**MID-OHIO EDUCATIONAL SERVICE CENTER**

**GOVERNING BOARD**

**SCHOOL PSYCHOLOGY DEVELOPMENT**

**PROGRAM AGREEMENT**

This School Psychology Development Program Agreement (“Agreement”) is made and entered into this **16th** day of **September 2020**, by and between the Mid-Ohio Educational Service Center (“MOESC”) Governing Board (“Board”) and **Amanda Nowak** (“Associate to the School Psychologist” or “ASP”) (collectively, the “Parties”), in accordance with a Resolution adopted by the Board on **September 16, 2020.**

WHEREAS,the ASP is enrolled in the University of Toledo’s School Psychology Educational Specialist Program (“UToledo Program”) as a **second**-year graduate student; and

WHEREAS, the ASP has been accepted into MOESC’s School Psychology Development Program (“SP Program”), which is governed by Board Policy **2250.01**; and

WHEREAS, as a condition of the ASP’s acceptance into the SP Program, the ASP must enter a binding Program Agreement with the Board governing the terms and conditions of ASP’s participation in the SP Program.

NOW, THEREFORE, in consideration of the mutual covenants and conditions contained herein, and for other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the Parties hereby agree as follows:

1. Term of Agreement

This Agreement shall be effective as of the date set forth above, and shall continue in full force and effect until **June 30, 2022, plus 3 years**, as applicable**,** unless terminated at an earlier date as provided herein.

2. Term of Employment as ASP

The Board hereby employs the ASP, and the ASP hereby accepts employment, as an Associate to the School Psychologist for a term commencing on **August 1, 2020** and ending on **June 30, 2022**, unless terminated at an earlier date as provided herein. ASP understands and agrees that his/her employment is contingent upon a satisfactory criminal records check as required by law. ASP is employed only on a conditional basis until such satisfactory report has been received by the Board.

3. Academic Certification

During ASP’s participation in the SP Program, ASP shall maintain, and furnish to the Board evidence of his/her maintaining, good academic standing at the University of Toledo as described by the University of Toledo’s policies, rules, and/or regulations. This Agreement shall terminate automatically, and without further notice or process, upon the failure of the ASP to maintain such academic standing.

4. Duties and Licensure

The ASP shall perform all duties assigned by the Board or its designee. The ASP shall perform all duties specified in the job description for the ASP as adopted by the Board, or as it may be amended from time to time during the term of this Agreement. Such job description, as amended, is hereby incorporated into this Agreement by reference as if fully restated herein. ASP shall abide by all policies, rules, regulations, and Codes of Conduct adopted by the Board for the governance of its employees. ASP further shall abide by all terms and conditions of the SP Program. ASP agrees to obtain and maintain all necessary licenses or permits required by law for his/her position. The Board may grant ASP a leave of absence to attend UToledo for related course work.

5. Days to be Worked

ASP will work on an as needed basis each year, but shall work no fewer than twenty (20) days each year. The number of work days may be modified by the Board Superintendent or other Board designee, and any such modification shall be in writing and signed by the Parties. ASP’s work schedule must be approved by the Board Superintendent or other Board designee.

6. SP Program Participation Terms

A. Tuition Reimbursement. During ASP’s participation in the SP Program, the Board shall provide ASP educational assistance in the form of tuition reimbursement (“tuition investment”) as follows:

(1) UToledo Program Year 2:

a. UToledo’s College of Graduate Studies shall reimburse ASP the cost of tuition for UToledo Program semester hours (Fall, Spring, and Summer semesters) not to exceed a maximum of thirty (30) semester hours;

b. ASP is assigned by UToledo to MOESC for his/her externship. The ASP will receive an externship stipend through UToledo, paid for by the Board, for externship program work; and

c. ASP is responsible for all fees (including room and board, if applicable), travel expenses, and applicable taxes.

(2) UToledo Program Year 3:

a. The Board shall reimburse ASP the full cost of tuition for UToledo Program semester hours (Fall, Spring, and Summer semesters) not to exceed a maximum of sixteen (16) semester hours;

b. ASP is assigned by UToledo to MOESC for his/her internship. The Board shall pay the ASP an internship salary; and

c. ASP is responsible for all fees (including room and board, if applicable), travel expenses, and applicable taxes.

B. Successful Completion Required. The Board shall not reimburse ASP for tuition for any course which the ASP fails to successfully complete or fails to complete within the time limitation set forth in Section 6(C) below. ASP shall submit a MOESC Tuition Reimbursement Form along with written proof of successful completion in the form of an official transcript within thirty (30) days after the end of each semester in order to receive reimbursement.

