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| Mid-Ohio Educational Service Center School Psychology Development Program |  |

**The Mid-Ohio Educational Service Center School Psychology Development Program (“MOESC SP Program”)** is an initiative to identify, recruit, and retain qualified candidates for School Psychology 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 SP Program.
	1. Advertising program – through word of mouth, MOESC media, relationships with institutes of higher education (**IHE**):
		1. Candidates will have applied and have been accepted to a **Graduate School Psychology Program** with an institute of their choosing.
		2. Individual would apply and be accepted into the MOESC SP 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 SP Program is conditioned on individual agreeing to follow MOESC policies, rules, regulations, and Codes of Conduct related to the MOESC SP Program, and entering into a Program Agreement with MOESC.
2. MOESC will support accepted individuals **(“Grad Students”)** through graduation from a Graduate School Psychology Program.
	1. Grad Student Years 1 thru 3
		1. Student enrolled full time in a Graduate School Psychology program that leads to licensure.
		2. Student will be employed by MOESC as a non-teaching employee **(Employee)** eligible for limited contracts. Student may be granted a leave of absence to attend the School Psychology Graduate program full time.
		3. MOESC will **reimburse** the cost of tuition for the Student. The total reimbursement for the program will be for the greater of fifty-five (55) **total** semester hours or a total tuition cost of $38,300, whichever is comes first. Student receives no graduate stipend from MOESC.
		4. Student is responsible for all fees (including room and board, if applicable), travel expenses, and applicable taxes. The Employee should seek financial advice regarding the taxability of their scholarship/tuition reimbursement.
	2. Grad Student Year 2 – Externship/Practica
		1. Student participates in an externship as required by theSchool Psychology Graduate program and is assigned by MOESC to work for a member school district within the MOESC (specific work to be determined by IHE/School district).
	3. Grad Student Year 3 - Internship
		1. Student is assigned by MOESC, in collaboration with the IHE, to complete their required Internship**.**
		2. Student is employed by MOESC with duties of a School Psychologist Intern as assigned.
		3. MOESC will utilize any applicable grant funds from the **Ohio Department of Education (“ODE”)** to offset the salary provided to the Student intern (as has been past practice).
3. MOESC FiscalNotes:
	1. Total MOESC monetary investment is estimated to be Thirty-Eight Thousand Three Hundred Dollars ($38,300.00) per Student and is an eight (8)-year commitment (based on 2019-2020 rates).
	2. The investment spread over five (5)-years (term of employment commitment) equates to approximately Seven Thousand Six Hundred Sixty Dollars ($7,660.00) per year (based on 2019-2020 rates).
4. MOESCSPProgram Phase-In:
	1. Student enteringYear 1 – Full program as outlined above with five (5)-year Work Commitment
		1. Upon successful graduation from the School Psychology 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 School Psychology Graduate Program or fails to graduate within the period specified in the Student’s agreement – Pay back one hundred percent (100%) of MOESC’s tuition investment.
		3. If the Student/Practitioner does not accept the offer of employment as a SP for MOESC – pay back one hundred percent (100%) of MOESC’s tuition investment.
		4. If the Practitioner does not complete the full five (5)-year term of employment by MOESC as a SP, then the Practitioner must pay back MOESC’s tuition investment according to the following schedule:
			1. Completion of Year 1 – pay back ninety percent (90%) of tuition investment
			2. Completion of Year 2 – pay back seventy percent (70%) of tuition investment
			3. Completion of Year 3 – pay back fifty percent (50%) of tuition investment
			4. Completion of Year 4 – pay back thirty percent (30%) of tuition investment
			5. Completion of Year 5 – pay back ten percent (10%) of tuition investment
	2. Student entering Year 2 – Three (3)-Year Work Commitment
		1. Upon successful graduation from the School Psychology 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 School Psychology 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 Student/Practitioner does not accept the offer of employment as a SP for MOESC – pay back one hundred percent (100%) of MOESC’s tuition investment.
		4. If the Practitioner does not complete the full five (5)-year term of employment by MOESC as a SP, then the Practitioner must pay back MOESC’s tuition investment according to the following schedule:
			1. Completion of Year 1 – pay back eighty percent (80%) of tuition investment
			2. Completion of Year 2 – pay back fifty percent (50%) of tuition investment
			3. Completion of Year 3 – pay back twenty ten (20%) of tuition investment
	3. Student entering Year 3 – Two (2)-Year Work Commitment
		1. Upon successful graduation from the School Psychology 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 does not complete the full five (5)-year term of employment by MOESC as a SP, then the Practitioner must pay back MOESC’s tuition investment according to the following schedule:
			1. Completion of Year 1 – pay back seventy percent (70%) of tuition investment
			2. Completion of Year 2 – pay back thirty twenty percent (30%) of tuition investment
5. Other MOESC SP 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 SP Program.
		2. Admission to, and participation in, the MOESC SP 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 SP Program. A Student may be readmitted to the MOESC SP 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 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 externship, internship, or 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.

* 1. Externship and Internship with MOESC
		1. A Student’s externship or 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 externship or 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 externship or 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 externship, internship or MOESC’s request to remove a Student.
	2. MOESC SP 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 SP 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).
			4. Termination for “cause”, as described in ORC.
		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.