

MEMORANDUM OF AGREEMENT
BETWEEN
MONTGOMERY COUNTY PUBLIC SCHOOLS
AND
MONTGOMERY COUNTY EDUCATION ASSOCIATION Regarding:
MCPS Mentoring Program

WHEREAS MCPS notified MCEA on September 9, 2025, that they will no longer provide funding for mentor stipends; and

WHEREAS a comprehensive new teacher induction program, which includes a mentoring program is required by the Code of Maryland Regulations (COMAR) Section 13A.07.01.

WHEREAS the parties recognize the value in continuing the longstanding mentoring program to support unit members in their professional responsibilities; and

NOW THEREFORE, the parties agree as follows:

Duration. This MOA shall be effective on the date all parties have signed the MOA and shall expire on June 30, 2027.

1. **Mentoring Eligibility.** The following unit members may receive mentors:
 - a. New teachers, as defined by COMAR 13A.07.01.03, which includes teachers in their probationary years of teaching prior to receiving tenure
 - b. Unit members in their probationary period in the district who are not served by the PAR program (e.g. psychologists, OTs/PTs).

Additionally, second- and third-year teachers may request mentoring, which will be granted depending upon availability.

2. **Mentor Compensation.** In lieu of stipends for mentors, MCPS shall provide the following to unit members who perform mentoring duties:
 - a. Mentors may use mentoring hours and the TOT-07 course hours for Professional Development Points (PDPs) toward re-licensure. Individuals are responsible for ensuring all areas of required professional development to renew a professional license are met; and
 - b. Mentors shall be eligible to earn one (1) Continuing Professional Development (CPD) credit toward salary advancement for each semester upon completion of three (3) hours of the TOT-07 course and at least twelve (12) hours of mentoring-related work; and
 - c. Mentors who complete one or more semesters of the TOT-07 course and at least twelve (12) hours of mentoring shall earn a Mentor Certificate; and

- d. Mentors who are enrolled in or who have completed the Mentor Certificate program and are currently serving as mentors shall be eligible to enroll early for summer coursework.
- e. To the extent practicable given staffing concerns, principals may excuse mentors from duties when possible.

IN WITNESS WHEREOF, the Parties hereto have caused their names to be subscribed by their duly authorized officers and representatives as of the dates indicated below.

For Montgomery County Public Schools:

 4/17/26

Dr. Nyah Hamlet, Ed.D., M.B.A Date

Chief, Division of Equity and
Organizational Development

For Montgomery County Education Association

 4/20/2026

David Stein Date

President