

**CHAPTER 4-07-36  
TRAINING AND TUITION REIMBURSEMENT**

Section

4-07-36-01      Scope of Chapter  
4-07-36-02      Payment of Training and Tuition

**4-07-36-01. Scope of chapter.**

This chapter applies to all state and local government agencies, departments, institutions, and boards and commissions that employ individuals in positions classified by human resource management services.

**History:** Effective July 1, 2008.

**General Authority:** NDCC 54-44.3-12

**Law Implemented:** NDCC 54-44.3-12

**4-07-36-02. Payment of training and tuition.**

An appointing authority may adopt policies to provide training and educational opportunities to its employees to learn new required skills or to enhance their current skills, to increase the opportunity for advancement within the agency or state service, to increase proficiency and productivity, and to improve work performance.

Costs of training or educational courses, including tuition and fees, may be paid for, within budgetary constraints, by the agency or reimbursed to the employee in accordance with agency policy.

An employee who leaves employment with the state within two years of receiving the tuition must repay the tuition received on a prorated basis.

**History:** Effective July 1, 2008; amended effective July 1, 2010; July 1, 2014.

**General Authority:** NDCC 54-44.3-12

**Law Implemented:** NDCC 54-06-33, 54-44.3-12