

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

Standardized 4-6 Report Card

The Department of Defense Dependents Schools (DoDDS) and the Federal Education Association (FEA) agree to the following in the implementation of the Standardized 4-6 Report Card in DoDDS for School Year 2008-2009:

1. Beginning with School Year 2008-2009, all Fourth, Fifth and Sixth grade educators in non-secondary schools in the FEA bargaining unit, who have not already completed this training, will participate in Standardized 4-6 Report Card training to be provided by management at the school level.
2. Standardized 4-6 Report Card training will be accomplished prior to educators being required to use the Report Card. Management-directed training will be conducted during the duty day. Management and the appropriate union representative will meet to jointly develop a schedule to offer the training. This training may be offered during any half day release that has already been set aside for management-directed training, or by providing classroom coverage for educators receiving training during the instructional day. In general, such training will not be performed during the first three duty days of the school year.

If management-directed training cannot be accomplished during the duty day, the parties agree that management and the appropriate union representative will meet to jointly develop the time, place, and length of the training at the appropriate organization level. Educators will be compensated for the time spent in management-directed training outside of the duty day in accordance with the established practice at the local, district or area level.

3. Following School Year 2008-2009, FEA and DoDDS will meet to review the results and bargain any changes, updates, and/or modifications to be made to the Standardized 4-6 Report Card.
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.

  
Michael Priser  
FEA President  
May 22, 2008

  
Lenoir Graham  
Human Resources Director, DoDEA  
May 22, 2008