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|  | Mid-Ohio Educational Service CenterCollege of Health and Human ServicesSchool of Intervention and WellnessSpeech Language Pathology Program**Mid-Ohio School Speech Language Pathology Development Program**  |  |

**The Mid-Ohio School Speech Language Pathology Development Program (“MOESC SLP Program”)** is a collaborationbetween the **Mid-Ohio Educational Service Center (“MOESC”)** and the **University of Toledo (“UToledo”)** to identify, recruit, and retain qualified candidates for School Speech Language Pathology program completion, including a commitment to working for MOESC in the Mid-Ohio area for five (5) years beyond graduation**,** from the **UToledo’s School Speech Language Pathology Program** **(“UToledo Program”)**.

1. MOESC with UToledo will identify and select candidates for the MOESC SLP Program.
	1. Advertising program – word of mouth and through UToledo and MOESC media avenues:
		1. Individual would then apply and be accepted to the UToledo Program.
		2. Individual would apply and be accepted into the MOESC SLP Program.
			1. Face-to-face interview would be conducted by MOESC Special Education Department to ensure good fit.
			2. Individual’s acceptance into the MOESC SLP Program is conditioned on individual agreeing to follow MOESC policies, rules, regulations, and Codes of Conduct related to the MOESC SLP Program, and entering into a Program Agreement with MOESC.
2. MOESC will support accepted individuals **(“Grad Students” or “Students”)** through graduation from the UToledo Program.
	1. Grad Student Y1 -
		1. Student enrolled full time in the UToledo Program.
		2. Student employed by MOESC as a nonteaching employee **(Employee)** eligible for limited contracts. Student may be granted a leave of absence to attend UToledo full time.
		3. MOESC will reimburse the cost of tuition, for the Student, for UToledo Program semester hours (Fall, Spring, and Summer semesters; up to forty-eight (48) semester hours.
		4. Student receives no graduate stipend from MOESC.
		5. **Student is responsible for all fees** (including room and board, if applicable), travel expenses, and applicable taxes.
	2. Grad Student Y2 -
		1. Student enrolled full time in the UToledo Program.
		2. Student employed by MOESC as a nonteaching employee eligible for limited contracts. Student may be granted a leave of absence to attend UToledo full time for related course work.
		3. Student participates in the internship program through **UToledo College of Graduate Studies (“COGs”)**, and is assigned by MOESC to a member school district within MOESC, for the pediatric portion of the internship, **twenty (20) hours per week**, within the Fall or Spring semester (specific work to be determined).
		4. MOESC will reimburse the cost of tuition for the Student for UToledo Program semester hours (Fall, Spring, and Summer semesters; up to eighteen (18) semester hours.
		5. Student receives no graduate stipend from MOESC.
		6. **Student is responsible for all fees** (including room and board, if applicable), travel expenses, and applicable taxes.
	3. Clinical Fellowship Y3 -
		1. Graduate student **(Practitioner)** employed by MOESC with duties of a School Speech Language Pathologist Clinical Fellow **(CF)** as assigned.
			1. A Practitioner’s Clinical Fellowship (**Practitioner’s CF**) employment by MOESC is contingent upon a satisfactory criminal record check as required by law, and Practitioner’s CF is employed only on a conditional basis until such satisfactory report has been received.
			2. A Practitioner’s CF will begin the Clinical Fellowship experience under the supervision of a Mid-Ohio Educational Service Center ASHA certified supervisor.
		2. A Practitioner’s CF employment with MOESC may be terminated:
			1. By mutual agreement of the parties;
			2. Upon Practitioner’s CF failure to abide by the policies, rules, regulations, and/or Codes of Conduct adopted by the Board;
			3. Upon Practitioner’s CF breach of any term of the Program Agreement; or
			4. In accordance with Board policy and/or Ohio law.
		3. The Superintendent reserves the right to release the Practitioner CF from the program if a post-UToledo-graduation employment assignment cannot be obtained for the Practitioner CF. If the Superintendent releases the Practitioner CF from the program, Practitioner CF will not be responsible for paying back MOESC’s tuition investment.
		4. MOESC may request removal Practitioner CF “for cause.” Student agrees that “cause” includes but is not limited to: failure to abide by the policies, rules, regulations, and/or Codes of Conduct adopted by the Board for the governance of its employees; insubordination; neglect of duty; incompetency; inefficiency; dishonesty; or other acts of misfeasance, malfeasance, or nonfeasance.
3. For a Studentwho begins the MOESC SLPProgramin year 1and successfully graduatesfrom the UToledo Program, the **Practitioner (former Student)** commits to employment with MOESC for a five (5)-year period upon graduationfrom UToledo. A bindingagreement between the Practitionerand the MOESC would be enteredoutlining program details, including payback of **tuition and expenses** paid by MOESC for the Practitioner **(“tuition investment”)** if the Practitioner fails to remain employed for the full five (5)-year period.
