

Memorandum of Agreement

This Memorandum of Agreement ("MOA") is entered into by and between the Rochester Education Association ("Union") and Independent School District No. 535, Rochester Public Schools ("District").

WHEREAS, the Union and the District are parties to a collective bargaining agreement ("CBA") governing the negotiated terms and conditions of employment for teachers ("Employees") who are employed by the District; and

WHEREAS, the Union and the District want to enter into an agreement to provide mentoring to new teachers during the 2022-2023 school year, that includes teachers being paid for mentoring new teachers.

NOW, THEREFORE, IN CONSIDERATION OF the mutual promises contained in this MOA, the Union and the District agree as follows:


1. The district will offer \$500 in stipends for the mentors for teachers newly hired to work for RPS during the 22-23 school year.
2. Mentors can agree to be assigned to support 1 to 3 new teachers, depending on subject area, building, etc. The compensation would be \$500 for 1 mentee, \$600 for 2 mentees, and \$700 for 3 mentees. Mentoring would not be costed into the 21-23 agreement.
3. If possible, the teacher and mentor will work at the same job location to reduce job isolation and increase collegial support.
4. This mentorship program would be done outside of the work that Instructional Coaches are already doing within our buildings.
 - a. Coaches- instructional modeling, curriculum oriented
 - b. Mentors- orientation, "lifeline buddy", navigation of the system, building / district logistics, sounding board, general support, support specific to teacher's discipline, problem solving,
5. Mentors are assigned by the District.
 - a. Building principals will assign mentors at school sites.
 - b. If teacher is assigned to multiple buildings, home school principal will assign the mentor
 - c. Other supervisors will assign mentors for district-wide staff who are not assigned to a school building.
6. As a general rule, mentors must have completed at least 3 years of teaching in the District.
7. The district will make efforts to provide staff development for mentors prior to their appointment.
8. In general, mentors will meet with mentees at least one time during new teacher orientation
9. As a general practice, the mentor will be in the same content areas as the new teacher.

10. Limitations. Nothing in this MOA alters any other aspect of compensation for members or any other aspect of this article except for the temporary exceptions listed above.
11. Expiration. This MOA will automatically expire and terminate on June 30th, 2023.
12. No Precedent or Past Practice. Nothing in this MOA may be deemed to establish a precedent or practice or to alter any established precedent or practice arising out of or relating to the CBA between the District and the Union. No party may submit this MOA in any proceeding as evidence of a precedent or practice.
13. This MOA is not subject to grievance.
14. Equal Drafting and Entire Agreement. In the event any person asserts that a provision of this MOA is ambiguous, this MOA must be construed to have been drafted equally by the parties. This MOA constitutes the entire agreement between the parties relating to the subject matter addressed in this MOA. This MOA controls to the extent that it conflicts with the terms of the CBA. No party has relied upon any statements or promises that are not set forth in this MOA. No changes to this MOA are valid unless they are in writing and signed by both parties. A signed copy of this MOA will have the same legal effect as the original.

IN WITNESS WHEREOF, the parties have entered into this MOA on the dates shown below. By signing below, each party specifically acknowledges that it has read this MOA, has had an opportunity to review the terms of this MOA with legal counsel, and understands and voluntarily agrees to all terms of this MOA

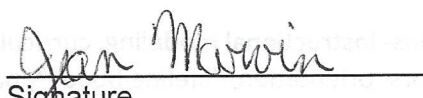
Rochester Education Association

Independent School District No. 535



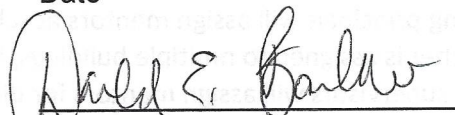
Signature

7/28/22
Date



Signature

8/02/2022
Date



Signature

8/02/2022
Date