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| Mid-Ohio Educational Service Center Speech Language Pathology Development Program |  |

**The Mid-Ohio Educational Service Center Speech Language Pathology Development Program (“MOESC SLP Program”)** is an initiative to identify, recruit, and retain qualified candidates for Speech Language Pathology certification, including a commitment to working for MOESC in the Mid-Ohio area for five (5) years beyond graduation**.**

1. MOESC will identify and select candidates for the MOESC SLP Program.
	1. Advertising program – through word of mouth, MOESC media, relationships with institutes of higher education:
		1. Candidates will have applied and have been accepted to a CAA Speech-Language Pathology Graduate program with an institute of their choosing.
		2. Individual would apply and be accepted into the MOESC SLP Program.
			1. Face-to-face interview would be conducted by MOESC Student Services 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”)** through graduation from the CAA Speech-Language Pathology Graduate program.
	1. Grad Student Y1 & Y2
		1. Student enrolled full time in the CAA Speech-Language Pathology Graduate 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 the CAA Speech-Language Pathology Graduate program full time.
		3. MOESC will **reimburse** the cost of tuition, for the Student, for semester hours (Fall, Spring, and Summer semesters; up to sixty (60) semester hours or up to total tuition cost of $40,000.
		4. **Student is responsible for all fees** (including room and board, if applicable), travel expenses, and applicable taxes.
		5. Student participates in the internship program through **the CAA Speech-Language Pathology Graduate program** and is assigned by MOESC to a member school district within MOESC, for the pediatric portion of the internship, **hours per week determined by the CAA Speech-Language Pathology Graduate program**, within the Fall or Spring semester (specific work to be determined).
		6. Student receives no internship stipend from MOESC.
	2. Clinical Fellowship Y3 -
		1. Speech Language Clinical Fellow **(Practitioner)** employed by MOESC with duties of a Speech Language Pathologist as assigned.
			1. A Practitioner’s employment by MOESC is contingent upon a satisfactory criminal record check, as required by law, and employment is only on a conditional basis until such satisfactory report has been received.
			2. A Practitioner will begin the Clinical Fellowship experience under the supervision of a Mid-Ohio Educational Service Center ASHA certified supervisor.
		2. A Practitioner’s employment with MOESC may be terminated:
			1. By mutual agreement of the parties;
			2. Upon Practitioner’s failure to abide by the policies, rules, regulations, and/or Codes of Conduct adopted by the Board;
			3. Upon Practitioner’s 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 from the program if a post-graduation employment assignment cannot be obtained for the Practitioner. If the Superintendent releases the Practitioner from the program, the Practitioner will not be responsible for paying back MOESC’s tuition investment.
		4. MOESC may request removal of the Practitioner “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 program, the **Practitioner (former Student)** commits to employment with MOESC for a five (5)-year period upon graduation. 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 CAA Speech-Language Pathology Graduate program within the 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 an 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 Thousand Dollars ($40,000.00) per Student and is a total seven (7)-year commitment.
	2. The investment spread over five (5) years (term of employment commitment) equates to approximately Eight Thousand Dollars ($8,000.00).
5. MOESCSLPProgram Phase-In:
	1. Student enteringY1 – Full program as outlined above with five (5)-year commitment
		1. Upon successful graduation from the CAA Speech-Language Pathology Graduate 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 CAA Speech-Language Pathology Graduate program or fails to graduate from the program within the 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 an 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 an 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
	2. Student entering Y2 – Three (3)-Year Commitment
		1. Upon successful graduation from the CAA Speech-Language Pathology Graduate 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 CAA Speech-Language Pathology Graduate Program or fails to graduate from the program within the 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 an 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 an 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 Y3 – Two (2)-Year Commitment
		1. Upon successful graduation from the CAA Speech-Language Pathology Graduate 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 program or fails to graduate from the program within the 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 an 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 an 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 as defined by the institute of higher learning eligibility standards. If a Student fails to meet 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 the institute of higher learning.
		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 post-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. Internships with MOESC
		1. A Student’s internship with MOESC shall be governed by the terms of the **Educational Affiliation Agreement between the institute of higher learning 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 the institute of higher learning 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 graduate 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 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.

DRAFTED: April 12, 2021