**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 **Claire Brooks** (“MOESC Employee” or “employee”) (collectively, the “Parties”), in accordance with a Resolution adopted by the Board on **September 16, 2020**

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

WHEREAS, the EMPLOYEE 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 EMPLOYEE’s acceptance into the SP Program, the EMPLOYEE must enter a binding Program Agreement with the Board governing the terms and conditions of EMPLOYEE’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, 2023, plus 5 years**, as applicable unless terminated at an earlier date as provided herein.

2. Term of Employment as EMPLOYEE

The Board hereby employs the EMPLOYEE, and the EMPLOYEE hereby accepts employment, as an Special Education Assessment Coordinator for a term commencing on **August 1, 2020**, and ending on **June 30, 2023** unless terminated at an earlier date as provided herein. EMPLOYEE understands and agrees that his/her employment is contingent upon a satisfactory criminal record check as required by law. EMPLOYEE is employed only on a conditional basis until such satisfactory report has been received by the Board.

3. Academic Certification

During EMPLOYEE’s participation in the SP Program, EMPLOYEE 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 EMPLOYEE to maintain such academic standing.

4. Duties and Licensure

The EMPLOYEE shall perform all duties assigned by the Board or its designee. The EMPLOYEE shall perform all duties specified in the job description for the EMPLOYEE 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. EMPLOYEE shall abide by all policies, rules, regulations, and Codes of Conduct adopted by the Board for the governance of its employees. EMPLOYEE further shall abide by all terms and conditions of the SP Program. EMPLOYEE agrees to obtain and maintain all necessary licenses or permits required by law for his/her position. The Board may grant EMPLOYEE a leave of absence to attend UToledo for related course work.

5. Days to be Worked

EMPLOYEE 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. EMPLOYEE’s work schedule must be approved by the Board Superintendent or other Board designee.

6. SP Program Participation Terms

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

(1) UToledo Program Year 1:

a. The Board shall reimburse EMPLOYEE the full cost of tuition for UToledo Program semester hours (Fall, Spring, and Summer semesters) not to exceed a maximum of thirty (30) semester hours;

b. The Board shall not pay the EMPLOYEE a graduate stipend; and

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

(2) UToledo Program Year 2:

a. The Board shall reimburse EMPLOYEE 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. EMPLOYEE is assigned by UToledo to MOESC for his/her externship. The EMPLOYEE will receive an externship stipend through UToledo, paid for by the Board, for externship program work in addition to the salary as set and agreed upon with Mansfield City Schools as an Assessment Coordinator and further represented in employee’s salary notice as an Assessment Coordinator for Mansfield City Schools; and

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

(3) UToledo Program Year 3:

a. The Board shall reimburse EMPLOYEE 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. EMPLOYEE is assigned by UToledo to MOESC for his/her internship. The Board shall pay the EMPLOYEE an internship salary; and will earn no less per diem than the rate of pay earned during EMPLOYEE’S 2021-2022 salary.

c. EMPLOYEE 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 EMPLOYEE for tuition for any course which the EMPLOYEE fails to successfully complete or fails to complete within the time limitation set forth in Section 6(C) below. EMPLOYEE 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. EMPLOYEE must successfully complete the UToledo Program no later than **June 30, 2023** (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 EMPLOYEE. Any such modification shall be in writing and signed by the Parties.

D. Externship and Internship. EMPLOYEE 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 EMPLOYEE to work for a member school district of MOESC with specific work and hours to be determined. EMPLOYEE’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, EMPLOYEE agrees that he/she will accept an offer of employment with the Board as a School Psychologist (“SP”) for a fixed term of **five (5)** years (“SP Commitment”). The SP Commitment shall be evidenced by a separate written employment contract between the Board and EMPLOYEE.

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

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

(2) If EMPLOYEE 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 EMPLOYEE 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 EMPLOYEE shall reimburse the Board its tuition investment as follows:

|  |  |
| --- | --- |
| In Year 1 | Ninety percent (90%) of tuition investment |
| In Year 2 | Seventy percent (70%) of tuition investment |
| In Year 3 | Fifty percent (50%) of tuition investment |
| In Year 4 | Thirty percent (30%) of tuition investment |
| In Year 5 | Ten percent (10%) of tuition investment |

F. Repayment. EMPLOYEE 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, EMPLOYEE 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 EMPLOYEE, EMPLOYEE shall be responsible for such fees and costs, including the Board’s reasonable attorneys’ fees.

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

7. Compensation

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

A. Salary.

EMPLOYEE shall not receive any compensation in UToledo Program Year 1. In UToledo Program Year 2, the Board shall fund EMPLOYEE’s externship stipend of $13,500 through UToledo. In UToledo Program Year 3, the Board shall fund EMPLOYEE’s internship salary, not to be less per diem than what EMPLOYEE was earning in FY21-22,for his/her UToledo internship placement at MOESC.

B. Leave and Other Benefits. EMPLOYEE(s) leave and other benefits will be based on Board Policy/Guidelines. In most cases Leave and Other Benefits will be pro-rated based on time worked and subsequently paid. Time spent in class, commuting and on homework will not count as time worked for Leave and Benefit purposes. EMPLOYEE is not eligible for, nor shall EMPLOYEE receive, coverage under any group health plans offered by the Board unless the employee is actively assigned to work within a district for at least thirty (30) hours per week

8. Termination

A. This Agreement may be terminated:

1. By mutual agreement of the Parties;

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

9. SERS Obligation

The EMPLOYEE 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.

**SPECIAL EDUCATION ASSESSMENT COORDINATOR**

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**Claire Brooks**  Date

**MID-OHIO EDUCATIONAL**

**SERVICE CENTER**

**GOVERNING BOARD**

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Board President Date

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Superintendent Date

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Board Treasurer Date