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#### 2250.01 - **SCHOOL PSYCHOLOGY DEVELOPMENT PROGRAM**

The Mid-Ohio School Psychology Development Program (the "SP Program") is an initiative to identify, recruit, and retain qualified candidates for School Psychology certification, including a commitment to working for the Board in the Mid-Ohio area for up to five (5) years beyond graduation. All SP Program applicants and participants are subject to the terms and conditions of this Policy.

##### **Eligibility and Acceptance:**

Candidates for the SP Program must apply and be accepted into MOESC SP Program. Applicants can obtain an SP Program Application from the MOESC Director of Student Services. Any Board employee may apply for the SP Program.

Each application for the SP Program shall be reviewed by the Board's designee(s). SP Program candidates may be required to interview with the MOESC Special Education Department prior to the designee(s) making any determination regarding the candidate's admission. Candidates shall be notified in writing of the Board's admission decision.

A candidate's acceptance into the SP Program is conditioned on:

- A. the candidate agreeing to follow the Board's policies, rules, regulations, and Codes of Conduct related to the SP Program; and
- B. the candidate entering a binding Program Agreement with the Board.

##### **Employment of Accepted Candidates:**

Upon acceptance into the SP Program, the accepted candidate ("Participant") shall be employed by the Board as an ("Employee"), which is a **non**teaching position eligible for limited contracts. A Participant's employment by the Board as an Employee is contingent upon a satisfactory criminal record check as required by law. The Participant is employed only on a conditional basis until such satisfactory report has been received.

A Participant's employment may be terminated as set forth in the Participant's employment contract. A Participant's obligation to reimburse the Governing Board for any portion of its tuition investment, set forth in the Tuition Reimbursement section below, shall survive any termination of Participant's employment contract.

##### **SP Program Structure:**

- A. Subject to the Participant meeting all requirements during his/her participation in the SP Program, the Governing Board will support the Participant through his/her graduation from the institute of choice as follows:

##### 1. Participant Year 1:

- a. Participant is enrolled full time in a School Psychology Graduate Program.
- b. Participant is employed by the Governing Board as a **non**teaching employee (Employee) eligible for limited contracts. Participant may be granted a leave of absence to attend the School Psychology Graduate program full time for related course work.

2. Participant Year 2:

- a. Participant is enrolled full time in a School Psychology Graduate Program.
- b. Participant is employed by the Governing Board as a ~~non~~teaching employee (Employee) eligible for limited contracts. Participant may be granted a leave of absence to attend the School Psychology Graduate Program full time for related course work.
- c. Participant participates in an externship as required by the School 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. Participant Year 3:

- a. Participant is assigned by MOESC, in collaboration with the IHE, to complete their required Internship.
- b. Participant is employed by MOESC with duties of a School Psychologist Intern as assigned.

B. Participants who successfully complete the School Psychology Graduate Program ("Practitioners") must commit to employment with the Governing Board as a School Psychologist ("SP") for a fixed term upon graduation as follows:

1. Practitioners who entered the SP Program in Participant Year 1: five (5)-year term.
2. Practitioners who entered the SP Program in Participant Year 2: three (3)-year term.
3. Practitioners who entered the SP Program in Participant Year 3: two (2)-year term.

**Tuition Reimbursement:**

A. During a Participant's participation in the SP Program, the Governing Board shall provide educational assistance to the Participant in the form of tuition reimbursement ("tuition investment") as follows:

1. The Governing Board shall reimburse the cost of tuition, for the Participant, for semester hours (Fall, Spring, and Summer semesters); up to ~~fifty-five (55) the~~ total requisite semester number of hours to complete the program. ~~or up to total tuition cost of \$38,300.~~
2. The Governing Board shall not pay the Participant a graduate stipend.
3. Participant is responsible for all fees (including room and board, if applicable), travel expenses, and applicable taxes.
4. The Governing Board shall pay the Participant an internship salary while interning as a School Psychologist Intern.
5. Participant is responsible for all fees (including room and board, if applicable), travel expenses, and applicable taxes.

