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District 2
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District 4
Mollie Cunningham
District 5
Stephanie Luke

Memo of Understanding Between the
The School Board of Lake County And
Lake County Education Association
School-Based Peer Teacher Mentors

Lake County Schools and the Lake County Education Association recognize the importance of addressing the mentoring needs of teachers. Both parties to this agreement are committed to supporting teachers through the district Teacher Induction Support Program through peer mentoring. Both parties agree to the terms listed below:

Qualifications

- Candidates for school-based mentor opportunities should be regarded for their attitude, character, professional competence, and experience. Candidates should also possess strong communication and interpersonal skills.
- School-based mentors must have at least three years of experience as a teacher.
- School-based mentors must be rated highly effective or effective on their prior year summative evaluation.
- School-based mentors must be trained in Peer Mentoring or a course equivalent.

Selection of School-Based Mentor

- Principals will email all instructional staff about the peer teacher mentor program's qualifications, expectations, and compensation.
- Principals will inform all eligible candidates of the opportunity to serve as a mentor to a new teacher on the school's Teacher Induction Support Team.
- Once qualified candidates have expressed an interest, principals or their designees will select mentors and pair them with new teachers based on need.

Compensation

- According to the current collective bargaining agreement, Article XVI-Differential Pay Positions - Section 10, mentor teachers will be compensated with a stipend after submitting their annual Site-based Mentor Log.
- Mentor teachers participating in the program will be compensated for one additional planning period weekly at their current contracted hourly rate for the additional hour spent collaborating with mentees. This portion of the MOU supersedes the current time requirement in *APPENDIX D - DIFFERENTIAL PAY SCHEDULE* of the collective bargaining agreement.
- Mentor teachers will be paid for the additional hour after timesheet documentation is submitted to the worksite bookkeeper.

[Signature] 10/30/2023
For the Board Date

Rolby Smith 10/30/2023
For LCEA Date

**Both parties agree to revisit this agreement upon request of either party.*