

**AGREEMENT FOR PARTICIPATION IN  
AND CODE OF CONDUCT FOR THE  
TEAMS FELLOWSHIP PROGRAM**

I. Purpose

It is the purpose of this agreement to delineate the terms, conditions and rules of membership regarding the participation of \_\_\_\_\_ [hereinafter referred to as "Member"] in the TEAMS Fellowship Program [hereinafter referred to as "Program"].

II. Minimum Qualifications

The Member certifies that he/she is a United States citizen, national, or legal permanent resident and at least 18 years of age.

III. Terms of Service

- (a) The Member's term of service begins on **9/1/2008** and extends through **6/30/2009**. The Member's term of service may be extended, in writing, by the Member and Program for a period of up to one year, to end on **6/30/2010**, for the following reason:

The Member's service has been suspended due to compelling personal circumstances, as described in Paragraph (c) of Section VII of this agreement.

- (b) The Member will complete a minimum of 1,700 hours of service during this period. Of these 1,700 hours, a maximum of 20% of these hours may consist of training, education, or other similar approved activities.
- (c) The Member understands that in order to be eligible to serve a second term of service, the Member must receive satisfactory performance reviews for any previous term of service. The Member's eligibility for a second term of service will be based on, at minimum, a mid-term and an end-of-term evaluation of the Member's performance focusing on factors such as whether the Member has:
- (1) Completed the required number of hours;
  - (2) Satisfactorily completed assignments, tasks, or projects
  - (3) Meet any other criteria that were clearly communicated in writing at the beginning of the Member's term of service.
- (d) The Member understands, however, that mere eligibility for an additional term of service does not guarantee selection or placement.

IV. Fellowship Role Description

The Member will serve students and the school community during the academic school year at Program member schools. Specifically, the Member will:

- (1) Provide teaching or counseling services;
- (2) Implement a service learning project;
- (3) Attend all pedagogical seminars in his/her region;

- (4) Complete all required forms and evaluations;

## V. Benefits

- (a) Upon successful completion of the Member's term of service (minimum 1,700 hours), the Member will receive an education award of \$4,725.00.
  - (1) The Member understands that his/her failure to disclose to the Program any history of having been released for cause from another AmeriCorps program will render the Member ineligible to receive the education award.
- (b) Upon enrollment and acceptance into the Program, the member is eligible for forbearance of any qualified student loan.
- (c) If the Member has received forbearance on a qualified student loan during the term of service, and the Member successfully completes the term of service, the National Service Trust will repay any interest accrued on the loan during the term of service.

## VI. Code of Conduct

- (a) While acting in an official capacity during the term of service, the Member is expected to:
  - (1) Demonstrate mutual respect towards others;
  - (2) Follow directions;
  - (3) Direct concerns, problems, and suggestions to the appropriate Program official;
- (b) At no time during the term of service may the Member:
  - Engage in any activity that is illegal under local, state, or federal law;
  - Engage in activities that pose a significant safety risk to others.
- (c) The Member understands that the following acts will also constitute a violation of the Program's code of conduct and will lead to disciplinary action, based on the circumstances of the individual case:
  - (1) Insubordination;
  - (2) Unauthorized tardiness or absences (including Pedagogical Seminars);
  - (3) Repeated use of inappropriate language (i.e. profanity) at a job site;
  - (4) Failure to wear appropriate clothing to service assignment;
  - (5) Stealing or lying;
  - (6) Falsification of records;
  - (7) Willful destruction or waste of property or materials;
  - (8) Violating conflict of interest rules;
  - (9) Disclosing or misusing confidential information;
  - (10) Engaging in any activity that may physically or emotionally damage another Member of the Program or member of the community;
  - (11) Harassing, including sexually harassing, Program employees, staff, students, Members, or board members;
  - (12) Possessing or using illegal drugs;
  - (13) Consuming alcoholic beverages during the performance of service activities;
  - (14) Being under the influence of alcohol or any illegal drugs during the performance of service activities;

- (15) Failure to notify the Program of any criminal arrest or conviction that occurs during the term of service.
- (d) For violation of the above stated rules, the Program will work with the partner site to take appropriate action up to and including release from the Program and loss of all benefits as described in section V.
- (e) The Member understands that he/she will either be suspended or released for cause in accordance with Paragraphs (b), (d), and (e) of Section VII of this agreement for committing certain acts during the term of service.

VII. Release from Term of Service

- (a) The Member understands that he/she may be released for the following two reasons:
  - (1) For cause, as explained in Paragraph (b) of this section;
  - (2) Compelling personal circumstances as defined in Paragraph (c) of this section.
- (b) The Program will release the Member for cause for the following reasons:
  - (1) The Member has dropped out of the Program without obtaining a release for compelling personal circumstances, as defined in Paragraph (c) of this section, from the appropriate Program official;
  - (2) During the term of service, the Member has been convicted of a violent felony or the sale or distribution of a controlled substance;
  - (3) The Member has committed a fourth offense as described in Paragraph (d) of Section VI of this agreement;
  - (4) Any serious breach that in the judgment of the Director of the Program would undermine the effectiveness of the Program.
- (c) The Program may release the Member from the term of service, due to compelling personal circumstances, if:
  - (1) There is a serious injury, illness or death of an immediate family member and the Member is needed to care for or take over the duties of that family member;
  - (2) The Member is drafted by the Armed Services of the United States;
  - (3) Some other circumstance occurs that makes it impossible or very difficult for the Member to complete the term of service and the Program deems that circumstance to be compelling.
- (d) The Program will suspend the Member's term of service for the following reasons:
  - (1) During the term of service, the Member has been charged with a violent felony or the sale or distribution of a controlled substance. (If the Member is found not guilty or the charge is dismissed, the member may resume his/her term of service. The Member will not receive back living allowances or credit for any service hours missed.)
  - (2) During the term of service, the Member has been convicted of a first offense of possession of a controlled substance. (If the Member demonstrates that he/she has enrolled in an approved drug rehabilitation program, the Member may resume his/her term of service. The Member will not receive back living allowances or credit for any service hours missed.)

