

PROFESSIONAL STAFF DEVELOPMENT OPPORTUNITIES

Encouragement shall be given to professional personnel to attend meetings, take courses, belong to organizations and read literature describing innovative practices and the solving of instructional problems.

The Board will provide for professional growth through such means as the following:

1. Planned in-service programs and workshops offered within the School District from time to time.
2. Released time for attendance at conferences, workshops and educational meetings.
3. Advancement on the salary schedule will be provided for with additional education or training in accordance with Board policy.

Reimbursements for expenses related to conferences and visitations will be as approved by the superintendent of schools in accordance with Board policy, provided such expenses are within budget allocations for the purpose.

Tuition Reimbursement - All professional staff development opportunities and reimbursement of expenses are dependent upon budgetary allocations and the availability of funds. Annually, the Board will budget funds based upon the economic agreement to be used for the tuition assistance program. Tuition assistance will be paid to certificated staff members who successfully complete college hours at accredited colleges and universities. The District will reimburse staff members working towards a first Master's degree in education for a total of six (6) credit hours per year at University of Missouri-St. Louis (UMSL) rates upon their presentation of a copy of the tuition bill and evidence that they have successfully completed (A or B) the course(s). Staff members must complete an application for tuition reimbursement and send it with the receipt and transcript/grade report to the Human Resource Center. Reimbursement deadlines for each semester are as follows:

Summer Semester – September 15

Fall Semester – January 15

Spring Semester – June 15

If there is a problem obtaining a transcript/grade report by the deadline, a letter from the university is needed stating the delay was beyond the staff member's control.

Adopted: June 8, 1982

Revised: January 13, 1998

Revised: June 26, 2001

Revised: October 11, 2005