

**LETTER OF UNDERSTANDING
BETWEEN DEARBORN BOARD OF EDUCATION
AND
DEARBORN FEDERATION OF TEACHERS**

LEAD MENTORS - DEARBORN TEACHER UNIVERSITY

The Dearborn Board of Education (hereinafter referred to as the Board), and the Dearborn Federation of Teachers (hereinafter referred to as the DFT), the above mentioned parties agree as follows:

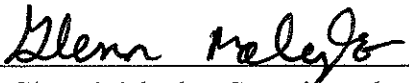
In addition to adding another component to the District retention and recruitment initiatives, the recommendations of the Dearborn Teacher University committee and restructuring of programs are as included below. Plan I teachers hired with two or more years of experience are not required to have a mentor.

Building level mentors will earn the following stipends each year:

- \$300 **\$1000** - mentoring a first year teacher
- \$200 **\$500** - mentoring a second year teacher
- \$100 **\$250** - mentoring a third year teacher
- \$500 bonus for mentoring the same teacher for three consecutive years.**

For the Board of Education
Of the School District of the
City of Dearborn

For the Dearborn Federation of Teachers



Dr. Glenn Maleyko, Superintendent



Jane Mazza, DFT President

10-21-21

Date

10-20-21

Date

**ATTACHMENT B: Dearborn Teacher University
(includes updated Mentor/Mentee Program details)**

TO: ADSA, DFT

FROM: Hilda Irani, Instructional Coach for the Dearborn Teacher University

SUBJECT: Dearborn Teacher University/Mentor-Mentee Program

DATE: October 4, 2021

Dearborn Teacher University consists of two parts:

- 1) **Mentoring Program:** The purpose of the Mentoring Program is to provide teachers peer mentors (preferably from the same building when possible) who will collaborate with their mentees by offering assistance, guidance, resources and information in a non-threatening, collegial fashion. The following conditions shall apply to the Mentoring Program:
 - a) Each teacher with no prior experience in his/her first three years in the classroom shall be provided with a mentor.
 - b) Prior to September 1st each year a list, by building, of all teachers requiring a mentor and the mentoring year for each will be developed and shared with administrators.
 - c) Mentoring assignments shall be made each year by building principal or department administrator.
 - d) Mentoring teachers shall be provided with training on Mentor/Mentee protocols and mentoring strategies. Mentor/Mentee Roles and Responsibilities will be discussed at the first meeting in October.
 - e) Mentor teachers shall be provided with a stipend according to the following schedule:
 - i) For each first year mentee: Stipend of \$1000.
 - ii) For each second year mentee: Stipend of \$500.
 - iii) For each third year mentee: Stipend of \$250.
 - iv) \$500 bonus for mentoring the same teacher for three consecutive years.
- 2) **Teacher Professional Development Plan:** The purpose of the Teacher Professional Development Plan is to provide professional development opportunities to support new teachers and teachers who wish to receive training on selected topics. Principals may guide individual teachers to attend selected sessions. In addition to the two day orientation for new teachers in late August,
- 3) New Hires need to attend a minimum of 5 PD sessions in addition to the ones offered at district or building PDs.
- 4) Teachers coming in with years of experience are invited to attend the Dearborn Teacher University PDs, but are not required to. In addition, they are expected to attend the professional development offered by the district or building.

CC: