacher. Teacher acknowledges and agrees to advise any prospective employer of the existence of this Agreement, including the four (4) year commitment and the District's rights under this Agreement.

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

So Agreed this 1st day of August, 2024.



Teacher

Superintendent

TUITION REIMBURSEMENT AGREEMENT
GRREC Rank Change Program

RECITALS:

Whereas, Kentucky has adopted a tiered teacher certification structure that requires educators to complete continuing education while working towards advanced licensure ranks. New teachers who completed a four-year program will earn Rank III status and must complete ongoing education within a set timeframe to advance to Rank II. Rank I is the highest licensure rank and is earned by completing an approved master's degree and 30 semester hours of graduate work or continuing education. Earning National Board Certification will also move a teacher to Rank I. Kentucky's Education Professional Standards Board ("**EPSB**") has recently removed the requirement for teachers to earn Rank II through an EPSB-approved master's degree program, and the Kentucky Administrative Regulations now state that districts can develop their own Continuing Education Option for licensure rank change and certificate renewal.

Whereas, to support districts in offering their teachers Continuing Education Options and ensuring all requirements are met, the Green River Regional Educational Cooperative ("**GRREC**") developed an EPSB-approved CEO Option II Rank Change Program for Kentucky teachers who are looking to achieve a rank change through job-embedded professional learning experiences (the "**GRREC Rank Change Program**" or the "**Program**"). This cost-effective alternative to earning a master's degree can be used by districts across the state of Kentucky to support teachers in earning licensure Rank II or Rank I, while aligning professional learning to their strategic plans. GRREC will assist districts in customizing the Program components for new and experienced teachers that wish to enroll in the Program to achieve Rank Change.

Whereas, Kasey Turner (the "**Teacher**") has expressed an interest in enrolling in the GRREC Rank Change Program;

Whereas this Agreement is entered into between District and Teacher, as an ancillary agreement, mindful that KRS 161.730 provides for both limiting and continuing contracts for the District's teachers. This Agreement shall not alter and/or amend any statutory or other rights set for by Kentucky Teacher Tenure law or other; and

Whereas, this Agreement sets forth the respective financial obligations between the Parties for the costs associated with Teacher's enrollment in the GRREC Rank Change Program and Teacher's commitment to remain employed with the District in exchange for the District's payment of a portion of the fees required for Program enrollment.

Whereas, this agreement is made in accordance with and contingent upon the action of the Allen County Board of Education to be taken at a special called meeting on August 26, 2024.

Now, Therefore, Teacher and the Allen County School District Agree as Follows:

TERMS OF AGREEMENT:

- A. As of the date of this Agreement, the full cost of the GRREC Rank Change Program is \$5,500 per participant (the "**Program Tuition**"). The District agrees to pay for the Program Tuition, in the amount of \$4,000 on behalf of Teacher ("**Tuition Subsidy**"). Upon receipt of proof of registration provided from GRREC, the District will remit payment in the amount of the Tuition Subsidy directly to GRREC, the entity entrusted with collecting the Program Tuition for the GRREC Rank Change Program.
- B. Teacher, in exchange for the Tuition Subsidy provided herein, agrees to continue to provide teaching or other District approved educational services to the District for a period of four (4) years following Teacher's completion of the GRREC Rank Change Program and EPSB approval of the associated Rank Change. The teacher is responsible for notifying district and supplying documentation of completion of the rank change program.
- C. Should Teacher fail to (1) complete the GRREC Rank Change Program within four (4) years, as required by the GRREC Contract of Agreement, or (2) fail to complete the four (4) year commitment set forth in Section B of this Agreement, Teacher shall repay the Tuition Subsidy to the District in full.
- D. The Parties agree that this Agreement shall not constitute any agreed upon term of employment, termination and/or discipline, all of which shall be governed by KRS 161.730. Should Teacher be terminated for cause and/or non-renewed on a limited contract, any amounts due herein shall be forgiven, unless Teacher proceeds with a Tribunal Hearing, for which if the District prevails, Teacher shall be liable for the amounts owed herein.
- E. Teacher 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 Teacher. Teacher acknowledges and agrees to advise any prospective employer of the existence of this Agreement, including the four (4) year commitment and the District's rights under this Agreement.

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

So Agreed this 1st day of August, 2024.

