



Organization, Personnel and Effectiveness

Tuition Reimbursements

Item 6c

April 7, 2025

Tuition Reimbursement

Background

- 2024 Workplace Assessment Focus Area: Career Outlook & Burnout
- One of the two focus areas that came out of the 2024 Workplace Assessment was addressing Career Outlook and Burnout. One way the District is working to address this is with the tuition reimbursement program offered to qualifying employees.

Tuition Reimbursement

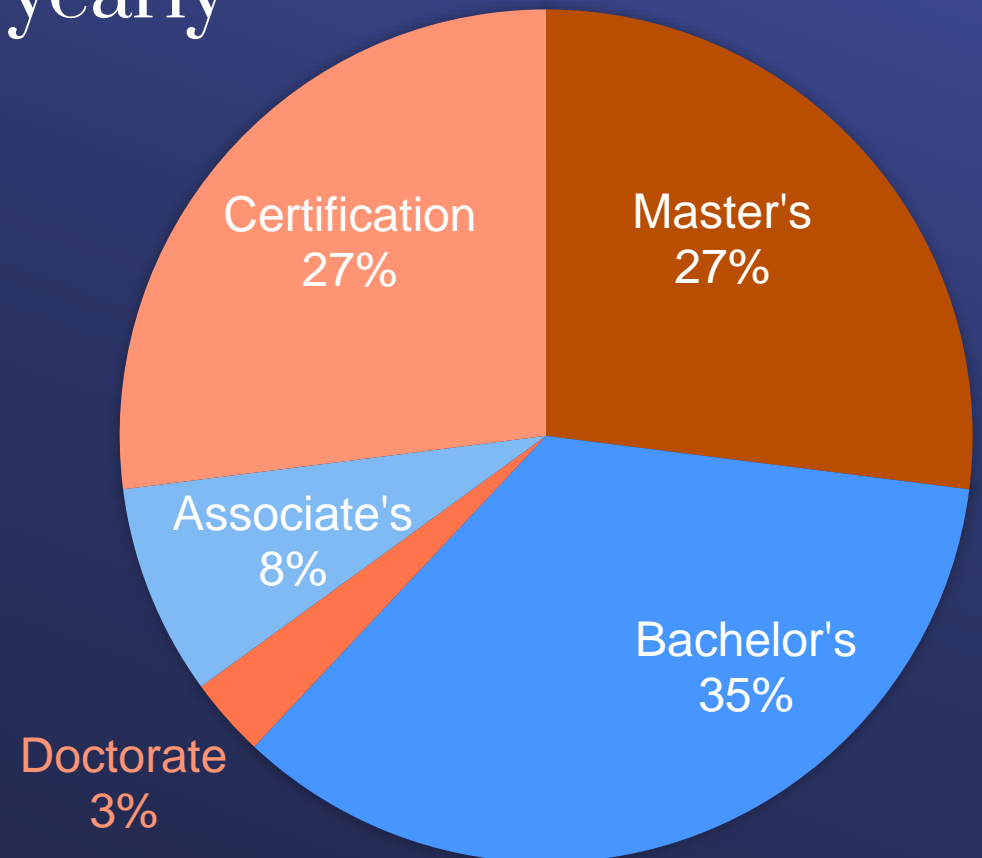
Basic Guidelines

- Regular full, LTE, or part-time employees
- \$9,000 -\$11,000 per calendar year
- Related to current or prospective job
- Employee's time
- Accredited by Dept. of Education

