



COUNCIL OF SCHOOL OFFICERS
LOCAL 4



Council of School Officers
American Federation of School Administrators, Local 4 (AFL – CIO)

Richard Jackson
President

Barbara B. Childs
Executive Vice President

PROFESSIONAL DEVELOPMENT POLICY

1. Each full-time employee of DCPS who is a dues-paying member of the CSO has a right to receive payment or reimbursement for membership fees for a professional organization directly aligned to the specific job for which they are hired in DC Public Schools.
 - a. Reimbursement for Membership fees shall not exceed \$350 per academic school year.
 - b. Each member can only apply for one (1) membership per academic school year.
 - c. To request reimbursement, the member must provide proof of payment for membership fees for the specific organization. A member can only apply for membership fee reimbursement once each academic school year.
2. Each full-time employee of DCPS who is a dues-paying member of the CSO can receive reimbursement for registration to a professional conference directly aligned to the specific job for which they are hired in DC Public Schools.
 - a. Registration fee reimbursement will not exceed \$200 per academic year.
 - b. To request reimbursement, the member must provide proof of registration for the specific conference. A member can only apply for conference registration reimbursement once each academic school year.
 - c. An alignment statement shall be attached to each application.
3. The Council of School Officers will provide, when appropriate, professional development opportunities for its members.