Kasey Turner
Teacher

Superintendent

TUITION REIMBURSEMENT AGREEMENT
GRREC Rank Change Program

RECITALS:

Whereas, Kentucky has adopted a tiered teacher certification structure that requires educators to complete continuing education while working towards advanced licensure ranks. New teachers who completed a four-year program will earn Rank III status and must complete ongoing education within a set timeframe to advance to Rank II. Rank I is the highest licensure rank and is earned by completing an approved master's degree and 30 semester hours of graduate work or continuing education. Earning National Board Certification will also move a teacher to Rank I. Kentucky's Education Professional Standards Board ("**EPSB**") has recently removed the requirement for teachers to earn Rank II through an EPSB-approved master's degree program, and the Kentucky Administrative Regulations now state that districts can develop their own Continuing Education Option for licensure rank change and certificate renewal.

Whereas, to support districts in offering their teachers Continuing Education Options and ensuring all requirements are met, the Green River Regional Educational Cooperative ("**GRREC**") developed an EPSB-approved CEO Option II Rank Change Program for Kentucky teachers who are looking to achieve a rank change through job-embedded professional learning experiences (the "**GRREC Rank Change Program**" or the "**Program**"). This cost-effective alternative to earning a master's degree can be used by districts across the state of Kentucky to support teachers in earning licensure Rank II or Rank I, while aligning professional learning to their strategic plans. GRREC will assist districts in customizing the Program components for new and experienced teachers that wish to enroll in the Program to achieve Rank Change.

Whereas, Samantha Stinson *Fredricks* (the "**Teacher**") has expressed an interest in enrolling in the GRREC Rank Change Program;

Whereas this Agreement is entered into between District and Teacher, as an ancillary agreement, mindful that KRS 161.730 provides for both limiting and continuing contracts for the District's teachers. This Agreement shall not alter and/or amend any statutory or other rights set for by Kentucky Teacher Tenure law or other; and

Whereas, this Agreement sets forth the respective financial obligations between the Parties for the costs associated with Teacher's enrollment in the GRREC Rank Change Program and Teacher's commitment to remain employed with the District in exchange for the District's payment of a portion of the fees required for Program enrollment.

Whereas, this agreement is made in accordance with and contingent upon the action of the Allen County Board of Education to be taken at a special called meeting on August 26, 2024.

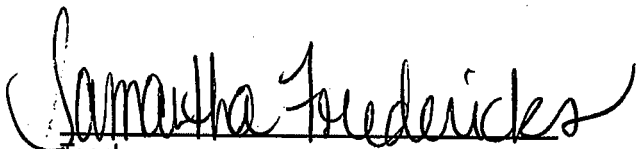
Now, Therefore, Teacher and the Allen County School District Agree as Follows:

TERMS OF AGREEMENT:

- A. As of the date of this Agreement, the full cost of the GRREC Rank Change Program is \$5,500 per participant (the "**Program Tuition**"). The District agrees to pay for the Program Tuition, in the amount of \$4,000 on behalf of Teacher ("**Tuition Subsidy**"). Upon receipt of proof of registration provided from GRREC, the District will remit payment in the amount of the Tuition Subsidy directly to GRREC, the entity entrusted with collecting the Program Tuition for the GRREC Rank Change Program.
- B. Teacher, in exchange for the Tuition Subsidy provided herein, agrees to continue to provide teaching or other District approved educational services to the District for a period of four (4) years following Teacher's completion of the GRREC Rank Change Program and EPSB approval of the associated Rank Change. The teacher is responsible for notifying district and supplying documentation of completion of the rank change program.
- C. Should Teacher fail to (1) complete the GRREC Rank Change Program within four (4) years, as required by the GRREC Contract of Agreement, or (2) fail to complete the four (4) year commitment set forth in Section B of this Agreement, Teacher shall repay the Tuition Subsidy to the District in full.
- D. The Parties agree that this Agreement shall not constitute any agreed upon term of employment, termination and/or discipline, all of which shall be governed by KRS 161.730. Should Teacher be terminated for cause and/or non-renewed on a limited contract, any amounts due herein shall be forgiven, unless Teacher proceeds with a Tribunal Hearing, for which if the District prevails, Teacher shall be liable for the amounts owed herein.
- E. Teacher 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 Teacher. Teacher acknowledges and agrees to advise any prospective employer of the existence of this Agreement, including the four (4) year commitment and the District's rights under this Agreement.

