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

Mentor Teachers

In accordance with the District's innovation plan, the District shall be exempt from the state requirement that an individual have at least three complete years of teaching experience before assignment as a mentor teacher. Before a person with fewer than three years of teaching experience may be appointed as a mentor, the campus principal shall make a written request to the assistant superintendent for human resources and the assistant superintendent for curriculum and instruction stating the proposed mentor's qualifications and the campus plan for funding the request. In determining whether to grant the request, District administrators shall consider the qualifications of the proposed mentor, campus needs, and the impact of the assignment on funding for the mentor program.

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.

¹ Innovation Plan:
https://www.nisdtx.org/departments/curriculum_instruction/district_of_innovation