B. The Governing Board is not responsible for reimbursing the cost of tuition for any course which the Participant fails to successfully complete or fails to complete within the time limitation set forth in the Participant's Program Agreement. Participant shall submit a MOESC Tuition Reimbursement Form along with written proof of successful completion in the form of an official transcript in order to receive reimbursement.

C. Participant shall reimburse the Governing Board its tuition investment upon the occurrence of any of the following events in the following amounts:

1. If the Participant leaves the School Psychology Graduate Program or fails to graduate within the time-period specified in the Participant's Program Agreement, the Participant shall reimburse the Governing Board one hundred percent (100%) of the Governing Board's tuition investment.
2. If the Practitioner does not accept the offer of employment as a SP for the Governing Board upon graduating from the IHE Program, the Practitioner shall reimburse the Governing Board one hundred percent (100%) of the Governing Board's tuition investment.
3. If the Practitioner 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 Practitioner shall reimburse the Governing Board its tuition investment as follows:

Five (5)-Year Term	In Year 1	Ninety percent (90%) of tuition investment
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	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
Three (3)-Year Term	In Year 1	Eighty percent (80%) of tuition investment
	In Year 2	Fifty percent (50%) of tuition investment
	In Year 3	Twenty percent (20%) of tuition investment
Two (2)-Year Term	In Year 1	Seventy percent (70%) of tuition investment
	In Year 2	Thirty percent (30%) of tuition investment

- D. Participant/Practitioner shall agree to have deductions taken from his/her Governing Board paycheck for any monies owed to the Governing Board if he/she should leave employment before the end of the full employment term. If such paycheck deduction does not fully reimburse the Governing Board for its tuition investment, or if no such paycheck deduction is possible, Participant/Practitioner agrees to reimburse the Governing 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 Governing Board incurs any fees or costs in recouping its tuition investment from a Participant/Practitioner, Participant/Practitioner shall be responsible for such fees and costs, including the Board's reasonable attorneys' fees.

#### **Other SP Program Requirements:**

##### **A. General Requirements**

Participant/Practitioners must abide by the policies, rules, regulations, and Codes of Conduct adopted by the Board for the governance of its employees. Participant/Practitioners also must abide by the terms and conditions of their individual Program Agreements, which are entered at the time of admission to the SP Program.

##### **B. Academic Standing**

Admission to, and participation in, the SP Program is contingent upon the Participant maintaining good academic standing in the School Psychology Graduate program as described by the program's policies, rules, and regulations.

If a Participant fails to meet the School Psychology Graduate program's academic standards, the Participant shall be dismissed from the SP Program. A Participant may be readmitted to the SP Program upon a showing that the Participant has regained good academic standing with the IHE.

##### **C. Non-Academic Dismissal from SP Program**

In addition to academic dismissal (set forth above), a Participant may be dismissed from the SP Program for non-academic reasons, including but 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 or for the SP Program; dishonesty; or other acts of misfeasance, malfeasance, or nonfeasance.

If the Board is considering non-academic dismissal of a Participant, the Board's designee shall notify Participant of the basis for the intended dismissal. Within five (5) business days of providing such notice, the Board's designee shall meet with Participant to provide Participant an opportunity to explain his or her conduct. After meeting with Participant, the Board's designee shall make a recommendation to the Board regarding dismissal. The Board's decision regarding a Participant's dismissal shall be final and binding.

##### **D. Externship and Internship Requirements**

1. A Participant's externship or internship with the Board shall be governed by the terms of the Educational Affiliation Agreement between the School Psychology Graduate Program/institute of higher education and MOESC ("Affiliation Agreement").
2. During Participant's externship or internship, Participant agrees to abide by the policies, rules, regulations, and/or Codes of Conduct adopted by the Board.
3. Under the Affiliation Agreement, the Board may request removal of the Participant from his/her externship or internship "for cause." "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.

4. The Board shall cooperate with the School Psychology Graduate Program/institute of higher education in any investigation for a concern or allegation related to the Participant's externship or internship or the Board's request to remove a Participant.



