

**MEMORANDUM OF UNDERSTANDING BETWEEN FOLEY UNITED
EDUCATORS AND INDEPENDENT SCHOOL DISTRICT #51**
REGARDING Speech - Language Pathologist Clinical Fellow(s) Mentoring

This Memorandum of Understanding ("MOU") is entered into by and between Foley United Educators ("Union") and Independent School District 51 ("District").

WHEREAS, the Union and the District are parties to a Master Agreement for the period of July 1, 2026 through June 30, 2027, ("Agreement") which governs the general terms and conditions of employment for teachers; and

WHEREAS, the Union is the exclusive representative for the teachers employed by the District; and

WHEREAS, the District will adhere to the assignment guidelines set forth in Article XVII, sections 1 and 2 of the Agreement; and

WHEREAS, the District seeks to enter into an agreement, with a qualified speech-language pathologist (CCC - Certificate of Clinical Competence) who has completed the necessary training to act as a Standard VII-B Clinical Fellow Mentor as outlined in the ASHA (American Speech-Language-Hearing Association) guidelines 2026; and

WHEREAS, the District and the Union have discussed the duties and responsibilities of the evaluative nature of said Clinical Fellow Mentor; and

WHEREAS, the District and the Union want to avoid misunderstandings regarding the nature of the process of garnering a completed CCC-SLP fellowship when compared to the ARTICLE XVIII - PEER COACHING/PEER MENTORING as noted in the Master Agreement 2025-2027 and

NOW, THEREFORE, the District and the Union agree as follows per participating Fellow:

1. Clinical Fellowship Mentor supervision time and compensatory wages:

- A. Direct clinical supervision time within the school day = minimum of 3 times per year X 6 hours, one per reporting period for each third of the CF experience.
*The district will make a good faith effort to secure a qualified SLP substitute during these direct supervision events. This assures that student services minutes are met per their education plan.
- B. Indirect clinical supervision time outside the school day = minimum of 3 times per year X 6 hours, one per reporting period for each third of the CF experience.
Mentor paid at hourly rate of current teacher contract.
- C. Indirect clinical supervision time outside the school day to review diagnostic reports/treatment plans, progress reporting, modification of treatment plans

based on progress, preparation of materials for meetings with colleagues and families and fidelity of direct communication with colleagues and families = minimum of 3 times per year X 15 hours, one per reporting period for each third of the CF experience. Mentor paid at hourly rate of current teacher contract.

- D. Indirect clinical supervision time outside the school day to complete the Clinical Fellowship Skills Inventory (CFSI) and review the CFSI document with the Clinical Fellow a minimum of 3 times per year X 5 hours, one per reporting period for each third of the CF experience. Mentor paid at hourly rate of current teacher contract.
- E. Indirect clinical supervision time outside the school day to complete the Clinical Fellowship Skills Inventory (CFSI) and submit the document to ASHA at the culmination of the CFSI experience 1 per year X 2 hours. Mentor paid at hourly rate of current teacher contract.
- F. Clinical Supervision time will be submitted for compensation to The district on a monthly basis with the Superintendent acknowledging the submission.

No Precedent or Past Practice. Nothing in this MOU shall be deemed to establish a precedent or practice or to alter any established precedent or practice arising out of or relating to the Master Agreement between the District and the Union. No party may submit this MOU in any proceeding as evidence of a precedent or practice.

Entire Agreement. This MOU constitutes the entire agreement between the parties relating to the subject matter described in this document. No party has relied on any statements or promises that are not set forth in this document. The MOU controls to the extent that it conflicts with the Master Agreement. No changes in this MOU are valid unless they are in writing and signed by both parties.

IN WITNESS WHEREOF, the parties have entered into this Agreement on the dates shown below.

AUTHORIZED REPRESENTATIVE OF FOLEY UNITED EDUCATORS (FUE)

Date_____

Date_____

INDEPENDENT SCHOOL DISTRICT NO. 51

Date_____