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

So Agreed this 15th day of August, 2024.


Teacher

Superintendent

**TUITION REIMBURSEMENT AGREEMENT
GRREC Rank Change Program**

RECITALS:

Whereas, Kentucky has adopted a tiered teacher certification structure that requires educators to complete continuing education while working towards advanced licensure ranks. New teachers who completed a four-year program will earn Rank III status and must complete ongoing education within a set timeframe to advance to Rank II. Rank I is the highest licensure rank and is earned by completing an approved master's degree and 30 semester hours of graduate work or continuing education. Earning National Board Certification will also move a teacher to Rank I. Kentucky's Education Professional Standards Board ("**EPSB**") has recently removed the requirement for teachers to earn Rank II through an EPSB-approved master's degree program, and the Kentucky Administrative Regulations now state that districts can develop their own Continuing Education Option for licensure rank change and certificate renewal.

Whereas, to support districts in offering their teachers Continuing Education Options and ensuring all requirements are met, the Green River Regional Educational Cooperative ("**GRREC**") developed an EPSB-approved CEO Option II Rank Change Program for Kentucky teachers who are looking to achieve a rank change through job-embedded professional learning experiences (the "**GRREC Rank Change Program**" or the "**Program**"). This cost-effective alternative to earning a master's degree can be used by districts across the state of Kentucky to support teachers in earning licensure Rank II or Rank I, while aligning professional learning to their strategic plans. GRREC will assist districts in customizing the Program components for new and experienced teachers that wish to enroll in the Program to achieve Rank Change.

Whereas, Julia Grothe (the "**Teacher**") has expressed an interest in enrolling in the GRREC Rank Change Program;

Whereas this Agreement is entered into between District and Teacher, as an ancillary agreement, mindful that KRS 161.730 provides for both limiting and continuing contracts for the District's teachers. This Agreement shall not alter and/or amend any statutory or other rights set for by Kentucky Teacher Tenure law or other; and

Whereas, this Agreement sets forth the respective financial obligations between the Parties for the costs associated with Teacher's enrollment in the GRREC Rank Change Program and Teacher's commitment to remain employed with the District in exchange for the District's payment of a portion of the fees required for Program enrollment.

Whereas, this agreement is made in accordance with and contingent upon the action of the Allen County Board of Education to be taken at a special called meeting on August 26, 2024.

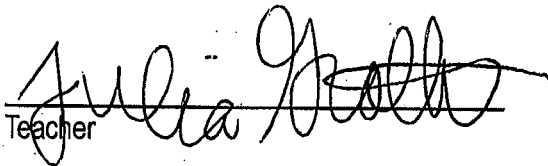
Now, Therefore, Teacher and the Allen County School District Agree as Follows:

TERMS OF AGREEMENT:

- A. As of the date of this Agreement, the full cost of the GRREC Rank Change Program is \$5,500 per participant (the "**Program Tuition**"). The District agrees to pay for the Program Tuition, in the amount of \$4,000 on behalf of Teacher ("**Tuition Subsidy**"). Upon receipt of proof of registration provided from GRREC, the District will remit payment in the amount of the Tuition Subsidy directly to GRREC, the entity entrusted with collecting the Program Tuition for the GRREC Rank Change Program.
- B. Teacher, in exchange for the Tuition Subsidy provided herein, agrees to continue to provide teaching or other District approved educational services to the District for a period of four (4) years following Teacher's completion of the GRREC Rank Change Program and EPSB approval of the associated Rank Change. The teacher is responsible for notifying district and supplying documentation of completion of the rank change program.
- C. Should Teacher fail to (1) complete the GRREC Rank Change Program within four (4) years, as required by the GRREC Contract of Agreement, or (2) fail to complete the four (4) year commitment set forth in Section B of this Agreement, Teacher shall repay the Tuition Subsidy to the District in full.
- D. The Parties agree that this Agreement shall not constitute any agreed upon term of employment, termination and/or discipline, all of which shall be governed by KRS 161.730. Should Teacher be terminated for cause and/or non-renewed on a limited contract, any amounts due herein shall be forgiven, unless Teacher proceeds with a Tribunal Hearing, for which if the District prevails, Teacher shall be liable for the amounts owed herein.
- E. Teacher 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 Teacher. Teacher acknowledges and agrees to advise any prospective employer of the existence of this Agreement, including the four (4) year commitment and the District's rights under this Agreement.