	1. If the Practitioner does not complete his/her employment as a **School Speech Language Pathologist (“SLP”)** for the MOESC during the five (5) year commitment period, he/she is responsible for payback of the cost of MOESC’s tuition investment as follows:
		1. If the Student does not successfully graduatefrom the UToledo Program within the time period specified in the Student’s agreement – Pay back one hundred percent (100%) of MOESC’s tuition investment.
		2. If the Student does not accept theoffer of employment as an SLP Clinical Fellow forMOESC – pay back one hundred percent (100%) of MOESC’s tuition investment.
		3. If the Practitioner does not complete the full five (5)-year term of employment by MOESC as a SLP, Practitioner must pay back MOESC’s tuition investment according to the following schedule:
			1. In Year 1, CF – pay back ninety percent (90%) of tuition investment
			2. In Year 2 – pay back seventy percent (70%) of tuition investment
			3. In Year 3 – pay back fifty percent (50%) of tuition investment
			4. In Year 4 – pay back thirty percent (30%) of tuition investment
			5. In Year 5 – pay back ten percent (10%) of tuition investment
4. MOESC FiscalNotes:
	1. Total MOESC monetary investment is estimated to be Forty-One Thousand Two Hundred Sixty-Seven Dollars ($41,267.00) per Student and is a seven (7)-year commitment (based on 2020-2021 rates).
	2. The investment spread over five (5) years (term of employment commitment) equates to approximately Eight Thousand Two Hundred Fifty-Three Dollars ($8,253.00) per year (based on 2020-2021 rates).
5. MOESCSLPProgram Phase-In:
	1. Student enteringY1 – Full program as outlined above with five (5)-year commitment
		1. Upon successful graduation from the UToledo Program, the Practitioner(former Student) commits to employment with MOESC for a five (5)-year period. A bindingagreement would be enteredoutlining program details, including payback of tuition investment paid by MOESC for the Practitioner if the Practitioner fails to remain employed for the full five (5)-year period.
		2. If the Student leaves the UToledo Program or fails to graduate from the UToledo Program within the time period specified in the Student’s agreement – Pay back one hundred percent (100%) of MOESC’s tuition investment.
		3. If the Practitioner(former Student) does the following, he/she is responsible for payback of the cost of MOESC’s tuition investment as follows:
			1. If the Student/Practitioner does not accept the offer of employment as a SLP, CF for MOESC – pay back one hundred percent (100%) of MOESC’s tuition investment.
			2. If the Practitioner does not complete the full five (5)-year term of employment by MOESC as a SLP, Practitioner must pay back MOESC’s tuition investment according to the following schedule:
				1. In Year 1 – pay back ninety percent (90%) of tuition investment
				2. In Year 2 – pay back seventy percent (70%) of tuition investment
				3. In Year 3 – pay back fifty percent (50%) of tuition investment
				4. In Year 4 – pay back thirty percent (30%) of tuition investment
				5. In Year 5 – pay back ten percent (10%) of tuition investment
	2. Student entering Year 2 – Three (3)-Year Commitment
		1. Upon successful graduation from the UToledo Program, the Practitioner (former Student) commits to employment with MOESC for a three (3)-year period. A binding agreement would be entered outlining program details, including payback of tuition investment paid by MOESC for the Practitioner if the Practitioner fails to remain employed for the full three (3)-year period.
		2. If the Student leaves the UToledo Program or fails to graduate from the UToledo Program within the time period specified in the Student’s agreement – Pay back one hundred percent (100%) of MOESC’s tuition investment.
		3. If the Practitioner (former Student) does the following, he/she is responsible for payback of the cost of MOESC’s tuition investment as follows:
			1. If the Student/Practitioner does not accept the offer of employment as a SLP, CF for MOESC – pay back one hundred percent (100%) of MOESC’s tuition investment.
			2. If the Practitioner does not complete the full three (3)-year term of employment by MOESC as a SLP, Practitioner must pay back MOESC’s tuition investment according to the following schedule:
				1. In Year 1 – pay back eighty percent (80%) of tuition investment
				2. In Year 2 – pay back fifty percent (50%) of tuition investment
				3. In Year 3 – pay back ten percent (10%) of tuition investment
	3. Student entering Year 3 – Two (2)-Year Commitment
		1. Upon successful graduation from the UToledo Program, the Practitioner (former Student) commits to employment with MOESC for a two (2)-year period. A binding agreement would be entered outlining program details, including payback of tuition investment expended by MOESC for the Practitioner if the Practitioner fails to remain employed for the full two (2)-year period.
		2. If the Student leaves the UToledo Program or fails to graduate from the UToledo Program within the time period specified in the Student’s agreement – Pay back one hundred percent (100%) of MOESC’s tuition investment.
