

MEMORANDUM OF UNDERSTANDING

Compensation for Mentor Program

1. The JOC and AFT Local 3876 recognize the difficulties facing new teachers, and agree that a lack of assistance when entering into the teaching profession without a support system can lead to excessive staff turnovers. The Mentor Program developed by administration and staff is designed to serve as this support system. Therefore, when the JOC approves the Mentor Program and a policy developed, the employees involved shall be compensated for participation in the Mentor Program as provided below:
 - a. The parties below agree that members of the bargaining unit who serve as mentors shall be paid for time at the fixed hourly rate of \$50.00 per hour for the 2015-2016 school year. Mentors shall work a minimum of one (1) hour per week, although additional time must be pre-approved by administration.
 - b. Mentees will be paid a \$350 stipend after the completion of two (2) of the six (6) task checklists, for a total of \$1050 upon completion of all six (6) tasks lists.
 - c. Mentors/Mentees will be expected to maintain a weekly log.
 - d. Time submitted for compensation in the Mentor Program must be outside of the Normal Work Day/Extended Work Days per Articles 41 & 71 of the CBA
2. The Mentor Program is required of all new teaching staff members covered by the CBA
3. It is further agreed that this provision will be included in a successor agreement to the Collective Bargaining Agreement, with the hourly rate subject to negotiation.

LACKAWANNA COUNTY AREA
 VOCATIONAL TECHNICAL
 FEDERATION OF TEACHERS
 LOCAL 3876, AFT, AFL-CIO

THE JOINT OPERATING
 COMMITTEE OF THE CAREER
 TECHNOLOGY CENTER
 OF LACKAWANNA COUNTY

 President Date

 Chairman Date

 Vice President Date

 Vice-Chairman Date

 Secretary Date

 Secretary Date

 Treasurer Date

 Treasurer Date