



**LETTER OF AGREEMENT BETWEEN
LAKESHORE PUBLIC SCHOOLS BOARD OF EDUCATION AND
LAKESHORE EDUCATION ASSOCIATION**

The Lakeshore Public Schools Board of Education and Lakeshore Education Association agree to the following changes in Article XVII - Mentor Teachers section of the contract.

ARTICLE XVII - MENTOR TEACHERS

New teachers (less than three (3) years of total teaching experience) shall be assigned a mentor teacher by the administration until three (3) years of total teaching experience have been accumulated. Any teacher new to Lakeshore with more than three (3) years of total teaching experience will be assigned a mentor teacher for up to one year.

A mentor teacher shall be assigned in accordance with the following:

- a. Participation as a mentor teacher shall be voluntary.
- b. The mentor teacher assignment shall be for one school year subject to ongoing review by the mentor teacher, mentee, and building administrator. Upon review, the appointment may be renewed or a new appointment will be made.

Because the purpose of the mentor/mentee match is to acclimate the new teacher and to provide assistance with the goal of quality instruction, the Board and the Association agree the relationship shall be confidential.

A mentor handbook shall be made available to both the mentor and mentee at the beginning of the school year or as soon as possible after the assignment of a mentor. The handbook shall provide for mentor/mentee activities.

~~A per diem rate will be paid to the mentor teacher for work done at the request of the administration outside of the scheduled work days.~~

-----ADDING-----

Teachers serving as mentors of a new teacher with 3 or less total years of experience will receive the following stipend:

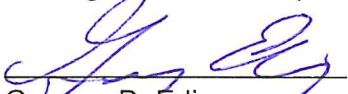
Year 1 of Mentorship: \$500

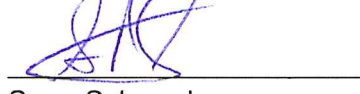
Year 2 of Mentorship: \$300

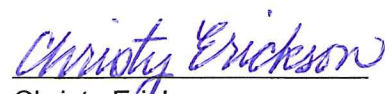
Year 3 of Mentorship: \$150

Teachers serving as mentors of a teacher with more than 3 total years of experience will receive a stipend of \$300 for the one year of mentorship.

This agreement will expire at the end of the 2023-24 School Year.


Gregory D. Eding
Superintendent of Schools


Sean Schroeder
LEA Co-President


Christy Erickson
LEA Co-President

9/3/23 (Date)

9/13/23 (Date)

9-13-23 (Date)

Lakeshore Public Schools

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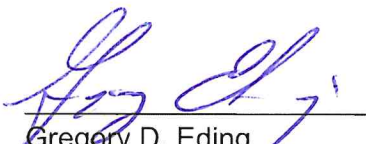
The Lakeshore Board of Education and the Lakeshore Education Association hereby mutually agree to the following:

Teacher, Tonya Jahnke is taking on the following responsibilities:

- Mentor for Kim Hochstetler, who is new to teaching. This is in essence akin to having Kim as a student-teacher.
- Training of state CTE requirements associated with the marketing program.
- Training of the school store responsibilities and curriculum within the marketing department.
- Training of the DECA program and responsibilities.
- Teaching of Marketing 3 students as independent studies within the Marketing 2 classes.

Tonya Jahnke will be paid a stipend of \$5,000 for these added responsibilities for the 2023-24 school year.

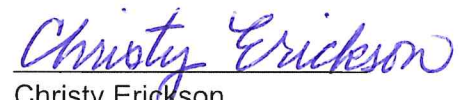
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