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

So Agreed this 15th day of August, 2024.


Teacher

Superintendent

**TUITION REIMBURSEMENT AGREEMENT
GRREC Rank Change Program**

RECITALS:

Whereas, Kentucky has adopted a tiered teacher certification structure that requires educators to complete continuing education while working towards advanced licensure ranks. New teachers who completed a four-year program will earn Rank III status and must complete ongoing education within a set timeframe to advance to Rank II. Rank I is the highest licensure rank and is earned by completing an approved master's degree and 30 semester hours of graduate work or continuing education. Earning National Board Certification will also move a teacher to Rank I. Kentucky's Education Professional Standards Board ("**EPSB**") has recently removed the requirement for teachers to earn Rank II through an EPSB-approved master's degree program, and the Kentucky Administrative Regulations now state that districts can develop their own Continuing Education Option for licensure rank change and certificate renewal.

Whereas, to support districts in offering their teachers Continuing Education Options and ensuring all requirements are met, the Green River Regional Educational Cooperative ("**GRREC**") developed an EPSB-approved CEO Option II Rank Change Program for Kentucky teachers who are looking to achieve a rank change through job-embedded professional learning experiences (the "**GRREC Rank Change Program**" or the "**Program**"). This cost-effective alternative to earning a master's degree can be used by districts across the state of Kentucky to support teachers in earning licensure Rank II or Rank I, while aligning professional learning to their strategic plans. GRREC will assist districts in customizing the Program components for new and experienced teachers that wish to enroll in the Program to achieve Rank Change.

Whereas, Candace Gaddis (the "**Teacher**") has expressed an interest in enrolling in the GRREC Rank Change Program;

Whereas this Agreement is entered into between District and Teacher, as an ancillary agreement, mindful that KRS 161.730 provides for both limiting and continuing contracts for the District's teachers. This Agreement shall not alter and/or amend any statutory or other rights set for by Kentucky Teacher Tenure law or other; and

Whereas, this Agreement sets forth the respective financial obligations between the Parties for the costs associated with Teacher's enrollment in the GRREC Rank Change Program and Teacher's commitment to remain employed with the District in exchange for the District's payment of a portion of the fees required for Program enrollment.

Whereas, this agreement is made in accordance with and contingent upon the action of the Allen County Board of Education to be taken at a special called meeting on August 26, 2024.

Now, Therefore, Teacher and the Allen County School District Agree as Follows:

TERMS OF AGREEMENT:

- A. As of the date of this Agreement, the full cost of the GRREC Rank Change Program is \$5,500 per participant (the "**Program Tuition**"). The District agrees to pay for the Program Tuition, in the amount of \$4,000 on behalf of Teacher ("**Tuition Subsidy**"). Upon receipt of proof of registration provided from GRREC, the District will remit payment in the amount of the Tuition Subsidy directly to GRREC, the entity entrusted with collecting the Program Tuition for the GRREC Rank Change Program.
- B. Teacher, in exchange for the Tuition Subsidy provided herein, agrees to continue to provide teaching or other District approved educational services to the District for a period of four (4) years following Teacher's completion of the GRREC Rank Change Program and EPSB approval of the associated Rank Change. The teacher is responsible for notifying district and supplying documentation of completion of the rank change program.
- C. Should Teacher fail to (1) complete the GRREC Rank Change Program within four (4) years, as required by the GRREC Contract of Agreement, or (2) fail to complete the four (4) year commitment set forth in Section B of this Agreement, Teacher shall repay the Tuition Subsidy to the District in full.
- D. The Parties agree that this Agreement shall not constitute any agreed upon term of employment, termination and/or discipline, all of which shall be governed by KRS 161.730. Should Teacher be terminated for cause and/or non-renewed on a limited contract, any amounts due herein shall be forgiven, unless Teacher proceeds with a Tribunal Hearing, for which if the District prevails, Teacher shall be liable for the amounts owed herein.
- E. Teacher 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 Teacher. Teacher acknowledges and agrees to advise any prospective employer of the existence of this Agreement, including the four (4) year commitment and the District's rights under this Agreement.

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

So Agreed this 14th day of August, 2024.

