

Montgomery Township School District  
Mentoring Plan  
2015-2016  
Fiscal Impact Report

- For the 2015-2016 school year, MTSD has hired 10 novice teachers requiring mentors.
  - 10 Traditional route novice teachers
  - 0 Alternate route novice teachers
- Traditional route novice teachers are required by the State to pay a \$550 mentoring fee to the mentoring teacher
- Alternate route novice teachers are required by the State to pay a \$1,000 mentoring fee to the mentoring teacher
- As per the Agreement, Article XXII, H., “Any staff member who is continuously employed for three (3) full academic years shall be reimbursed for all prepaid mentoring costs on the final pay period in June of their third year.”
- Financial impact to the District:
  - \$5,500 in June of 2018
    - 10 Traditional route x \$550 = \$5,500
    - 0 Alternate route x \$1,000 = \$ 0
  - \$3,645 (approximately) for substitute coverage for mentor and mentee to conduct observations
    - 1.5 Substitutes per mentor/mentee x \$90.00 (cost of substitute) = \$3,645
- Total fiscal impact to the District = \$9145.00
- This information is as of July 21, 2015 and will change as new staff is hired throughout the school year.