

ENCLOSURE
February 23, 2026

OLDHAM COUNTY BOARD OF EDUCATION

CONCERN

We currently offer \$5000 tuition assistance/loan forgiveness for Oldham County teachers in critical shortage areas. This is forgiven at the rate of \$1000 per year. Currently, this is only an option for those seeking initial certification in education (holding a master's in an area outside of education) and not for employees who currently hold a bachelor's degree in education.

DISCUSSION

The Recruitment and Retention committee meeting in November discussed ways to show continued support for current staff that are seeking higher-level education through getting a master's degree or rank 1 in education in addition to their undergraduate degree in education. It was discussed that it would be a benefit to current staff with an undergrad degree in teaching to receive the same tuition assistance opportunity as they pursue a second degree in education. This would be a way to support and reward the knowledge and skill these staff will add to our schools as they pursue higher-level certifications.

RECOMMENDATION

Approve the amended Tuition Assistance Program document attached to this enclosure. Modifications allowing current employees with a bachelor's in education to apply for tuition assistance when seeking a higher education (master's degree, etc.) in a critical shortage area.

Carly Clem, Board Chair

Claudette Herald, Superintendent