

**Letter of Agreement between St. Joseph County Intermediate School District Board of Education and St. Joseph County Intermediate Education Association (IEA) Mentors**

This Agreement shall be deemed to come into effect August 14, 2023 and shall remain in effect up to and including June 30, 2024. The modification of the language is only for the 2023-2024 school year due to the lack of available non-probationary and tenure mentors.

**Article IX: Section 2D**

**Current Language:**

A mentor shall be a non-probationary member of the bargaining unit. A mentor shall be assigned for a tenured Association member upon the member's request in a new assignment for the first year. Other mentors required may be drawn from outside the bargaining unit to assist in the process.

**Modification to add the current language for Mentors:**

If agreed upon by the Union President, a probationary member with experience may also be a mentor.

In witness thereof, the parties hereto have caused this modification to be signed by their representatives on this 12th day of September 2023.

All terms and conditions of the current IEA Master Agreement not modified by this Agreement remain in effect.

No precedent, custom, or binding past practice is established by this Agreement.

St. Joseph County Intermediate School District Board of Education

By: *Elizabeth O'Neil*

Date: 9/12/2023

It's: Board President

St. Joseph County Intermediate Education Association (IEA)

By: *Amy Butler*

Date: 9/12/2023

It's: President