



Teachers Coaching Teachers

2023 Cohort 1 Commitment and Reimbursement Agreement

This tuition and costs reimbursement agreement (hereinafter "Agreement") is entered into by and between the School District of Polk County, Florida (hereinafter "District") and

_____ (hereinafter "Participant"). This Agreement covers tuition, materials, and other related costs incurred as part of the Teachers Coaching Teachers – Cohort 1 professional development program (hereinafter "program").

WHEREAS, the District has offered to provide certain learning and training to Participant which District believes will enable Participant to provide valuable coaching and development services on behalf of District to its teachers; and,

WHEREAS, District is providing such learning and training to Participant in anticipation of Participant completing the learning requirements of the program and continuing to teach or coach for three years following completion in accordance with the program, so that District recovers some of the benefit of the investment in the program; and,

WHEREAS, the undersigned Participant understands that District would not provide such learning and training unless Participant intended to complete the learning requirements of the program and continue to teach or coach for three school years following completion in accordance with the program and were to agree to reimburse District in the event that Participant voluntarily terminated his or her involvement in the program prior to serving in a teaching or coaching role for three school years following completion of the learning requirements of the program;

NOW, THEREFORE, in consideration of the premises and the promise stated below, the undersigned Participant agrees that;

District intends to provide five Instructional Coaching Pathway courses with Grand Canyon University within the timeframe of April 2023 - November 2023 as follows:



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#	Course	Course Title	Credits	# Weeks	Start date	End date
1	EAS-530	Improving Teacher Performance and Self-Efficacy	3	6	4/27/2023	6/7/2023
2	EDU - 537	Leadership in Instructional Coaching	3	6	6/8/2023	7/19/2023
3	EAD-523	Developing Professional Capacity	3	6	7/20/2023	8/30/2023
4	TCH-539	Introduction in Educational Research	3	6	8/31/2023	10/11/2023
5	REA - 560	Professional Learning and Leadership in Literacy	3	6	10/12/2023	11/22/2023

If Participant voluntarily terminates his/her involvement in the program or leaves the District prior to serving in a teaching or coaching role for three school years following completion of the courses (2024-2025, 2025-2026, and 2026-2027), Participant agrees to reimburse District the cost of tuition, materials, and other related costs incurred by District as determined by the schedule shown below.

Prior to completion of the coursework:	# of courses completed X \$1,565 (the cost of each course)
Following completion of the coursework:	\$7,825 if served less than one full school year
	\$5,217 if served at least one full school year, but less than two full school years
	\$2,608 if served at least two full school years, but less than three full school years



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Reimbursement schedule shall follow the same procedure in Section 22.19-1 for Overpayments in the Teacher Collective Bargaining Agreement:

22.19-1 The repayment of overpayments shall occur as soon as reasonably possible following notification. Repayment schedules shall be reduced to writing and show the total amount owed and the dollar amount of each installment with the end date. In the event that the employee will not agree to a repayment schedule, recovery of the overpaid sums shall not exceed three percent of the gross pay per pay period until the repayment plan is satisfied. In the event of a factual dispute regarding the reason for or amount of an overpayment, the sole remedy shall be a hearing before a hearing officer agreed upon by the Superintendent/designee, and the Association/employee from a mutually established list of three attorneys. The decision of the hearing officer shall be final and binding. The cost of the hearing shall be borne equally by each side.

This Agreement shall be construed under the laws of the State of Florida.

District Representative / Date

Teacher Participant / Date

PCPS Employee ID# _____

