Resolution of the Board of Trustees of Alto ISD
Establishing Grow Your Own Initiative

WHEREAS, school districts across the State of Texas are experiencing staffing shortages and challenges in recruiting and maintaining qualified teachers; and

WHEREAS, Alto ISD desires to encourage current employees to further their education and professional qualifications; and

WHEREAS, the District desires to maintain its current non-certified employees and incentivize their service to the students of Alto ISD as certified teacher; and

WHEREAS, the Board believes the a public purpose will be served by establishing a "Grow Your Own Initiative" wherein current employees would be reimbursed for the costs associated with pursuing a degree in Education and teacher certification from the State Board for Education Certification; and

WHEREAS, Alto ISD has been awarded the ESSA funds to assist with the costs of establishing such an Initiative and the Board determines that the use of such funds services a public purpose and furthers the educational mission of Alto ISD.

NOW, THEREFORE, be it resolved that:
- The Board approves the establishment of a Grow Your Own Initiative for current Alto ISD employees beginning with the Fall 2022 semester.
- The District shall open applications for participation in the Initiative on July 1 of each year, and the deadline for candidate applications shall be August 1 of each year.
- Employees eligible to participate in the Initiative include:
    - Employees pursuing or completing a Bachelor's Degree in Education from an accredited university;
    - Employees pursuing an Alternative Certification from an approved Texas teacher certification program; and
    - Student-teachers completing their Bachelor's Degree and serving their internship at Alto ISD.
- The District shall reimburse the actual costs of Participant's tuition or program fees, as well as the cost of up to 3 Texas Educator Certification exams. Reimbursement shall be made upon submission of a tuition/program fee statement to the Alto ISD Business Office.
- Participants shall be obligated to accept employment as a certified professional educator for three (3) full school years (the "Commitment period") immediately following their certification under a probationary contract. This Resolution and the Initiative shall not be

construed as an offer of employment, and probationary contracts shall be offered contingent upon Superintendent recommendation and Board approval each year.

- Participant's failure to achieve certification, or otherwise comply with the terms of the Initiative, or the Participant's resignation of their employment during Participation in the Initiative or during the Commitment period, shall result in the Participant's obligation to repay all funds previously reimbursed to the Participant by Alto ISD.
- The Board delegates authority to the Superintendent to implement this Grow Your Own Initiative and to create and update guidelines, regulations, Participant Agreements and timelines associated with this Initiative.
- The Board delegates authority to the Superintendent to sign Participant Agreements following Board approval of the candidates.
- The Board delegates to the Superintendent the authority to approve reimbursable expenses submitted by the Participants and to disburse funds to the Participants consistent with the intent and purpose of the Initiative.
- The Board retains authority to review and consider any requests for waiver of the repayment obligation by a Participant who fails to complete the Initiative program or the Commitment period.
- This Initiative program shall continue as long as the District receives appropriate grant-funding each year. Should grant funds be unavailable, the Board retains the right to continue the Initiative program using local funds, if available, or end the Initiative program.

Approved by the Board of Trustees on this 23rd day of June, 2022.

Yay _____   Nay _____   Abstain ____

_____
Board President

ATTEST:

_____
Board Secretary