

Policy

TUITION REIMBURSEMENT

The Little Silver Board of Education recognizes the importance of advanced educational experience, coursework, and degrees for employees. The board of education may provide tuition assistance to an employee in accordance with contract provisions in a collective bargaining agreement, an individual employment contract, or as per any other employment agreement or contract approved by the Board.

In accordance with the provisions of N.J.S.A. 18A:6-8.5, in order for the board of education to provide tuition assistance to an employee for coursework taken at an institution of higher education or additional compensation upon the acquisition of additional academic credits or completion of a degree program at an institution of higher education, the institution shall be a duly authorized institution of higher education as defined in Section 3 of P.L.1986, c.87 (C.18A:3-15.3).

The employee shall be required to obtain approval from the superintendent prior to enrollment in any course for which tuition assistance is sought. In the event the superintendent denies the approval, the employee may appeal the denial to the board of education. In the case of tuition assistance for the superintendent, the approval shall be obtained from the Board of Education.

In accordance with the provisions of N.J.S.A. 18A:6-8.5.c., tuition assistance or additional compensation shall be provided only for a course or degree related to the employee's current or future job responsibilities.

Nothing in N.J.S.A. 18A:6-8.5 shall be construed to limit the authority of the board to establish more stringent requirements for the provision of tuition assistance or additional compensation. The provisions of this policy and N.J.S.A. 18A:6-8.5 shall not be deemed to impair an obligation set forth in a collective negotiations agreement or an individual contract of employment.

Adopted: January 26, 2012
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Key Words

Certified-Staff, College Course, Workshops, Seminars

Legal Reference: N.J.S.A. 18A:6-8.5 Requirements for receipt of employee tuition assistance, additional compensation
N.J.S.A. 18A:6-8.6 Construction of act

Possible

Cross References: *2131 Superintendent
*4111/4211 Recruitment, selection and hiring
*4111.1/4211.1 Nondiscrimination/affirmative action
*4112.2 Certification
*4112.6/4212.6 Personnel records
*6010 Goals and objectives

*Indicates policy is included in the Critical Policy Reference Manual.