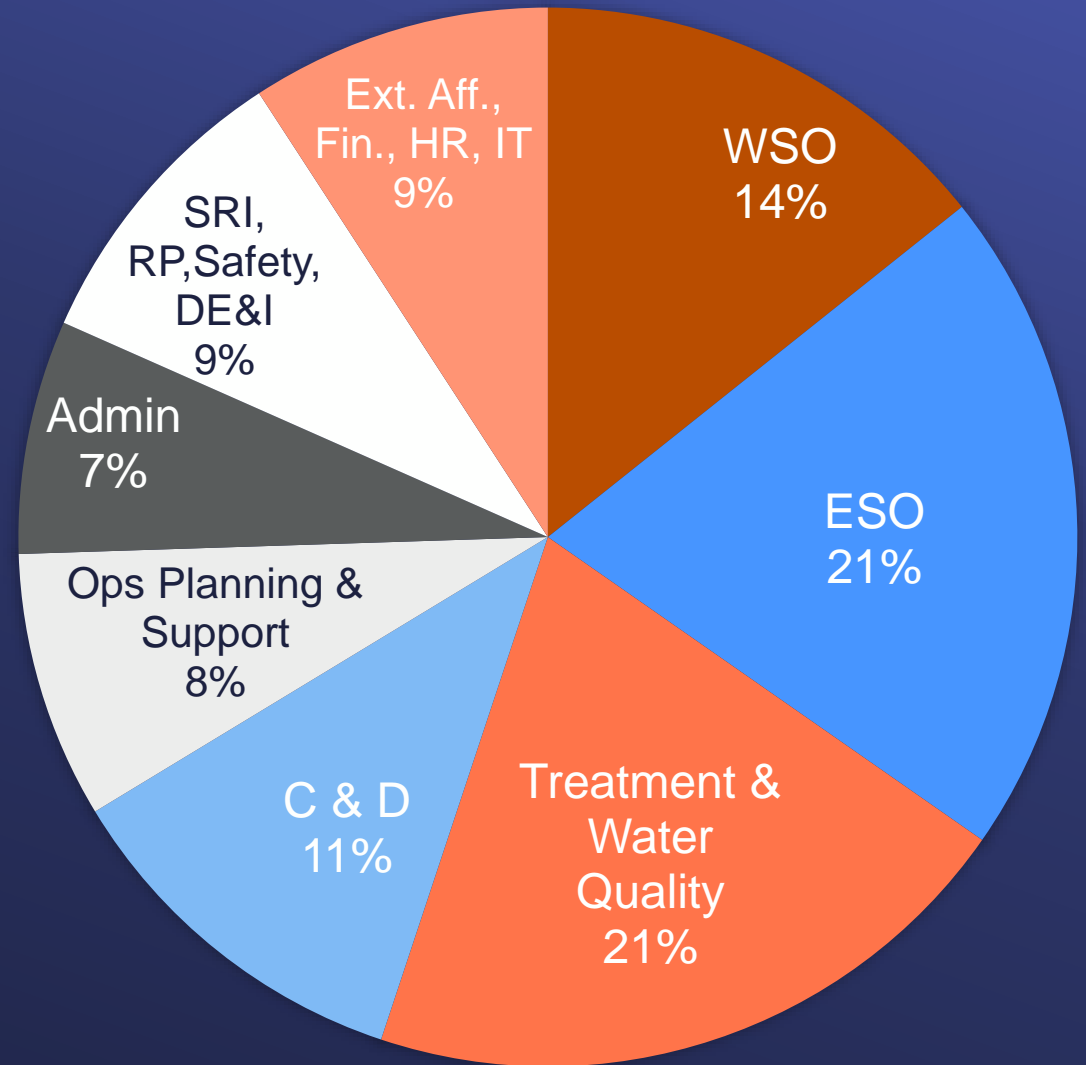
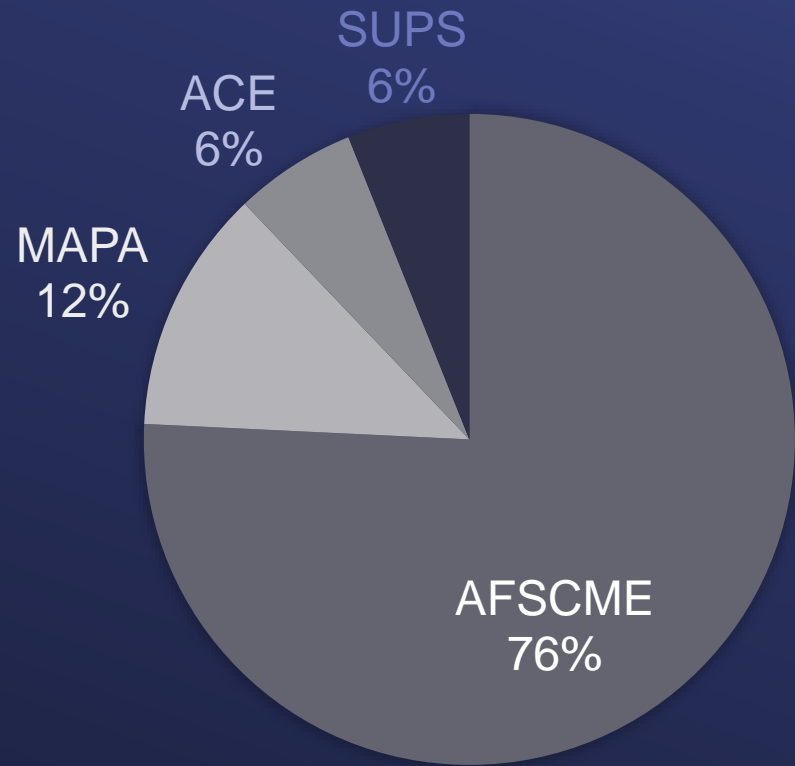
Tuition Reimbursement

Statistics

- 100 employees yearly
- 117 currently



Tuition Reimbursement (by representation)



Tuition Reimbursement

Tuition Reimbursement Improvements

- Re-Designed e-form
 - Clearer instructions
 - Reference links
 - Reduced admin work
- More efficient approval process
- Cleaner policy language