Candace Giddis
Teacher

Superintendent

TUITION REIMBURSEMENT AGREEMENT
GRREC Rank Change Program

RECITALS:

Whereas, Kentucky has adopted a tiered teacher certification structure that requires educators to complete continuing education while working towards advanced licensure ranks. New teachers who completed a four-year program will earn Rank III status and must complete ongoing education within a set timeframe to advance to Rank II. Rank I is the highest licensure rank and is earned by completing an approved master's degree and 30 semester hours of graduate work or continuing education. Earning National Board Certification will also move a teacher to Rank I. Kentucky's Education Professional Standards Board ("EPSB") has recently removed the requirement for teachers to earn Rank II through an EPSB-approved master's degree program, and the Kentucky Administrative Regulations now state that districts can develop their own Continuing Education Option for licensure rank change and certificate renewal.

Whereas, to support districts in offering their teachers Continuing Education Options and ensuring all requirements are met, the Green River Regional Educational Cooperative ("GRREC") developed an EPSB-approved CEO Option II Rank Change Program for Kentucky teachers who are looking to achieve a rank change through job-embedded professional learning experiences (the "**GRREC Rank Change Program**" or the "**Program**"). This cost-effective alternative to earning a master's degree can be used by districts across the state of Kentucky to support teachers in earning licensure Rank II or Rank I, while aligning professional learning to their strategic plans. GRREC will assist districts in customizing the Program components for new and experienced teachers that wish to enroll in the Program to achieve Rank Change.

Whereas, Jenna Neal (the "**Teacher**") has expressed an interest in enrolling in the GRREC Rank Change Program;

Whereas this Agreement is entered into between District and Teacher, as an ancillary agreement, mindful that KRS 161.730 provides for both limiting and continuing contracts for the District's teachers. This Agreement shall not alter and/or amend any statutory or other rights set for by Kentucky Teacher Tenure law or other; and

Whereas, this Agreement sets forth the respective financial obligations between the Parties for the costs associated with Teacher's enrollment in the GRREC Rank Change Program and Teacher's commitment to remain employed with the District in exchange for the District's payment of a portion of the fees required for Program enrollment.

Whereas, this agreement is made in accordance with and contingent upon the action of the Allen County Board of Education to be taken at a special called meeting on August 26, 2024.

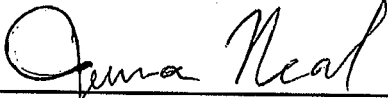
Now, Therefore, Teacher and the Allen County School District Agree as Follows:

TERMS OF AGREEMENT:

- A. As of the date of this Agreement, the full cost of the GRREC Rank Change Program is \$5,500 per participant (the "**Program Tuition**"). The District agrees to pay for the Program Tuition, in the amount of \$4,000 on behalf of Teacher ("**Tuition Subsidy**"). Upon receipt of proof of registration provided from GRREC, the District will remit payment in the amount of the Tuition Subsidy directly to GRREC, the entity entrusted with collecting the Program Tuition for the GRREC Rank Change Program.
- B. Teacher, in exchange for the Tuition Subsidy provided herein, agrees to continue to provide teaching or other District approved educational services to the District for a period of four (4) years following Teacher's completion of the GRREC Rank Change Program and EPSB approval of the associated Rank Change. The teacher is responsible for notifying district and supplying documentation of completion of the rank change program.
- C. Should Teacher fail to (1) complete the GRREC Rank Change Program within four (4) years, as required by the GRREC Contract of Agreement, or (2) fail to complete the four (4) year commitment set forth in Section B of this Agreement, Teacher shall repay the Tuition Subsidy to the District in full.
- D. The Parties agree that this Agreement shall not constitute any agreed upon term of employment, termination and/or discipline, all of which shall be governed by KRS 161.730. Should Teacher be terminated for cause and/or non-renewed on a limited contract, any amounts due herein shall be forgiven, unless Teacher proceeds with a Tribunal Hearing, for which if the District prevails, Teacher shall be liable for the amounts owed herein.
- E. Teacher 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 Teacher. Teacher acknowledges and agrees to advise any prospective employer of the existence of this Agreement, including the four (4) year commitment and the District's rights under this Agreement.

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

So Agreed this 1st day of August, 2024.



