

TUCSON UNIFIED SCHOOL DISTRICT
“MAKE THE MOVE”
AGREEMENT
Part of the GROW OUR OWN Program
SCHOOL YEAR 2015-2016

PURPOSE: This agreement is entered into between the TUCSON UNIFIED SCHOOL DISTRICT (TUSD) and (employee name) (employee#) for the purpose of defining both the TUSD’s and Employee’s rights and obligations arising out of Employee’s participation in the “Grow Your Own” MAKE THE MOVE to SPECIAL EDUCATION Intern Certification Teacher program (Program) in which TUSD provides a one-time signing bonus and tuition reimbursement.

SIGNING BONUS: A signing bonus of \$2500

TUITION REIMBURSEMENT: Not to exceed \$5000 over the course of two-years, in installments nor exceed \$5000 per individual per lifetime.

TERM OF AGREEMENT: This agreement is for the 2015-2016 through the 2018-2019 school years. All course obligations must be completed by the end of the 2016-2017 school year.

Year One: \$1000 stipend-Attend four support group sessions.

Year Two: \$1000 stipend- Completion of all coursework and attend two support group sessions.

Year Three: \$2000 stipend- Participate in a three year program completion interview and attend two support group sessions.

Year Four: \$1000 stipend- Attend two support group sessions

TUSD’s OBLIGATIONS:

1. **SIGNING BONUS:** TUSD agrees to pay a signing bonus of \$2500 for accepting a special education teaching position which begins in the 2015-2016 school year.
2. **TUITION REIMBURSEMENT:** TUSD agrees to reimburse the employee’s tuition expenses per semester, not to exceed \$5000 over the course of two years, for approved classes as defined below. Non-tuition expenses are not reimbursable. The employee understands that he/she forfeits all right to further tuition reimbursement, even for expenses already incurred but for which reimbursement has not yet been paid, in the event he/she separates from employment during the course of this Agreement.
2. **PAYMENT SCHEDULE:**
 - (a) Payment of the signing bonus will be in September of 2015.
 - (b) Payment for tuition expenses will be made after Employee submits Employee’s official transcript showing that Employee has completed an approved class with a grade of “C” or better. Additionally Employee must submit proof of the original payment to the Human Resource Department. The “Student Schedule/Bill” document from Pima Community College is considered proof of payment.
 - (c) Deadlines: Transcripts and original receipts of course fees are due at the end of each semester: fall deadline is January 30th; spring deadline is June 30th; and, summer deadline is September 30th.

NOTE: Because these monies are considered income, taxes will be deducted from the amount received.

3. **APPROVED CLASSES:** To be eligible for tuition reimbursement, classes must be those courses outlined in “Teacher Certification Program” for Special Education” from Pima Community College.
4. **CHANGES TO THE PROGRAM:** TUSD reserves the right to change or discontinue this program in successive years and agrees to notify Employee in a timely manner of any changes or plan to discontinue this program. There is no guarantee that this program will be continued in successive years.

EMPLOYEE OBLIGATIONS:

1. ENROLLMENT: Employee agrees to enroll in and complete the Pima Community College “Teacher Certification Program” for Special Education: Cross-Categorical Services within two-years of signing this agreement.
2. EMPLOYEE: Upon obtaining Provisional Special Education Mild Moderate-Disabilities (K-12) - certification, Employee agrees to teach as a special education teacher for TUSD for the agreed upon support years as defined below. Employee also agrees that for each of the support years, Employee will not seek a transfer out of special education.
3. SUPPORT YEARS: Employee agrees to teach for two years after earning Provisional Special Education Cross-Categorical certification.
4. Employee agrees that this Agreement controls over any Consensus Agreement or other agreement between the District and any employee organization or group, now or in the future.
5. DEFAULT: Unless otherwise provided in this Agreement, Employee agrees to fully repay the District for the one-time signing bonus and any tuition reimbursement paid to Employee if Employee does not complete the required number of support years in special education in the District under the terms and conditions specified in the is agreement. If Employee resigns or transfers from his/her current position before the completion of the required support years, Employee agrees to have the required payment deducted from a final paycheck or to arrange to repay the District in monthly installments.

AMENDMENTS: Any and all amendments to this Agreement must be in writing and signed by TUSD’s Human Resources Recruiter.

CONFLICT RESOLUTION: Disagreements between TUSD and Employee that arise out of this Agreement shall be referred to the Chief Human Resources Officer and/or his or her designee for final resolution, subject to the right of either party to enforce this Agreement in court.

ENTIRE AGREEMENT: This Agreement is the full and complete agreement between Employee and TUSD concerning the Make the Move to Special Education Intern Certification Teacher Program.

Signed and dated this ____ day of _____, 2015.

Printed Employee Name

Employee ID Number

Signature of Employee

Date

Signature of Program Administrator

Date



You're Invited

Interested in the "Make the Move Pogram"

"Make the Move" Information Session
Exceptional Education makes a difference! Come Join Us.

December 9th, 2014
Maroon Room, 1010 E. Tenth Street
4:30pm-6:00pm

RSVP : TRACEY.MCGHEE@TUSD1.ORG | 



The session will cover:
Who is Eligible
Application Process
SPED Exam
Study Group sessions

Shadowing a SPED Teacher
Approval in the program
Drop-in observations
Pima Community College– Intern Program
Stipends

MAKE THE MOVE INFORMATION SESSION

Agenda:

- Welcome and Introductions- Janet Rico Uhrig
- Who's eligible?-Tracey McGhee
- Application process- Tracey McGhee
- Shadowing a SPED teacher-Scott Hagerman
- Support group sessions- Scott Hagerman
- Study group sessions/Exam- Maura Clark Ingle
- Drop-In observations- Brenda Hanna, Alan Myklebust
- Approval in the program- Brenda Hanna, Alan Myklebust
- Three year program completion- Scott Hagerman
- Enroll in Pima Community College's Teacher Intern Program- Tirza Sanders
- Stipends/Review Contract- Janet Rico Uhrig

Questions????