

4.2 POLICY REGARDING AIG CERTIFICATION/PRAxis TESTING AND REIMBURSEMENT

It is the policy of Scholars Academy to require that all core and enrichment teachers obtain certification for Academically/Intellectually Gifted Education. All teachers who do not have such certification upon the date of hire should complete their designated path to certification as outlined below. They should begin their designated path within 12 months of being hired at Scholars Academy and should complete the path to certification within 24 months of beginning the certification program. For the avoidance of doubt, core teachers include primary elementary school teachers and middle school teachers teaching math, language arts, science and social studies, while enrichment teachers include elementary and middle school teachers teaching all other subjects. Completion of the designated certification path is a requirement for continued employment at Scholars Academy and if a teacher does not complete their certification path as described in this policy, this may result in non-renewal or termination according to their employment contract. Under the discretion of the Executive Director, the designated path may be amended due to extenuating circumstances.

Path I	Path II	Path III
AIG Certification through Praxis Testing	AIG certification through Praxis Testing and take 2 of the 4 courses: Methods of Instructing Gifted Students and Adapting Curriculum Materials and Differentiation (or similar courses)	Complete AIG coursework through accredited university program or complete individualized program developed by the Executive Director to satisfy AIG content and programming standards
Teachers who <ul style="list-style-type: none"> • hold a NC SPII teaching license in the area they are teaching and a Master's degree in education • all enrichment teachers who hold a NC teaching license 	Core Teachers who <ul style="list-style-type: none"> • hold NC SPII teaching license in the area they are teaching in • and 10 or more years of teaching experience 	Core Teachers who <ul style="list-style-type: none"> • hold a Bachelor's degree <ul style="list-style-type: none"> ○ and/or have an NC SPI or SPII license, but may not be teaching in their licensed area ○ and/or have less than 10 years of teaching experience Any teacher who does not have a teaching license or a degree in teaching from an accredited university

If a teacher pursues the designated path within the allotted time but, upon first attempt, fails to obtain a passing score as required for completion of the path, that teacher will have an additional 12 months to successfully complete Path I or 24 months to complete Paths II or III.

Financial Assistance

Any teacher who faces financial obstacles to completing the designated path may apply to Scholars Academy for need-based financial assistance.

Coursework Reimbursement

Scholars Academy will reimburse for required course work and required books (capped at the related tuition and fees charged at the University of North Carolina-Charlotte for in-state residents for comparable courses) at the *beginning* of the semester and prior to receiving a grade transcript upon submission of appropriate documentation evidencing registration and payment of fees. Upon completion of the related course, each employee should submit to the administration a grade transcript evidencing completion of the related course with a grade of "A" or "B." To the extent that the employee did not complete the course or did not obtain a grade of "A" or "B," the employee will be required to re-pay Scholars Academy for the amount paid to the employee as reimbursement for the related course. In all cases, in order to receive reimbursement, a teacher must be in good standing as a Scholars Academy employee.

Praxis Testing Reimbursement

As such, instructional staff members who complete a Praxis exam required for such designation and needed study materials with a passing score will be reimbursed for the cost of the testing with the submission of an appropriate receipt.

Teachers who have received reimbursement for coursework or for Praxis testing and who voluntarily terminates their employment with Scholars Academy prior to completing three (3) years of service after receiving their AIG certification will be responsible for remitting back Scholars Academy the cost of the courses according to the following scale:

0-1 year: employee reimburses 100% of the fees

1-2 years: employee reimburses 66% of the fees

2-<3 years: employee reimburses 33% of the fees

Scholars Academy reserves the right to deduct these amounts from the employee's final paycheck if other arrangements for reimbursement are not made. In addition, Scholars Academy encourages its instructional staff to obtain designation as "highly qualified" as defined in the "No Child Left Behind" legislation.

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