



## Total Rewards Update

### Tuition Reimbursement Program Payment Update

Reach is committed to providing tuition reimbursement for staff who desire to continue their education for their professional and personal development by providing a Tuition Reimbursement Program. Within this program, eligible staff receive reimbursement for one hundred percent (100%) of tuition costs for up to a maximum of \$5,250 per calendar year (CY) for qualified educational expenses and successful completion of eligible undergraduate, graduate, and post-graduate courses in accredited colleges or universities.

The following table provides a summary of the Tuition Reimbursement Program showing the total amount of reimbursements provided to staff during CY 2023 with calendar CY 2022 provided for comparison.

| Calendar Year 2023 |                       |                   |  | Calendar Year 2022 |                       |                   |
|--------------------|-----------------------|-------------------|--|--------------------|-----------------------|-------------------|
| Staff Role         | # of Staff Reimbursed | Total of Payments |  | Staff Role         | # of Staff Reimbursed | Total of Payments |
| Instructional      | 107                   | \$358,566         |  | Instructional      | 107                   | \$399,248         |
| Non-instructional  | 5                     | \$10,081          |  | Non-instructional  | 6                     | \$22,631          |
| Administrators     | 3                     | \$8,395           |  | Administrators     | 6                     | \$24,420          |
| <b>Total</b>       | <b>115</b>            | <b>\$377,042</b>  |  | <b>Total</b>       | <b>119</b>            | <b>\$446,299</b>  |

### Professional Enhancement Update - Tier I and Tier II Payments

As part of the school's Board-approved Compensation System, staff are incentivized within the Professional Enhancement program to obtain job-related certifications, Instructional II certifications and advanced degrees. The incentives are separated into two distinct tiers:

- Tier I stipends are paid to eligible staff who earn an additional job-related certification.
- Tier II pay increase is paid to eligible staff who earn an additional or advanced job-related degree.

The following table summarizes the Professional Enhancement Tier I and Tier II incentives paid in CY 2023.

| Incentive Type                    | Incentive Amount     | # of Staff | Total Amount     |
|-----------------------------------|----------------------|------------|------------------|
| Tier I - Additional Certification | \$1,000 Stipend      | 28         | \$28,000         |
| Tier II - Level II Certification  | \$1,000 Pay Increase | 59         | \$59,000         |
| Tier II - Earned Master's Degree  | \$1,500 Pay Increase | 29         | \$43,500         |
| Tier II - Earned Doctorate        | \$2,500 Pay Increase | 2          | \$5,000          |
| <b>Total</b>                      |                      | <b>118</b> | <b>\$135,500</b> |