

ARTICLE IX

Mentor Teachers

A. Mentor Teachers

1. A mentor teacher shall be defined as a master teacher as identified in section 1526 of the School Code and shall perform the duties of a master teacher as specified in the code. The mentor teacher shall be a member of the bargaining unit when possible.
2. Each bargaining unit member in their first 5 years of teaching experience shall be assigned a mentor teacher. The mentor teacher shall be available to provide professional support, instruction, and guidance. The purpose of the mentor assignment is to coach and nurture a new teacher, by offering assistance, resources, and information in a non-threatening collegial fashion. The mentor teacher will follow the guidelines provided by the district in the mentoring handbook provided at New Teacher Orientation.
3. The District will assign a mentor teacher in accordance with the following:
 - a. The mentor teacher shall be a tenured member of the bargaining unit whenever possible.
 - b. Participation as a mentor teacher shall be voluntary.
 - c. Every effort will be made to match mentor teachers and mentees who work in the same building and have the same area of certification or work assignment (school social worker, etc.)
 - d. Mentee shall typically be assigned to one (1) mentor teacher at a time.
 - e. A mentor teacher may request to be relieved of their responsibilities at any time and a new voluntary mentor would be assigned to the mentee.
 - f. The Board and the Association agree that the relationship between the mentor and mentee is collegial and shall be confidential.
4. A mentor will receive the following stipend based on the stage that the mentor is placed by the administrator and the responsibilities of the mentor. The administrator will communicate to the mentor which stage of responsibilities prior to the placement.

Stage 1 Mentor Responsibilities	2.5% of BA Step 1
Stage 2 Mentor Responsibilities	2% of BA Step 1
Stage 3 Mentor Responsibilities	1% of BA Step 1

5. Payment for mentor stipends will be issued in May of the current academic year. If mentors are changed mid year, payments will be prorated based on the months that a mentor was mentoring.

The signatures below indicate that both the Administration and the Association agree to the specifications stated above.


BCCA Co-Presidents


Date


BCPS Superintendent

1/26/22

Date