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## 2250.02 - **SPEECH LANGUAGE PATHOLOGY DEVELOPMENT PROGRAM**

The Mid-Ohio 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. All SLP Program applicants and participants are subject to the terms and conditions of this Policy.

### **Eligibility and Acceptance:**

Candidates for the MOESC SLP Program must apply and be accepted into the MOESC SLP Program. Applicants can obtain an SLP Program Application from the MOESC Director of Student Services. Any Board employee may apply for the SLP Program.

Each application for the SLP Program shall be reviewed by the Board's designee(s). SLP Program candidates may be required to interview with the MOESC Student Services Department prior to the designee(s) making any determination regarding the candidate's admission. Candidates shall be notified in writing of the Board's admission decision.

A candidate's acceptance into the SLP Program is conditioned on:

- A. The candidate agreeing to follow the Board's policies, rules, regulations, and Codes of Conduct related to the SLP Program; and
- B. The candidate entering a binding Program Agreement with the Board.

### **Employment of Accepted Candidates:**

Upon acceptance into the SLP Program, the accepted candidate ("Participant") shall be employed by the Board as an employee ("Employee"), which is a ~~non~~teaching position eligible for limited contracts. A Participant's employment by the Board as an Employee is contingent upon a satisfactory criminal record check as required by law. The Participant is employed only on a conditional basis until such satisfactory report has been received.

A Participant's employment may be terminated as set forth in the Participant's employment contract. A Participant's obligation to reimburse the Governing Board for any portion of its tuition investment, set forth in the Tuition Reimbursement section below, shall survive any termination of Participant's employment contract.

### **SLP Program Structure:**

- A. Subject to the Participant meeting all requirements during his/her participation in the SLP Program, the Governing Board will support the Participant through his/her graduation from the institute of choice as follows:
  - 1. Participant Y1 & Y2:
    - a. Participant is enrolled full time in a CAA Speech-Language Pathology Graduate program.
    - b. Participant is employed by the Governing Board as a ~~non~~teaching employee (Employee) eligible for limited contracts. Participant may be granted a leave of absence to attend the CAA Speech-Language Pathology

Graduate program full time for related course work.

- c. Participant 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 (specific work to be determined).
2. Participant Year 3 (Employment Year 1):
    - a. Participant is employed by MOESC with duties of a Speech Language Pathologist Clinical Fellow as assigned.
    - b. Participant'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.
    - c. Participant will begin the Speech Language Pathologist Clinical Fellowship experience under the supervision of a Mid-Ohio Educational Service Center ASHA certified supervisor.
- B. Participants who successfully complete the CAA Speech-Language Pathology Graduate program ("Practitioners") must commit to employment with the Governing Board as a Speech Language Pathologist ("SLP") for a fixed term upon graduation as follows:
1. Practitioners who entered the SLP Program in Participant Year 1: five (5)-year term.
  2. Practitioners who entered the SLP Program in Participant Year 2: three (3)-year term.
  3. Practitioners who entered the SP Program in Participant Year 3: two (2)-year term.

#### **Tuition Reimbursement:**

- A. During a Participant's participation in the SLP Program, the Governing Board shall provide educational assistance to the Participant in the form of tuition reimbursement ("tuition investment") as follows:
1. Participant Year 1 & 2:
    - a. The Governing Board shall reimburse the cost of tuition, for the Participant, for semester hours (Fall, Spring, and Summer semesters; up to ~~sixty (60) semester hours~~ the total requisite number of hours to complete the program. or up to total tuition cost of \$40,000.
    - b. The Governing Board shall not pay the Participant a graduate stipend.
    - c. Participant is responsible for all fees (including room and board, if applicable), travel expenses, and applicable taxes.
  2. Participant Year 3 (Employment Year 1):
    - a. Speech Language Clinical Fellow (Practitioner) employed by MOESC with duties of a Speech Language Pathologist as assigned.
    - b. 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.
    - c. A Practitioner will begin the Clinical Fellowship experience under the supervision of a Mid-Ohio Educational Service Center ASHA certified supervisor.
- B. The Governing Board is not responsible for reimbursing the cost of tuition for any course which the Participant fails to successfully complete or fails to complete within the time limitation set forth in the Participant's Program Agreement. Participant shall submit a MOESC Tuition Reimbursement Form along with written proof of successful completion in the form of an official transcript in to receive reimbursement.
- C. Participant shall reimburse the Governing Board its tuition investment upon the occurrence of any of the following events in the following amounts:
1. If the Participant leaves the CAA Speech-Language Pathology Graduate program or fails to graduate within the period specified in the Participant's Program Agreement, the Participant shall reimburse the Governing Board one hundred percent (100%) of the Governing Board's tuition investment.



