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

**Mentor Teacher
Exceptions**

In accordance with the District's innovation plan, the District shall be exempt from the statutory restriction that allows assignment of a mentor teacher only to a teacher with fewer than two years of experience in the teacher's assigned subject or grade level.

The District shall exercise local discretion in assigning to a teacher with more than two years of experience a mentor who excels in an area that has been targeted for improvement or innovation.

In addition, in accordance with the District's innovation plan, mentor teachers in the District shall be exempt from the eligibility requirements established in statute. The District shall instead 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.

¹ Innovation Plan: <https://www.lavegaisd.org/>