

**DEPARTMENT OF DEFENSE EDUCATION ACTIVITY  
AND  
FEDERAL EDUCATION ASSOCIATION**

**Memorandum of Understanding**

**2012 Online Summer High School Program**

The DoDEA 2012 Online Summer High School Program is intended for DoDEA students at risk of not meeting DoDEA graduation requirements.

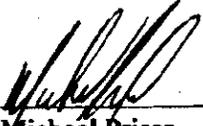
The Department of Defense Education Activity (DoDEA) and the Federal Education Association (FEA), hereafter referred to as the "parties" hereby agree to the following implementation of the 2012 DoDEA Online Summer High School Program:

- a. The parties agree that teachers will be evaluated based upon performance of duties associated with teaching assignments in the 2012 DoDEA Online Summer High School Program. Teacher performance in the 2012 DoDEA Online Summer High School Program will not impact DoDDS Educator's Performance Appraisal System (EPAS) ratings.
  - b. The parties agree that the employer will make every reasonable effort to fill 2012 DoDEA Online Summer High School Program positions with qualified DoDEA educators.
  - c. The parties agree that any DoDEA educator selected for the DoDEA Online Summer High School Program must hold a DoDEA certification in the subject for which they are to teach that is current and valid in the year they are selected to teach summer school.
  - d. The parties agree that DoDEA will provide any DoDEA educator selected to teach in the 2012 DoDEA Online Summer High School Program with a DoDEA-issued computer, including required technology and software, as needed. DoDEA IT support will be provided for the duration of the 2012 DoDEA Online Summer High School Program and will be limited to coverage of DoDEA-issued equipment and software and the use of the equipment and software as it relates to the 2012 DoDEA Online Summer High School Program. If a computer issue arises during administration of duties associated with the 2012 DoDEA Online Summer High School Program, the teacher is responsible for coordinating with his/her local school or Area IT Office regarding computer service or replacement. Virtual High School staff will facilitate any support needed with local school or Area IT Office regarding computer service or replacement.
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- e. The parties agree that each DoDEA teacher hired to teach in the 2012 DoDEA Online Summer High School Program will be responsible for having Internet access necessary to perform his/her instructional duties.
- f. The parties agree that the DoDEA teacher hired to teach in the 2012 DoDEA Online Summer High School Program is responsible for coordinating with his/her local high school to check out a DoDEA-issued computer and any related textbooks and to return DoDEA equipment and any related textbooks at the end of the program. If there are difficulties, the DoDEA Virtual School POC will provide assistance for local high school acquisition of any related textbooks to be used as teacher reference materials.
- g. The parties agree that DoDEA Virtual School staff will provide access to all materials necessary for the administration of the 2012 DoDEA Online Summer School Program, including any technology, prior to the start of the program.
- h. The parties agree that DoDEA educators in the FEA bargaining unit participating in the DoDEA Online Summer High School Program will not be responsible for technology failure of DoDEA equipment or systems associated with program implementation. It is management's responsibility to maintain and repair technology used within the program. This includes, but is not limited to, DoDEA Outlook email, DoDEA issued equipment, or access to materials on a DoDEA website or vendor-hosted web environment.
- i. The parties agree that two days of teacher training will be provided prior to the beginning of the 2012 DoDEA Online Summer High School Program while the teachers are in summer recess duty status. Additionally, teachers will receive just-in-time training support as needed via Virtual School staff during implementation of the online summer high school program.
- j. This agreement applies to the 2012 DoDEA Online Summer High School Program only.

  
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Lenoir Graham  
HR Director, DoDEA

Date 6/5/12

  
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Michael Priser  
FEA President

Date 31 MAY 2012