



Middle Township Education Association

101 West Pacific Ave · CMCH, NJ 08210 · 609.602.3195

Memorandum

DATE: 8/17/26

TO: MTEA Members

FROM: J.Wynn, MTEA President

SUBJECT: Course Reimbursement

Listed below are the application dates for course reimbursement:

Spring Semester: 9/21/26-10/9/26 (Classes taken January to June)

Summer Semester: 4/5/27-4/16/27 (Classes taken July and August)

Fall Semester 5/24/27-6/4/27 (Classes taken September to December)

Course Reimbursements packets can be found on the District Webpage under the Business Office tab. Please send completed packets to Terri Hecht .

If you decide to not take a course after you have completed the packet you must let Terri Hecht know as soon as possible.

EMPLOYEES'S NAME:
COLLEGE/UNIVERSITY NAME:
SEMESTER:
DATE:

[illegible]

Steps for Course Reimbursement:

1. Complete appropriate paperwork, Application/Course Reimbursement/Invoice (when available)
2. Submit to [Terri Hecht](#), Administration Building
3. Complete Course
4. When completed, send passing grade to [Anna Striluk in Accounts Payable](#) for reimbursement

CONTRACT LANGUAGE

ARTICLE A-XVII COURSE REIMBURSEMENT

A. Tuition Reimbursement

The Board will reimburse full cost for tuition for graduate, undergraduate, and on-line/distance learning courses offered by accredited colleges or universities that are completed between July 1st and June 30th in a given year based on the prevailing New Jersey State college rate per credit. The maximum reimbursement is the tuition charged at Rutgers, The State University for the same credits regardless of where the courses are taken.

B. The course must enhance the professional growth and development of the employee and be of value to the school system in the employee's position. The course must be submitted to the Superintendent for approval/denial before the course is taken by the employee. Only courses that are directly related to the employee's work assignment or are in a matriculated program leading to a teaching degree will be considered for approval by the Superintendent. At the close of the course, proof of the credit earned must be submitted to the Superintendent.

C. Payment to the Employee and Repayment to the Board

1. When the employee submits the bill after the course or courses have been successfully completed, the employee must be under contract and have full intention to continue working in the Middle Township School District. In the event that the employee voluntarily terminates his/her employment in the Middle Township Schools the employee will be required to repay the tuition cost to the Board based on the years of service provided to the Board by the employee following the employee's completion of the course. The employee shall repay the Board for 50% of his/her reimbursement for a period of less than one full academic year (July 1st to June 30th). Example: If an employee completes a course in December, the employee is obligated to remain in the district for one school year from the following July 1st to June 30th. If an employee completes a course in June, the employee is obligated to remain in the district for one school year from the following July 1st to June 30th.

2. The repayment to the Board shall be by payroll deduction from the last four (4) employee's paychecks. When the last four (4) paychecks are either insufficient to cover the cost of the tuition reimbursement received by the employee or were issued before the employee notified the Board of his/her intention to resign, the employee will be required to submit repayment to the Board within sixty (60) days of receipt of notice from the Board of the amount due. The Board may initiate action in Superior Court to collect the repayment of monies.

D. Maximum Expenditure

1. The maximum annual expenditure for tuition reimbursement shall be ten thousand dollars (\$10,000). During the school years when the requests for tuition reimbursement will exceed the \$10,000 limit the \$10,000 will be distributed based on district seniority with the most senior being first and least senior being last.
2. The available dollars per trimester will be divided on the basis of equal dollars per credit among the successful applicants who satisfactorily complete the courses. The dollars per credit payment shall not be less than eighty percent (80%) of the Rutgers University graduate tuition rate.
3. The ten thousand dollars (\$10,000) shall be disbursed based on three trimesters from September through December, January through May, and June through August.
4. There will be a two (2) week window to apply for tuition reimbursement for each trimester. These dates are subject to mutual agreement between the parties for subsequent years.
5. Applications for the fall trimester will be submitted between 8:30 a.m. on the Monday nearest to June 1st and 4:00 p.m. on the second Friday thereafter. Application for the spring trimester will be submitted as stated above starting on the Monday nearest October 1st.
6. Available money will be allocated by seniority. Within one week of the close of the application period not more than two (2) representatives from each side will meet to determine the dollars per credit that will be distributed to each successful applicant.
7. Within one week of the announcement of the dollars per credit that will be awarded any employee who chooses to withdraw from tuition reimbursement must notify the Association and the business Office of his/her decision to withdraw, Candidates who withdraw will be replaced by the next most senior applicant on the list.
8. Monies designated for any successful applicant who does not satisfactorily complete the course(s) and who has not notified the Association and the Business Office within ten (10) calendar days of the first day of the trimester will be forfeited. The applicant will not be eligible for tuition reimbursement of the next two (2) semesters.