2. If the Participant does not accept the offer of employment as an SLP for the Governing Board upon graduating from the CAA Speech-Language Pathology Graduate program, the Practitioner shall reimburse the Governing Board one hundred percent (100%) of the Governing Board's tuition investment.
3. If the Participant accepts the offer of employment as an SLP for the Governing Board for a fixed term of employment, but does not complete his/her full term, the Participant shall reimburse the Governing Board its tuition investment as follows:

Five (5)-Year Term	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
Three (3)-Year Term	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
Two (2)-Year Term	In Year 1	Seventy percent (70%) of tuition investment
	In Year 2	Twenty percent (20%) of tuition investment

- D. Participant/Practitioner shall agree to have deductions taken from his/her Governing Board paycheck for any monies owed to the Governing Board if he/she should leave employment before the end of the full employment term. If such paycheck deduction does not fully reimburse the Governing Board for its tuition investment, or if no such paycheck deduction is possible, Participant/Practitioner agrees to reimburse the Governing 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 Governing Board incurs any fees or costs in recouping its tuition investment from a Participant/Practitioner, Participant/Practitioner shall be responsible for such fees and costs, including the Board's reasonable attorneys' fees.

#### **Other SLP Program Requirements:**

##### **A. General Requirements**

Participant/Practitioners must abide by the policies, rules, regulations, and Codes of Conduct adopted by the Board for the governance of its employees. Participant/Practitioners also must abide by the terms and conditions of their individual Program Agreements, which are entered at the time of admission to the SLP Program.

##### **B. Academic Standing**

Admission to, and participation in, the SLP Program is contingent upon the Participant maintaining good academic standing in the CAA Speech-Language Pathology Graduate program as described by the program's policies, rules, and regulations.

If a Participant fails to meet the CAA Speech-Language Pathology Graduate program's academic standards, the Participant shall be dismissed from the SLP Program. A Participant may be readmitted to the SLP Program upon a showing that the Participant has regained good academic standing.

##### **C. Non-Academic Dismissal from SLP Program**

In addition to academic dismissal (set forth above), a Participant may be dismissed from the SLP Program for non-academic reasons, including but 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 or for the SLP Program; dishonesty; or other acts of misfeasance, malfeasance, or nonfeasance.

If the Board is considering non-academic dismissal of a Participant, the Board's designee shall notify Participant of the basis for the intended dismissal. Within five (5) business days of providing such notice, the Board's designee shall meet with Participant to provide Participant an opportunity to explain his or her conduct. After meeting with Participant, the Board's designee shall make a recommendation to the Board regarding dismissal. The Board's decision regarding a Participant's dismissal shall be final and binding.

##### **D. Internship Requirements**

1. A Participant's internship with the Board shall be governed by the terms of the Educational Affiliation Agreement between the CAA Speech-Language Pathology Graduate program and MOESC ("Affiliation Agreement").

2. During Participant's internship, Participant agrees to abide by the policies, rules, regulations, and/or Codes of Conduct adopted by the Board.
3. Under the Affiliation Agreement, the Board may request removal of the Participant from his/her internship "for cause." "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.
4. The Board shall cooperate with the CAA Speech-Language Pathology Graduate program and/or institution's investigation for a concern or allegation related to the Participant's internship or the Board's request to remove a Participant.