

**OWOSSO Board of Education and the Owosso Education Association**  
**ARTICLE 21: MENTOR TEACHERS**

As state law mandates a Mentor Teacher for three (3) years for the purpose of assisting, informing and coaching probationary teachers in the rights, responsibilities and ethics of the teaching profession, the Owosso Board of Education and the Owosso Education Association agree to work together in the selection and appointment process using the following guidelines:

A. Qualified staff may submit their intentions to become Mentor Teachers at any time. The list of names will be maintained until the teacher requests removal from said list. Beginning with the 2001-2002 Master Agreement, a 40-hour professional training course in the Pathwise mentoring program is required for a teacher to be qualified to mentor. A stipend of the substitute teacher rate/day (currently \$70/day for 5 days = \$350) will be paid teachers for the required Pathwise training in the first year.

B. A standing Selection Committee will be formed with the following responsibilities:

1. Establish criteria for the selection and the process
2. Make appropriate selection
3. Act via consensus.

C. Selection Committee will be comprised of two administration representatives and two Owosso Education Association members. The superintendent or assistant superintendent will be an ex-officio member of the committee to act as facilitator. Membership on the Selection Committee does not exclude a teacher representative from being selected as a mentor.

D. In the selection process the following guidelines will be applicable:

1. The ultimate and overriding criteria used by the selection committee in selecting a Mentor Teacher will be the respective candidate's recognition as a teacher skilled in the art and science of teaching with the capability to communicate these two areas:
2. General criteria in selection will include:
  - a. Tenure in Owosso
  - b. Minimum of five years of classroom teaching experience
  - c. Same building.
  - d. Whenever possible, same background in major area of instruction (i.e. lower elementary to lower elementary, grade level to grade level, department to department, et cetera).
  - e. Classroom teachers will be matched to classroom teachers. The Professional Governance Council may be convened to consider any deviations from the general criteria for selection.

E. Regarding appointment, the following will apply:

1. All appointments as Mentor Teachers will be voluntary.
2. Appointment will be for three (3) years unless either party requests a change through their building principal or the Selection Committee decides it is in the best interests of the parties.
3. Mentor Teachers will have no involvement in the evaluation process and the relationship will be collaborative.
4. A Mentor Teacher may supervise a maximum of two (2) probationary teachers, if the Mentor Teacher is determined to be the best qualified by the Selection Committee.
5. Pathwise requires observations of the teacher being mentored by the mentor and observations of the mentor by the teacher being mentored. Suggested standards for release time following the Pathwise program will be determined by the Professional Governance Council.
6. Mentor Teachers will be paid on the following schedule. Compensation will be paid to the Mentor Teacher at the end of the first semester (50%) and at the end of the second semester (50%). An activity log will be maintained for professional development purposes. The second semester payment will be approved by the principal upon review of the activity log. Mentors will be required to attend all training sessions.

**Stipend**

First year \$1,500

Second year \$1,500

Third year \$750

7. The Mentor Teacher will follow the prescribed professional growth activities of the Pathwise program. The Professional Governance Council will determine any modification of programmed activities.

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