

ARTICLE 26

SEMINARS AND WORKSHOPS

1. The cost of seminars and/or workshops, to foster professional growth as determined by and approved by the Superintendent shall be incurred by the Gates Chili Central School District.
2. A committee made up of two (2) Administrators appointed by the Association and two (2) persons appointed by the Superintendent shall be formed to:
 - a. Select appropriate topics.
 - b. Make specific recommendations to the Superintendent including topics and dates for said seminars and/or workshops.
3. The Superintendent shall provide at least two (2) weeks notice to members when scheduling seminars and/or workshops. Three seminars per year may be scheduled. With mutual agreement between the Association President and the Superintendent more may be scheduled. This does not curtail the scheduling of meetings or training during the normal workday for unit members.

MENTORING

1. PROGRAM PURPOSE AND GOALS
 - a. The Mentor Program is designed to support new or experienced administrators, during their first year of employment, as a transition into the Gates Chili School District.
 - b. The Mentor Program will provide newly hired administrators support in areas such as, but not limited to, the six Domains of the Multidimensional Principal's Performance Rubric; *Shared Vision of Learning, School Cultural and Instructional Program, Safe, Efficient, Effective Learning Environment, Community, Integrity, Fairness, Ethics, and Political, social, Economic, Legal and Cultural Context.*
 - c. The Mentor Program is intended to maximize the retention rate of Highly Effective administrators.
 - d. The Mentor Program will provide ongoing support to administrators new to the District.
 - e. During the first year of employment, new administrators are encouraged to attend the New Staff Orientation, typically held during the last week in August and to participate in professional development opportunities such as but not limited to: District in-services and workshops, BOCES leadership opportunities and/or Professional Learning Communities.

MENTORING (continued)

2. MENTOR SELECTION

- a. Mutually agreed upon between Association and Superintendent within the first month of hire.
- b. Tenured member of the Administrator's unit.
- c. Common experiences in the role and responsibilities assigned to the new administrator.

3. MENTOR ATTRIBUTES

- a. Positive, accessible role model.
- b. Enjoys working with others.
- c. Strong interpersonal, collaborative and leadership skills.
- d. Confidential and non-judgmental resource.
- e. Seeks professional development and remains current in the field.
- f. Develops meaningful, collegial relationships.
- g. Nurtures independent, effective, and reflective practices.

4. MENTOR RESPONSIBILITIES

- a. Collaboration with their mentee a minimum of twenty-five (25) hours (minimum of 2 hours each month) during the school year to offer support and guidance, specifically in the six Domains of the Multidimensional Principal's Performance Rubric.
- b. Meeting with Superintendent and Unit President to assist program success and improvements.
- c. A communication log of meeting times must be kept and submitted to the Superintendent at the end of the school year.

5. MENTEE ROLES AND RESPONSIBILITIES

- a. Participation in a minimum of twenty-five (25) hours of direct contact with Mentor on a variety of topics.
- b. Regular communication with Mentor and other support personnel (Superintendent, Assistant Superintendents, and Unit President, etc.) as needed and/or suggested.

MENTORING (continued)

- c. Participation in the formal observation process by Administration.
- d. Completion of the End of Year Evaluation document.

6. MENTOR STIPEND

- a. Stipend per negotiated agreement of \$1,700. The stipend may be prorated if Mentee is not assigned within one month of hire or if the Mentor and mentee do not continue in a mentored relationship for one year.

ARTICLE 27

ADOPTION LEAVE

The Superintendent of Schools agrees to grant leaves of absence for the purpose of adopting a child of less than school age under the following conditions:

- 1. A unit member shall be allowed to use up to ten (10) of their sick days following the adoption of a child.
- 2. Members requesting such leave shall submit written notice to the Assistant Superintendent for Administration and Personnel as soon as practical. It is understood by both parties that these ten (10) days are not additional sick days.
- 3. Such adoption leaves shall be granted for a period of up to one (1) year from the date the leave begins. At which time the adoption leave will be granted without pay or paid benefits. However, a member may choose to use paid vacation time for all or part of such leave.
- 4. The length of such adoption leave shall be determined by the staff member. The results of such determination shall be furnished to the Assistant Superintendent for Administration and Personnel, in writing, at least three (3) months prior to the date the unit member requests reinstatement.
- 5. Such adoption leaves will commence at such time as determined by the staff member, in consultation with the adoption agency. The results of such determination will be furnished to the building principal in writing by the unit member's adoption agency.