

**Big Sandy Area Community Action Program
Head Start**

**230 Court Street • Paintsville, KY 41240
606-789-1600 phone • 606-789-5192 fax**

Family Advocate Credential Tuition Reimbursement Agreement

Realizing the importance of education, BSACAP supports and encourages all staff in furthering their professional credentials. To that end, tuition assistance is available to help staff reach their educational goals, thereby enhancing performance and service to clients.

While it is the desire of the agency to retain productive and educated employees, BSACAP understands that oftentimes other career opportunities are presented. However, in accordance with Section 648A of the *Improving Head Start for School Readiness Act of 2007*, staff who accept financial assistance from the BSACAP Head Start program toward college tuition or course fees must agree to the following stipulations:

- ◆ An employee working as a family advocate that receives tuition assistance from the Head Start program toward family services credential courses and voluntarily or involuntarily vacates their position before one (1) year has lapsed from the date of receiving the assistance will reimburse BSACAP for the total amount of tuition assistance paid by this agency following the date of this contract.
- ◆ An employee working as a family advocate that receives tuition assistance from the Head Start program toward family services credential courses and voluntarily or involuntarily vacates their position before two (2) years have lapsed will reimburse BSACAP for said tuition assistance equal to two-thirds (2/3) of the total amount paid by this agency following the date of this contract.
- ◆ An employee working as a family advocate that receives tuition assistance from the Head Start program toward family services credential courses and voluntarily or involuntarily vacates their position before three (3) years have lapsed will reimburse BSACAP for said tuition assistance equal to one-third (1/3) of the total amount paid by this agency following the date of this contract.

Additionally, an employee working as a family advocate who fails a family services credential course for which they received tuition assistance from BSACAP shall be required to reimburse the full amount paid by BSACAP on their behalf for the failed course in order to continue receiving tuition assistance from BSACAP.

By signing below, I verify that I have read and understand the terms set forth in this agreement. I understand that if I receive college tuition assistance from BSACAP while pursuing a Family Services Credential and choose to end my employment with Head Start prior to working a total of three (3) years, I will be required to reimburse the agency according to the stated terms above.

Employee Signature

Date

Delegate/Program Name

Classrooms

Grantee Head Start Director

Date

Grantee Executive Director

Date