Teacher

Superintendent

TUITION REIMBURSEMENT AGREEMENT
GRREC Rank Change Program

RECITALS:

Whereas, Kentucky has adopted a tiered teacher certification structure that requires educators to complete continuing education while working towards advanced licensure ranks. New teachers who completed a four-year program will earn Rank III status and must complete ongoing education within a set timeframe to advance to Rank II. Rank I is the highest licensure rank and is earned by completing an approved master's degree and 30 semester hours of graduate work or continuing education. Earning National Board Certification will also move a teacher to Rank I. Kentucky's Education Professional Standards Board ("**EPSB**") has recently removed the requirement for teachers to earn Rank II through an EPSB-approved master's degree program, and the Kentucky Administrative Regulations now state that districts can develop their own Continuing Education Option for licensure rank change and certificate renewal.

Whereas, to support districts in offering their teachers Continuing Education Options and ensuring all requirements are met, the Green River Regional Educational Cooperative ("**GRREC**") developed an EPSB-approved CEO Option II Rank Change Program for Kentucky teachers who are looking to achieve a rank change through job-embedded professional learning experiences (the "**GRREC Rank Change Program**" or the "**Program**"). This cost-effective alternative to earning a master's degree can be used by districts across the state of Kentucky to support teachers in earning licensure Rank II or Rank I, while aligning professional learning to their strategic plans. GRREC will assist districts in customizing the Program components for new and experienced teachers that wish to enroll in the Program to achieve Rank Change.

Whereas, Erica Lambert (the "**Teacher**") has expressed an interest in enrolling in the GRREC Rank Change Program;

Whereas this Agreement is entered into between District and Teacher, as an ancillary agreement, mindful that KRS 161.730 provides for both limiting and continuing contracts for the District's teachers. This Agreement shall not alter and/or amend any statutory or other rights set for by Kentucky Teacher Tenure law or other; and

Whereas, this Agreement sets forth the respective financial obligations between the Parties for the costs associated with Teacher's enrollment in the GRREC Rank Change Program and Teacher's commitment to remain employed with the District in exchange for the District's payment of a portion of the fees required for Program enrollment.

Whereas, this agreement is made in accordance with and contingent upon the action of the Allen County Board of Education to be taken at a special called meeting on August 26, 2024.

Now, Therefore, Teacher and the Allen County School District Agree as Follows:

TERMS OF AGREEMENT:

- A. As of the date of this Agreement, the full cost of the GRREC Rank Change Program is \$5,500 per participant (the "**Program Tuition**"). The District agrees to pay for the Program Tuition, in the amount of \$4,000 on behalf of Teacher ("**Tuition Subsidy**"). Upon receipt of proof of registration provided from GRREC, the District will remit payment in the amount of the Tuition Subsidy directly to GRREC, the entity entrusted with collecting the Program Tuition for the GRREC Rank Change Program.
- B. Teacher, in exchange for the Tuition Subsidy provided herein, agrees to continue to provide teaching or other District approved educational services to the District for a period of four (4) years following Teacher's completion of the GRREC Rank Change Program and EPSB approval of the associated Rank Change. The teacher is responsible for notifying district and supplying documentation of completion of the rank change program.
- C. Should Teacher fail to (1) complete the GRREC Rank Change Program within four (4) years, as required by the GRREC Contract of Agreement, or (2) fail to complete the four (4) year commitment set forth in Section B of this Agreement, Teacher shall repay the Tuition Subsidy to the District in full.
- D. The Parties agree that this Agreement shall not constitute any agreed upon term of employment, termination and/or discipline, all of which shall be governed by KRS 161.730. Should Teacher be terminated for cause and/or non-renewed on a limited contract, any amounts due herein shall be forgiven, unless Teacher proceeds with a Tribunal Hearing, for which if the District prevails, Teacher shall be liable for the amounts owed herein.
- E. Teacher 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 Teacher. Teacher acknowledges and agrees to advise any prospective employer of the existence of this Agreement, including the four (4) year commitment and the District's rights under this Agreement.

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

So Agreed this 1st day of August, 2024.

