

<b>Policy Subject</b>  SALARY SCHEDULE ADVANCEMENT	<b>Location Code</b>  405.8	<b>Adoption Date</b>  1/13/86
	<b>Rescinds/Amends</b>	<b>Adopted</b>

Quality instruction is achieved through people, primarily teachers. Therefore the School District of Norfolk shall encourage instructional staff to enhance their instructional skills by providing additional compensation for attainment of additional formal education. The additional compensation will be awarded through a salary schedule and rules and regulations for advancement on the schedule.

Additional formal education shall be relative to the teaching assignment to the students served, or to the goals of the school district. Generally, additional education shall be attained through accredited four year colleges and be graduate level education. From time to time the Board may approve specific courses for salary schedule advancement credit which would deviate from the general intent of this policy.

The superintendent of schools shall develop and recommend rules and regulations for salary schedule advancement, shall approve all salary schedule advancement and shall recommend special courses for approval by the Board.