

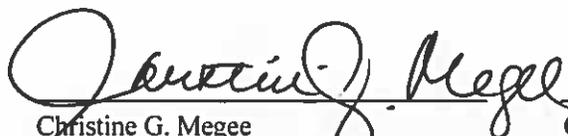
MEMORANDUM OF UNDERSTANDING

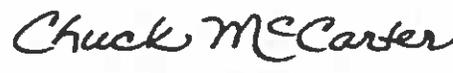
**DEPARTMENT OF DEFENSE EDUCATION ACTIVITY
AND
FEDERAL EDUCATION ASSOCIATION**

Houghton Mifflin Harcourt (HMH), GO MATH!

The Department of Defense Education Activity (DoDEA) and the Federal Education Association (FEA), hereafter referred to as "the parties" agree to the following arrangements concerning the implementation of the Houghton Mifflin Harcourt (HMH), Go Math! Mathematics curriculum materials for Grades K-5 beginning school year 2016-2017:

- 1) Kindergarten through fifth grade (K-5) math teachers who complete the GO Math eLearning course prior to the start of SY 16/17 will have their stipend processed for payment prior to September 30, 2016.
- 2) Management confirmed the GO Math eLearning course offered during the 2016 Summer Break will not require CAC access.
- 3) Management will ensure technical support information is listed on the log-in page of the eLearning course. (1-800-323-9239 and/or digitalcontent@hmhco.com)
- 4) The GO Math eLearning course offered during the 2016 Summer Break is voluntary. If an employee chooses not to participate during the 2016 Summer Break, it will not be used for disciplinary or adverse action.
- 5) The parties agree that every effort will be made to resolve any disputes that arise at the organizational level where they arise prior to forwarding the matter to the next higher level.
- 6) If Management decides after the start of SY16/17 to make the eLearning course, GO Math! Initial Program Overview obligatory and/or mandatory, it will provide the Association with appropriate Notice and opportunity to bargain in accordance with the Negotiated Agreement.


Christine G. Megee
Acting Director Human Resources, DoDEA


Chuck McCarter
President, Federal Education Association

Date 20 June 2014

Date June 17, 2016