

**MEMORANDUM OF AGREEMENT
BETWEEN
RED CREEK CENTRAL SCHOOL DISTRICT
-AND-
RED CREEK TEACHERS ASSOCIATION**

August 11, 2022

The Red Creek Central School District (hereinafter referred to as the “District”), the Red Creek Teachers Association (hereinafter referred to as the “RCTA”) (collectively referred to as the “Parties”) recognize:

1. The RCTA and the District are parties to a collective bargaining agreement (hereinafter referred to as the “CBA”), which includes pay rates for extra-curricular assignments (including Lead Teachers) in “Appendix Schedule B”;
2. The RCTA would like to establish The Mentor Program in Appendix Schedule B and establish guidelines and language for the mandated Mentor Program.
3. The Parties have met to discuss the situation and wish to resolve this matter amicably and in the best interest of both the RCTA and the District. The Parties Worked Jointly to create this MOA regarding the Mentoring Program which utilizes the Next Generation Grant and/or any other applicable grants.

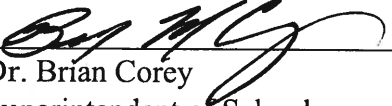
Therefore, the Parties agree as follows:

1. Unit members may apply to be assigned as a Mentor for the next school year by submitting a letter of interest directly to their building principal by April 30th. A Mentor teacher shall be assigned to no more than two new unit members (Mentees) in any given year.
2. The Mentor Program implemented by the District shall maintain the highest level of confidentiality between the Mentor and the Mentee. No Mentor shall be asked by or expected to give to any District Administrator any evaluation information on any Mentee except with the consent of the Mentee.
3. The Mentor-Mentee pairings and curriculum for the Mentor Program and the pairing of Mentors with Mentees shall be created jointly by the Administration and members selected by the RCTA (i.e. “The Steering Committee”). This curriculum will include the NYS recommended Mentor program guidelines along with additional Red Creek-specific protocols.
4. Training for new Mentors shall be paid at the non-school day activity rate (pro-rated).
5. All first-year unit members (Mentees) shall have a Mentor and will meet with said Mentor at a mutually agreed upon time in August or as soon as practicable following the hiring of the Mentee.
6. Mentors and Mentees should meet once per week (minimum) for the first two months of the school year and monthly thereafter, as well as on an as-needed basis. A log of meeting times and durations will be kept by the Mentor to be submitted to administration (the Mentee’s Building Principal and Mentor Program Coordinator) at the end of the school year.

7. At the end of the first year, Mentors must meet with the Mentee's building principal to determine if an additional year of Mentorship is recommended, and whether the Mentor-Mentee pairing should remain the same or a new pairing should occur.
8. Mentees shall be paid at the non-school day activity rate (pro-rated) for new teacher meetings scheduled by administration.
9. Mentors shall be paid a stipend of \$2200 per Mentee, subject to the 3.5% increase each year as per the CBA.

This Agreement shall become effective upon signing by the Parties and approval by the Board of Education and will be incorporated into the successor to the 2021-2024 CBA.

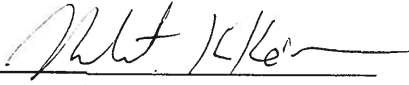
For the District



Dr. Brian Corey
Superintendent of Schools
Red Creek Central Schools

Date: 9/23/22

For the RCTA:



Mr. Robert Keim
President,
Red Creek Teachers' Association

Date: 9/14/22