

## REIMBURSEMENT AGREEMENT

This Tuition Reimbursement Agreement (the "Agreement") is entered into this \_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_, between Hawthorn Academy, Inc., a Utah nonprofit corporation (the "School"), and \_\_\_\_\_, an individual (the "Teacher").

### Recitals

- A. The School has received a charter from the Utah State Board of Education to operate a charter school in Salt Lake County, Utah.
- B. The School utilizes the International Baccalaureate curriculum ("IB Curriculum").
- C. Teachers employed by the School must be properly trained in order to use the IB Curriculum.
- D. The Teacher is an at-will employee of the School.
- E. The School desires that the Teacher obtain training towards certification in the IB Curriculum at an International Baccalaureate Conference in Austin, Texas (the "Training").
- F. The Teacher desires the School's assistance to obtain the Training.
- G. The School desires to facilitate the Teacher in obtaining the Training.
- H. The School and the Teacher desire to enter into this Agreement in order to carry out that intent.

### Agreement

Now, therefore, in consideration of the foregoing and the mutual covenants and promises of the parties hereto, the School and the Teacher agree as follows:

- 1. The Teacher will satisfactorily complete the Training.
- 2. The School will pay all costs associated with the Training, including airfare, lodging, a per diem for food expenses, and tuition expenses.
- 3. In the event the Teacher does not complete the Training for any reason, including but not limited to the Teacher's termination or acceptance of other employment for the following school year, the Teacher will reimburse the School by September 1, 2010, for all nonrefundable costs incurred by the School in connection with the Training.

The Parties have executed this Agreement as of the date first set forth above.

#### The School:

\_\_\_\_\_  
Deborah L. Swensen, Principal

#### The Teacher:

\_\_\_\_\_