C. Completion Deadline. ASP must successfully complete the UToledo Program no later than **June 30, 2022** (the “Completion Deadline”). This Completion Deadline may be modified by the Board Superintendent in his/her sole discretion based upon extenuating circumstances demonstrated by the ASP. Any such modification shall be in writing and signed by the Parties.

D. Externship and Internship. ASP shall complete his/her externship and internship required by the UToledo Program at MOESC unless otherwise agreed to in writing by the Parties. The Board shall assign ASP to work for a member school district of MOESC with specific work and hours to be determined. ASP’s participation in the externship and/or internship shall be governed by Board Policy.

E. Work Commitment. Upon graduation from the UToledo Program by the Completion Deadline, ASP agrees that he/she will accept an offer of employment with the Board as a School Psychologist (“SP”) for a fixed term of **three (3)** years (“SP Commitment”). The SP Commitment shall be evidenced by a separate written employment contract between the Board and ASP.

F. Tuition Reimbursement Repayment. ASP shall reimburse the Board its tuition investment upon the occurrence of any of the following events in the following amounts:

(1) If ASP leaves the UToledo Program or fails to graduate by the Completion Deadline, ASP shall reimburse the Board one hundred percent (100%) of its tuition investment.

(2) If ASP does not accept the offer of employment as a SP for the Governing Board upon graduating from the UToledo Program (i.e., does not fulfill the SP Commitment), the Practitioner shall reimburse the Governing Board one hundred percent (100%) of the Governing Board’s tuition investment.

(3) If the ASP fulfills the SP Commitment and accepts the offer of employment as a SP for the Governing Board for a fixed term of employment, but does not complete his/her full term, the ASP shall reimburse the Board its tuition investment as follows:

|  |  |
| --- | --- |
| In Year 1 | Eighty percent (80%) of tuition investment |
| In Year 2 | Fifty percent (50%) of tuition investment |
| In Year 3 | Ten percent (10%) of tuition investment |

F. Repayment. ASP agrees to have deductions taken from his/her Board paycheck for any monies owed to the Board if he/she should leave employment before the end of the full employment term. If such paycheck deduction does not fully reimburse the Board for its tuition investment, or if no such paycheck deduction is possible, ASP agrees to reimburse the Board its tuition investment within twelve (12) months pursuant to a written repayment plan with the Board (“Repayment Plan”). The Repayment Plan shall include a provision stating that if the Board incurs any fees or costs in recouping its tuition investment from ASP, ASP shall be responsible for such fees and costs, including the Board’s reasonable attorneys’ fees.

G. ASP’s obligations under this Section shall survive any termination of this Agreement.

7. Compensation

For his/her services as ASP, the Board shall compensate ASP as follows:

1. Salary.

In UToledo Program Year 2, the Board shall fund ASP’s externship stipend through UToledo. In UToledo Program Year 3, the Board shall fund ASP’s internship salary for his/her UToledo internship placement at MOESC.

B. Leave and Other Benefits. ASP shall not receive nor be paid for any other fringe benefits, including but not limited to vacation leave, sick leave, personal days, or holidays, during the term of this Contract. ASP is not eligible for, nor shall ASP receive, coverage under any group health plans offered by the Board.

8. Termination

A. This Agreement may be terminated:

1. By mutual agreement of the Parties;

2. Upon ASP’s failure to abide by the policies, rules, regulations, and/or Codes of Conduct adopted by the Board for the governance of its employees or for the governance of the SP Program;

3. Upon ASP’s breach of any term of this Agreement; or

4. In accordance with Board policy and/or Ohio law.

B. The Board’s Superintendent may release the ASP from the SP Program if an externship, internship, or post-UToledo-graduation assignment cannot be obtained for the ASP. If the ASP is released by the Superintendent pursuant to this provision, ASP shall not be obligated to reimburse the Board its tuition investment under Section 6(F) above.

9. SERS Obligation

The ASP agrees that he/she has been notified of, and accepts as a condition of employment, his/her duties and obligations under R.C. Chapter 3309 pertaining to the Public School Employees Retirement System

10. Complete Agreement

This document sets forth the complete agreement between the Parties and shall not be varied or amended except in a writing signed by both Parties, and pursuant to a properly adopted resolution of the Board.

11. Savings Clause

If any portion of this Agreement is deemed illegal due to conflict with State or Federal law, the remainder of the Agreement shall remain in full force and effect. Further, this Agreement does not constitute any obligation, either written or implied, for reemployment beyond the term set forth herein.

12. Section Headings

The section headings contained in this Agreement are for convenience of reference only and shall not affect the meaning or interpretation of this Agreement.

**ASSOCIATE TO THE SCHOOL PSYCHOLOGIST**

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**Amanda Nowak**

Date

**MID-OHIO EDUCATIONAL**

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Board President Date

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Board Treasurer Date