

#### **4.8 – Trustee Employer Reimbursement Policy**

Amended & Restated: February 10, 2026

Revised: August 4, 2026

- I. Purpose and Intent.** The purpose of this policy is to establish the conditions under which the Board may reimburse a participating employer for costs relating to the membership of such employer's employee on the Board of Trustees.
- II. Policy.** The Board, at the request of the employer of any active member-Trustee, may, at its discretion, reimburse such employer for costs associated with allowing the member-Trustee to carry out obligations as a Trustee. Such reimbursement shall be limited to the reasonable incremental costs incurred by the employer. An example of such a cost would be the per diem cost of employing a substitute teacher for such member. Trustees are expected to minimize, wherever possible, the time the member-Trustee is necessarily absent from employment to execute the duties of the Board, including Committee meetings.

Prior to determining whether to make such reimbursement in full or in part, the Board shall request the documentation it deems necessary from the employer.