

**MEMORANDUM OF UNDERSTANDING
GRANITE CITY CUSD #9 & GCFPE 743
MENTORING PROGRAM**

April 28, 2026

WHEREAS. the Granite City CUSD #9, hereinafter known as “the Board”, and the Granite City Federation of Professional Educators Local 743, hereinafter known as “the Union” wish to offer a New Teacher Mentoring Program, hereinafter known as “mentoring program” for the 2026-2027 school year, the parties agree to enter into the following memorandum of understanding for the purpose of implementing the mentoring program.

Mentors shall be selected according to the following specified qualifications and expectations:

- Tenured CPE that directly services students within GCSD9 that has received at minimum (Proficient) on their two previous evaluations; (Excellent) preferred.
- Committed to participate in a 1-day Mentor Training/New Teacher Orientation with their new teacher(s) prior to the start of the school year and will be paid at summer school rate of pay.
- If any additional training is required outside of the school year or contract time, will be paid at summer school rate of pay.
- Attend mentor training sessions to review expectations and responsibilities.
- Willing to mentor up to 2 new teachers.

Mentors will:

- Serve as a professional role model and guide the new teacher in understanding the responsibilities of the profession.
- Meet formally and informally with the new teacher on a regular basis (e.g. twice per month August through November and once per month December through May).
- Assist the new teacher in developing an effective classroom management plan and instructional strategies.
- Conduct at least one peer observation of the new teacher in an instructional atmosphere per semester. All observations will be for the purpose of improving instructional practices as a support for new teachers and will not be considered evaluatory in any way.
- Maintain strict confidentiality regarding all observations between CPEs within the mentoring relationship. This information will not be shared with or used by administration.
- Maintain and initial the Activity Checklist log as requirements are completed and turned in monthly to the building principal.

New Teachers will:

- Meet formally and informally with the mentor on a regular basis.
- Develop an effective classroom management plan and instructional strategies.
- Actively participate in observations to assist in the development of strong pedagogical practices
- Maintain strict confidentiality regarding all observations and conversations within the mentoring relationship.

- Only receive payment for the new teacher training/induction program at the beginning of the school year and will be paid at summer school rate of pay.


The Board and the Union agree to the following:

- New teacher is defined as those teachers in their first year of teaching at Granite City Community Unit School District #9. All new teachers to the profession (1-4 years) will be required to participate in the program. All new teachers with 5 or more years of experience will be given the option to participate.
- All new teachers/mentor teachers that participate in the program will receive professional development credits up to a maximum of 20 credits dependent upon participation in the full program.
- A stipend will be provided as agreed upon in the Collective Bargaining Agreement between the District and GCFPE at Club Sponsor E on the extra-curricular salary schedule to the mentor teacher for each new teacher they mentor up to a maximum of 2 mentees.
- All applications will be reviewed by the administration, and selections will be made at their discretion.

The terms and conditions of this Memorandum of Understanding are for the 2026-2027 school year only, and do not constitute the establishment of a past practice by either the Board or the Union.

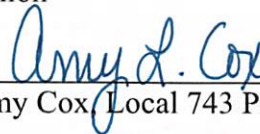
This agreement is entered into on this 28 day of April 2026, and shall remain in full force and effect until the last day of student attendance for the 2026-2027 school year.

For the Board:


Dr. Don Harris, Superintendent

4/28/2026
Date

For the Union


Amy Cox, Local 743 President

4-27-26
Date