

**Resolution of the Board of Directors of  
Birmingham Community Charter High School**

**EMPLOYEE RESPONSIBILITY FOR PAYMENT OF EXPENSES RELATED TO  
EMPLOYEE'S CONTINUING EDUCATION TOWARD SALARY SCHEDULE  
ADVANCEMENT, CREDENTIAL WORK OR ACADEMIC DEGREES**

WHEREAS, the Governing Board ("Board") of Birmingham Community Charter High School ("BCCHS") desires to clarify the policies and practices concerning the employee's responsibility to pay for his or her own continuing education, credential work or academic degrees as opposed to the School's payment for education toward the training of employees; and

WHEREAS, the Board desires to ensure that such policies and practices are consistent with commonly accepted practices throughout the education industry, including similar charter schools and school districts; and

WHEREAS, the Board also desires to provide for equitable application of such policies and practices among all employees; and

WHEREAS, the Board wishes to encourage employees to receive specific training related to and for the improvement of the performance of their work; and

WHEREAS, the Board is aware such matters may be subject to negotiations as to represented employee groups;

NOW, THEREFORE, the Board resolves as follows:

1. For non-represented employees, it is the policy of BCCHS that such employees are responsible for any costs or expenses associated with their own continuing education, credential work or academic degrees, and when appropriate, the BCCHS administration may from time to time pay for or reimburse employees for expenses related to education or training directly related to the employee's job duties;
2. For represented employees, the Board's general policy is as stated above, but subject to negotiations between the parties.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors hereby adopts the foregoing resolution.

BE IT FURTHER RESOLVED, that the Secretary of the Board hereby is authorized to certify this resolution.