

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

Trial Period Requirements for DDESS Educators who enter the DoDDS System

The Department of Defense Dependents Schools (DoDDS) and the Federal Education Association (FEA) hereby agree to the following:

1. Current Domestic Dependent Elementary and Secondary School (DDESS) educators who transfer to a DoDDS educator position and who have already completed a trial period within DDESS with two years or more of DDESS service will not be required to complete a new trial period with DoDDS.
2. Current DDESS educators who transfer to a DoDDS educator position and who have already completed a trial period within DDESS with less than two years of service will be required to serve a 1-year trial period with DoDDS.
3. An educator who has previously completed a trial period with DDESS with two years or more of DDESS service, and who has not had a break in service between DDESS and DoDDS of more than 3 calendar years will not be required to complete a new trial period.
4. An educator who has previously completed a trial period with DDESS with less than two years of DDESS service, and who has not had a break in service with DDESS of more than 3 calendar years, will be required to serve a full 2-year trial period with DoDDS.
5. A former DDESS educator who has a break in service of more than 3 calendar years will be required to serve a full 2-year trial period with DoDDS.



Michael Priser
FEA President
November 18, 2008



Lenoir Graham
Human Resources Director, DoDEA
November 18, 2008