Greco M. Lambert
Teacher

Superintendent

**TUITION REIMBURSEMENT AGREEMENT
GRREC Rank Change Program**

RECITALS:

Whereas, Kentucky has adopted a tiered teacher certification structure that requires educators to complete continuing education while working towards advanced licensure ranks. New teachers who completed a four-year program will earn Rank III status and must complete ongoing education within a set timeframe to advance to Rank II. Rank I is the highest licensure rank and is earned by completing an approved master's degree and 30 semester hours of graduate work or continuing education. Earning National Board Certification will also move a teacher to Rank I. Kentucky's Education Professional Standards Board ("**EPSB**") has recently removed the requirement for teachers to earn Rank II through an EPSB-approved master's degree program, and the Kentucky Administrative Regulations now state that districts can develop their own Continuing Education Option for licensure rank change and certificate renewal.

Whereas, to support districts in offering their teachers Continuing Education Options and ensuring all requirements are met, the Green River Regional Educational Cooperative ("**GRREC**") developed an EPSB-approved CEO Option II Rank Change Program for Kentucky teachers who are looking to achieve a rank change through job-embedded professional learning experiences (the "**GRREC Rank Change Program**" or the "**Program**"). This cost-effective alternative to earning a master's degree can be used by districts across the state of Kentucky to support teachers in earning licensure Rank II or Rank I, while aligning professional learning to their strategic plans. GRREC will assist districts in customizing the Program components for new and experienced teachers that wish to enroll in the Program to achieve Rank Change.

Whereas, Ashley Tabor (the "**Teacher**") has expressed an interest in enrolling in the GRREC Rank Change Program;

Whereas this Agreement is entered into between District and Teacher, as an ancillary agreement, mindful that KRS 161.730 provides for both limiting and continuing contracts for the District's teachers. This Agreement shall not alter and/or amend any statutory or other rights set for by Kentucky Teacher Tenure law or other; and

Whereas, this Agreement sets forth the respective financial obligations between the Parties for the costs associated with Teacher's enrollment in the GRREC Rank Change Program and Teacher's commitment to remain employed with the District in exchange for the District's payment of a portion of the fees required for Program enrollment.

Whereas, this agreement is made in accordance with and contingent upon the action of the Allen County Board of Education to be taken at a special called meeting on August 26, 2024.

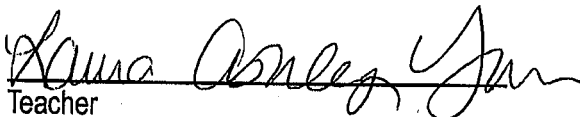
Now, Therefore, Teacher and the Allen County School District Agree as Follows:

TERMS OF AGREEMENT:

- A. As of the date of this Agreement, the full cost of the GRREC Rank Change Program is \$5,500 per participant (the "**Program Tuition**"). The District agrees to pay for the Program Tuition, in the amount of \$4,000 on behalf of Teacher ("**Tuition Subsidy**"). Upon receipt of proof of registration provided from GRREC, the District will remit payment in the amount of the Tuition Subsidy directly to GRREC, the entity entrusted with collecting the Program Tuition for the GRREC Rank Change Program.
- B. Teacher, in exchange for the Tuition Subsidy provided herein, agrees to continue to provide teaching or other District approved educational services to the District for a period of four (4) years following Teacher's completion of the GRREC Rank Change Program and EPSB approval of the associated Rank Change. The teacher is responsible for notifying district and supplying documentation of completion of the rank change program.
- C. Should Teacher fail to (1) complete the GRREC Rank Change Program within four (4) years, as required by the GRREC Contract of Agreement, or (2) fail to complete the four (4) year commitment set forth in Section B of this Agreement, Teacher shall repay the Tuition Subsidy to the District in full.
- D. The Parties agree that this Agreement shall not constitute any agreed upon term of employment, termination and/or discipline, all of which shall be governed by KRS 161.730. Should Teacher be terminated for cause and/or non-renewed on a limited contract, any amounts due herein shall be forgiven, unless Teacher proceeds with a Tribunal Hearing, for which if the District prevails, Teacher shall be liable for the amounts owed herein.
- E. Teacher 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 Teacher. Teacher acknowledges and agrees to advise any prospective employer of the existence of this Agreement, including the four (4) year commitment and the District's rights under this Agreement.

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

So Agreed this 15th day of August, 2024.


