

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

Settlement Agreement

The Department of Defense Education Activity (DODEA) and the Federal Education Association (FEA), hereafter referred to as the "parties", hereby agree to the following in full settlement of Association Grievance 08-08, dated November 26, 2008.

- a. The parties agree that DoDEA will reimburse coaches in the FEA DoDDS bargaining unit for hotel expenses, with interest 30 days from date of their expense incurred, because they were required to stay overnight in a hotel with the team.
- b. DoDEA will authorize that the coaches named below be paid, with interest (30 days from the date of the expense) for their hotel expenses as follows:
 - a. **Names**
 - b. **and**
 - c. **Amounts**
 - d. **Redacted**
- c. The parties agree that any coach who was not reimbursed for hotel expenses since SY2006-07 may submit a claim for reimbursement. Claims must be submitted by December 10, 2010. Documentation such as hotel invoices, receipts, credit card statements, and a brief statement of the circumstances must be submitted showing that the costs were actually incurred by the coach because they were required to stay overnight in a hotel with the team.
- d. The parties agree that beginning school year 2010-11, hotel expenses for coaches will be reimbursed if the coaches are required to stay overnight in a hotel with their teams. Claims should be submitted through the regular reimbursement procedures.
- e. FEA agrees to withdraw the subject grievance.

signed by

Lenoir Graham
Human Resources Director
DoDEA

November 9, 2010

signed by

H.T. Nguyen
Executive Director
FEA

Nov. 9, 2010