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**Note:** This local policy has been revised in accordance with the District's [innovation plan](#).<sup>1</sup>

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**Exception to Mentor  
Teacher  
Requirements and  
Restrictions**

In accordance with the District's innovation plan, the District shall be exempt from the statutory restriction that requires mentor teachers to have three or more years' experience. The District shall assign teachers to be mentors based on a variety of factors, including experience, knowledge, and areas of instruction targeted for improvement or innovation.

**Stipend**

The Superintendent shall recommend a stipend pay schedule as part of the annual compensation plan of the District. [See DEA]

Supplemental  
Duties

The Superintendent or designee may assign noncontractual supplemental duties to personnel exempt under the Fair Labor Standards Act (FLSA), as needed. [See DK(LOCAL)] The employee shall be compensated for these assignments according to the compensation plan of the District.

**Incentive and  
Innovation Programs**

The Superintendent shall have authority to submit plans and grant applications for incentive and innovation programs to TEA or other granting organizations on behalf of the Board. Incentive plans shall address teacher eligibility, including any exclusions.

Locally developed incentive programs, if any, shall be addressed in the compensation plan of the District.

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<sup>1</sup> Innovation Plan: <https://s3.amazonaws.com/scschoolfles/2040/doi.pdf>