

**LETTER OF UNDERSTANDING
BETWEEN DEARBORN BOARD OF EDUCATION
AND
ASSOCIATION OF DEARBORN SCHOOLS ADMINISTRATORS**

ADSA Mentor / Mentee

This letter of agreement executed by and between the Dearborn Board of Education (hereinafter referred to as the "Board"), and the Association of Dearborn School Administrators (hereinafter referred to as the ADSA), whereas the above mentioned parties agrees on the following:

Effective July 1st the law requires administrators that have been in their current position less than three years to have a mentor assigned to them. The mentor should not be the same person that is responsible for evaluating them. The law does not provide detailed requirements regarding what the "mentoring" needs to entail, so for now, just know who your mentor is and who you may go to for guidance!

Both parties agree mentor opportunities are not exclusively to be filled by ADSA members and may be filled by other District leadership.

Both parties agree to a \$300 annual stipend to serve as a mentor. If mentor hours exceed four hours of mentoring, the member may request additional hourly stipend via Human Resources.

ADSA Administrator Mentor Requirements - Effective July 1, 2024

Mentor required for first 3 years in a new administrative position (example - AP who had mentor needs a mentor again for 3 years when they become principal - restarts with each position change)

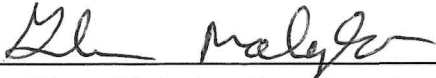
Do not make the mentor their evaluator (example - principal is not mentor for the APs they evaluate)

Ex: new principal 22/23, 23/24, will need a mentor for 1 year in 24/25 (due to law effective July 1, 2024).

Moving from elementary principal to HS principal is not a position change so no new mentor period needed - position is "principal"

For the Board of Education
Of the School District of the
City of Dearborn

For the Association of Dearborn Schools Administrators



Dr. Glenn Maleyko, Superintendent



Joshua Tynan, ADSA President

9/4/24

Date

9/4/24

Date