Teacher

Superintendent

TUITION REIMBURSEMENT AGREEMENT
GRREC Rank Change Program

RECITALS:

Whereas, Kentucky has adopted a tiered teacher certification structure that requires educators to complete continuing education while working towards advanced licensure ranks. New teachers who completed a four-year program will earn Rank III status and must complete ongoing education within a set timeframe to advance to Rank II. Rank I is the highest licensure rank and is earned by completing an approved master's degree and 30 semester hours of graduate work or continuing education. Earning National Board Certification will also move a teacher to Rank I. Kentucky's Education Professional Standards Board ("EPSB") has recently removed the requirement for teachers to earn Rank II through an EPSB-approved master's degree program, and the Kentucky Administrative Regulations now state that districts can develop their own Continuing Education Option for licensure rank change and certificate renewal.

Whereas, to support districts in offering their teachers Continuing Education Options and ensuring all requirements are met, the Green River Regional Educational Cooperative ("GRREC") developed an EPSB-approved CEO Option II Rank Change Program for Kentucky teachers who are looking to achieve a rank change through job-embedded professional learning experiences (the "**GRREC Rank Change Program**" or the "**Program**"). This cost-effective alternative to earning a master's degree can be used by districts across the state of Kentucky to support teachers in earning licensure Rank II or Rank I, while aligning professional learning to their strategic plans. GRREC will assist districts in customizing the Program components for new and experienced teachers that wish to enroll in the Program to achieve Rank Change.

Whereas, Lisa Kirby (the "**Teacher**") has expressed an interest in enrolling in the GRREC Rank Change Program;

Whereas this Agreement is entered into between District and Teacher, as an ancillary agreement, mindful that KRS 161.730 provides for both limiting and continuing contracts for the District's teachers. This Agreement shall not alter and/or amend any statutory or other rights set for by Kentucky Teacher Tenure law or other; and

Whereas, this Agreement sets forth the respective financial obligations between the Parties for the costs associated with Teacher's enrollment in the GRREC Rank Change Program and Teacher's commitment to remain employed with the District in exchange for the District's payment of a portion of the fees required for Program enrollment.

Whereas, this agreement is made in accordance with and contingent upon the action of the Allen County Board of Education to be taken at a special called meeting on August 26, 2024.

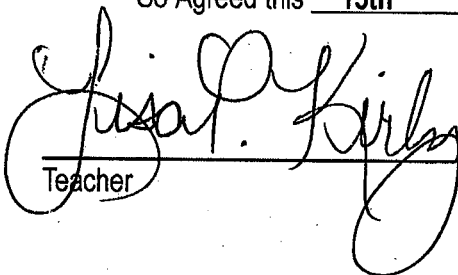
Now, Therefore, Teacher and the Allen County School District Agree as Follows:

TERMS OF AGREEMENT:

- A. As of the date of this Agreement, the full cost of the GRREC Rank Change Program is \$5,500 per participant (the "**Program Tuition**"). The District agrees to pay for the Program Tuition, in the amount of \$4,000 on behalf of Teacher ("**Tuition Subsidy**"). Upon receipt of proof of registration provided from GRREC, the District will remit payment in the amount of the Tuition Subsidy directly to GRREC, the entity entrusted with collecting the Program Tuition for the GRREC Rank Change Program.
- B. Teacher, in exchange for the Tuition Subsidy provided herein, agrees to continue to provide teaching or other District approved educational services to the District for a period of four (4) years following Teacher's completion of the GRREC Rank Change Program and EPSB approval of the associated Rank Change. The teacher is responsible for notifying district and supplying documentation of completion of the rank change program.
- C. Should Teacher fail to (1) complete the GRREC Rank Change Program within four (4) years, as required by the GRREC Contract of Agreement, or (2) fail to complete the four (4) year commitment set forth in Section B of this Agreement, Teacher shall repay the Tuition Subsidy to the District in full.
- D. The Parties agree that this Agreement shall not constitute any agreed upon term of employment, termination and/or discipline, all of which shall be governed by KRS 161.730. Should Teacher be terminated for cause and/or non-renewed on a limited contract, any amounts due herein shall be forgiven, unless Teacher proceeds with a Tribunal Hearing, for which if the District prevails, Teacher shall be liable for the amounts owed herein.
- E. Teacher 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 Teacher. Teacher acknowledges and agrees to advise any prospective employer of the existence of this Agreement, including the four (4) year commitment and the District's rights under this Agreement.

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

So Agreed this 15th day of August, 2024.



Teacher

Superintendent