		3. If the Practitioner (former Student) does the following, he/she is responsible for payback of the cost of MOESC’s tuition investment as follows:
			1. If the Student/Practitioner does not accept the offer of employment as a SLP, CF for MOESC– pay back one hundred percent (100%) of MOESC’s tuition investment.
			2. If the Practitioner does not complete the full two (2)-year term of employment by MOESC as a SLP, Practitioner must pay back MOESC’s tuition investment according to the following schedule:
				1. In Year 1 – pay back seventy percent (70%) of tuition investment
				2. In Year 2 – pay back twenty percent (20%) of tuition investment
6. Other MOESC SLP Program Requirements:
	1. Admission and Participation:
		1. Students and Practitioners must agree to abide by the policies, rules, regulations, and Codes of Conduct adopted by the **MOESC Board of Governors (the “Board”)** for the governance of its employees. Students and Practitioners also must agree to abide by the terms and conditions of their individual Program Agreements, which are entered at the time of admission to the MOESC SLP Program.
		2. Admission to, and participation in, the MOESC SLP Program is contingent upon the Student maintaining good academic standing at UToledo as defined by UToledo’s program eligibility standards. If a Student fails to meet UToledo’s academic standards, the Student shall be dismissed from the MOESC SLP Program. A Student may be readmitted to the MOESC SLP Program upon a showing that the Student has regained good academic standing at UToledo.
		3. MOESC is not responsible for the cost of tuition for any course which the Student fails to successfully complete. Student shall submit written proof of successful completion in the form of an official transcript and proof of payment in order to receive reimbursement (MOESC Tuition Reimbursement Form required).
	2. Employment with MOESC
		1. A Student’s/Practitioner’s employment by MOESC is contingent upon a satisfactory criminal record check as required by law, and Student/Practitioner is employed only on a conditional basis until such satisfactory report has been received.
		2. A Student’s/Practitioner’s employment with MOESC may be terminated:
			1. By mutual agreement of the parties;
			2. Upon Student’s/Practitioner’s failure to abide by the policies, rules, regulations, and/or Codes of Conduct adopted by the Board;
			3. Upon Student’s/Practitioner’s breach of any term of the Program Agreement; or
			4. In accordance with Board policy and/or Ohio law.
		3. A Student’s/Practitioner’s obligation to reimburse MOESC for any portion of its tuition investment shall survive any termination of Student’s/Practitioner’s employment contract.
		4. The Superintendent reserves the right to release the Student/Practitioner from the program if an internship, or post-UToledo-graduation employment assignment cannot be obtained for the Student/Practitioner. If the Superintendent releases the Student/Practitioner from the program, the Student/Practitioner will not be responsible for paying back MOESC’s tuition investment.
	3. Internship with MOESC
		1. A Student’s internship with MOESC shall be governed by the terms of the **Educational Affiliation Agreement between UToledo and MOESC (“Affiliation Agreement”)**.
		2. During Student’s internship, Student agrees to abide by the policies, rules, regulations, and/or Codes of Conduct adopted by the Board.
		3. Under the Affiliation Agreement, MOESC may request removal of the Student from his/her internship “for cause.” Student agrees that “cause” includes, but is not limited to: failure to abide by the policies, rules, regulations, and/or Codes of Conduct adopted by the Board for the governance of its employees; insubordination; neglect of duty; incompetency; inefficiency; dishonesty; or other acts of misfeasance, malfeasance, or nonfeasance. MOESC shall cooperate with UToledo in any UToledo investigation for a concern or allegation related to the Student’s internship or MOESC’s request to remove a Student.
	4. MOESC SLP Program Tuition Reimbursement Policy
		1. Student/Practitioner is responsible for reimbursing MOESC for its tuition investment if:
			1. Student leaves or otherwise fails to successfully complete the UToledo Program by the deadline set forth in the Student’s Program Agreement;
			2. Student/Practitioner fails to accept an offer of employment from MOESC for the employment term following graduation from UToledo while participating in the MOESC SLP Program; or
			3. Student/Practitioner leaves or terminates his/her employment with MOESC prior to the end of the full employment term (five years, three years, or two years, as applicable).
		2. Tuition investment shall be paid back according to the schedules set forth above.
		3. Student/Practitioner agrees to have deductions taken from his/her MOESC paycheck for any monies owed to MOESC if he/she should leave employment before the end of the full employment term. If such paycheck deduction does not fully reimburse MOESC for its tuition investment, or if no such paycheck deduction is possible, Student/Practitioner agrees to reimburse MOESC its tuition investment within twelve (12) months pursuant to a **written repayment plan with MOESC (“Repayment Plan”).** The Repayment Plan shall include a provision stating that if MOESC incurs any fees or costs in recouping its tuition investment from a Student/Practitioner, Student/Practitioner shall be responsible for such fees and costs, including MOESC’s reasonable attorneys’ fees.