

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

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

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*, teaching staff who accept financial assistance from the BSACAP Head Start program toward college tuition must agree to the following stipulations:

- ◆ An employee working as a lead teacher or teacher assistant that obtains a degree via tuition assistance during tenure with the Head Start program and voluntarily departs for another position outside the agency before one (1) year has lapsed from the date of receiving the degree 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 lead teacher or teacher assistant that obtains a degree via tuition assistance during tenure with the Head Start program and voluntarily departs for another position outside the agency 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 lead teacher or teacher assistant that obtains a degree via tuition assistance during tenure with the Head Start program and voluntarily departs for another position outside the agency 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 lead teacher or teacher assistant who fails a course for which they received college 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 college 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 Baccalaureate or Advanced Degree 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

Classroom

Grantee Head Start Director

Date

Grantee Executive Director

Date