

Memorandum of Understanding
Between the South Whidbey School District and
The South Whidbey Education Association

Support for New Educators

The District and Association agree upon this Memorandum addressing support for new teachers/specialists and those assigned to new programs. This agreement reflects our ongoing shared interest in prioritizing professional growth and providing high-quality educational Services.

Mentoring New Staff

For teachers/specialists new to the profession or new to a particular assignment or program, the District and SWEA will jointly identify a mentor to provide support that helps orient new staff and/or address specific needs. The parties will identify a mentor whose experience aligns with the new teacher/specialist's role and/or specific needs. If the parties agree to a non SWEA member as mentor the wage for the mentor will be negotiated by the district.

Mentors will work to promote successful practice by helping to build a general framework concerning the teacher/specialist's assigned role and responsibilities, by building content knowledge and skills, and by addressing specific programmatic considerations. Typically, support will be provided over the course of the school year. Mentors will maintain confidentiality concerning the employee's perceived performance.

Mentors and those being mentored will be provided a stipend of the equivalent of 20 hours at their hourly per diem rate to participate in this formative process. The use of time (hourly, half days, etc.) will be determined at the discretion of the mentor in consultation with the principal. Payment will be made after a timesheet is submitted. Timesheets are due at the end of each month.

Should a mentor agree to work with more than one teacher/specialist, a stipend will be provided for each instance. Mentors and mentees will also be eligible for up to one day of release time for activities related to developing skills and knowledge. Examples include attendance at conferences, peer observations, collaborative work with colleagues, debriefing, etc. Specific activities will be approved in consultation with the principal.

Agreed to this 17 day of OCTOBER, 2024.


FOR THE ASSOCIATION


FOR THE DISTRICT