

TUITION REIMBURSEMENT, CERTIFICATION IN SPEECH/LANGUAGE PATHOLOGY

Eligibility

Participants must meet the following minimum selection criteria:

- 1) Have a Bachelor's degree in communicative disorders, speech-language pathology, audiology or related area;
- 2) Be accepted into a Master's degree program leading to certification as a speech-language pathologist eligible to work in California schools;
- 3) Must pass the normal pre-employment criteria employed by SBCSS (i.e. fingerprint clearance, etc.).

Tuition Reimbursement Schedule

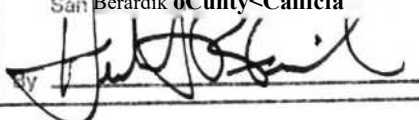
- 1) Upon proof of enrollment and payment to the Institute of Higher Education (aka University) by the participant, SBCSS will reimburse participants in the program for units leading to completion of the master's degree and certification to work in California schools as a speech language pathologist, according to the following schedule:
 - a) Units 1-20 - 70% of tuition costs reimbursed by SBCSS, not to exceed \$10,500 per participant annually;
 - b) Units 21-40 - 85% of tuition costs reimbursed by SBCSS, not to exceed \$12,750 per participant annually;
 - c) Units 41 and up to program completion - 100% of tuition costs reimbursed by SBCSS, not to exceed \$15,000 per participant annually.
- 2) SBCSS will pay for specific classes on a one-time basis. If a participant enrolls in a class, is reimbursed by SBCSS and then needs to repeat the same class (e.g. fails to pass the class the first time), the participant must pay for any tuition costs to repeat the class.

Participant Responsibilities

- 1) Program participants will sign a Memorandum of Understanding (MOU) agreeing to work for SBCSS for the equivalent of at least five (5) years of full time employment after completion of the certification program.
- 2) Failure to complete five (5) years of full time employment with SBCSS will result in repayment of tuition costs to SBCSS.
- 3) Should SBCSS release the participant from their contract (non-re-election, etc.) prior to the end of the five (5) year period, the participant is not responsible for repayment of tuition costs.
- 4) Participant shall bear the costs of all non-tuition related expenses for the University program, such as books and student fees.
- 5) Participants shall submit proof of class completion at the end of each semester (such as a grade report) to the Human Resources Office

SBCSS Participation Guidelines

- 1) SBCSS retains the right to maintain a selection process (such as interviews, etc.) from the pool of eligible candidates to select program participants.
- 2) SBCSS may assist candidates who hold an appropriate B.A. degree to apply for a waiver to work for SBCSS as a Language Speech Pathologist while the participant is enrolled in/working towards completion of the University program.
- 3) SBCSS maintains the right to cancel participation in the program upon advance notice to the participant. Notice shall be reasonable and timely, such as before the participant pays for fees or tuition for the following semester.
- 4) Upon employment with SBCSS, SBCSS will provide participants with supervision appropriate to lead towards qualification of the clinical fellowship year.

Data Approved: 9/25/07
County Superintendent of Schools
San Bernardino County, California


Approved: September 1, 2007