

## **DELANCO TOWNSHIP BOARD OF EDUCATION**

Teaching Staff Members  
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Professional Growth

### **PROFESSIONAL GROWTH**

The Board of Education encourages all teaching staff members to pursue a program of continuing professional growth by course work or matriculation in institutions of higher learning, participation in workshops and conferences, membership in professional organizations, and independent scholarship. The Board will offer additional compensation in recognition of the completion of graduate courses of study in accordance with the appropriate negotiated salary schedule. The Board will pay the full cost of tuition for graduate courses in the field of education or in the teacher's area of specialization which have been approved in advance by the superintendent. Courses must be either required by the district or be of a nature which will enhance the level of skills for that staff member.

Payment will be made after the presentation of an official college transcript indicating receipt of a grade in the completed course(s) of a "C" or higher equivalent. Requests for course approval and reimbursement will be granted on a "first come-first served" basis until such time that an annual maximum cap, as determined by the negotiated agreement, is reached within a single fiscal year. The Superintendent will permit teaching staff members to visit other schools and classrooms; attend local, regional, or national conferences; and participate in committees, workshops, and panels, both within and outside this district. Requests for participation in such professional growth activities must be submitted in writing to the building principal for approval and must demonstrate a nexus between the activity and the employee's professional responsibilities. Teaching staff members will be reimbursed for the actual costs of their participation in such an approved professional growth activity, plus mileage. The Superintendent shall prepare and distribute to all teaching staff members regulations governing professional growth activities. The Superintendent shall report regularly to the Board on the professional growth activities of teaching staff members .

N.J.S.A. 18A:31-2  
N.J.A.C. 6:8-4.8

Adopted: January 14, 1998