

MEMORANDUM OF UNDERSTANDING BETWEEN
DEPARTMENT OF DEFENSE DEPENDENTS SCHOOLS AND
FEDERAL EDUCATION ASSOCIATION

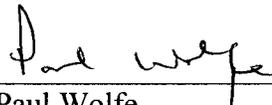
DoDEA Regulation 2051.1
Disciplinary Rules and Procedures

The Department of Defense Dependents Schools (DoDDS) and the Federal Education Association (FEA) hereby agree to the following in implementing the attached DoDEA Regulation 2051.1, Disciplinary Rules and Procedures, in DoDDS:

1. Management-directed training for this regulation will normally be held during the duty day. If training cannot be accomplished during the duty day, the parties agree that management and the FEA representative at the appropriate level will consult about the time, place and length of the training. Educators will be compensated for the time spent outside of the duty day in accordance with established practice.
2. FEA reserves the right to review the final document prior to publication to ensure that all agreed-upon changes have been included.
3. FEA will be given the opportunity to designate a representative on committees, task forces, work groups, etc., that involve bargaining unit members in accordance with currently established practice. It is understood that this representation does not constitute bargaining.
4. In attempting to resolve any disputes that arise, the parties agree to make every effort to resolve such disputes at the organizational level where they arise prior to forwarding them to the next level.



Sheridan R. Pearce
FEA President
January 19, 2007



Paul Wolfe
Human Resources Director, DoDEA
January 19, 2007