

MEMORANDUM OF UNDERSTANDING

**Between Foley Public Schools
And Foley United Educators**

This Memorandum of Understanding ("MOU") is entered into by and between Foley Public Schools ("District") and the Foley United Educators (FUE) to establish terms governing online teaching assignments and compensation for overload assignments.

1. Online Teaching Assignment

An online teacher's regular assignment shall consist of a full instructional workload during the contracted workday based on the District's trimester schedule, including a period of the day for their online assignment. A full teaching assignment includes instructional responsibilities, student support, grading and timely feedback, required communication with students and families.

2. Overload Assignments

A teacher who is assigned to an online course during a trimester, completing the responsibilities of the assignment during their preparation time, shall be deemed to have an overload assignment. Overload assignments shall be made only when necessary and shall be distributed as equitably as practicable among qualified teachers.

3. Overload Compensation

A teacher assigned an overload during their scheduled preparation period shall receive additional compensation of **\$2,400** for each full trimester during which the overload assignment is assigned.

If a teacher is assigned an overload for less than an entire trimester, the teacher shall receive a prorated portion of the **\$2,400** overload compensation. Proration shall be based on the portion of the trimester during which the overload assignment is performed.

4. Duration

This Memorandum of Understanding shall become effective upon execution by both parties and shall remain in effect until June 30, 2027. This MOU may be renewed or modified only by mutual written agreement of the parties.

FOR FOLEY PUBLIC SCHOOLS

School Board Chairperson: _____

Date: _____

Superintendent: _____

Date: _____

FOR THE FOLEY UNITED EDUCATORS:

Union Co-President: _____

Date: _____

Union Co-President: _____

Date: _____