

**DEPARTMENT OF DEFENSE EDUCATION ACTIVITY**

**AND**

**FEDERAL EDUCATION ASSOCIATION  
STATESIDE REGION**

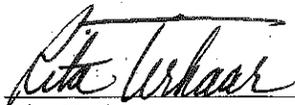
**Memorandum of Understanding**

**K-12 SPARK Physical Education Program Implementation**

The Department of Defense Education Activity (DoDEA) and the Federal Education Association Stateside Region (FEA-SR), hereafter referred to as the "parties," hereby agree to the following guidelines concerning K-12 SPARK Physical Education Program Implementation in DDESS schools in the FEA-SR bargaining unit:

1. During school year (SY) 14/15, all DDESS Physical Education educators in the FEA-SR bargaining unit will be provided one of the options below to receive training and to review the materials related to the new curriculum. Training will consist of web-based training videos and other related materials.
  - a. Educators will be provided one (1) day of release time from students to become familiar with the textbook, CDs and any other materials related to the new texts. All training must be completed no later than 30 September 2014.
  - b. Educators will be provided with one half (.5) day of release time from students to become familiar with the textbook, CDs and any other materials related to the new texts, and then be provided with an additional one half day (.5) day of release time from students to participate in 1.5 -2 hours of virtual online training on Blackboard. All training must be completed no later than 30 September 2014.
2. For DDESS high school educators in the FEA-SR bargaining unit who will teach more than one physical education course, the training described above will be for each of the new texts related to each physical education course. The modules are 1) Elementary PE for K-5 teachers 2) Middle Grade PE for teachers grades 6-8, and 3) High School PE for teachers grades 9-12.
3. During second semester of SY 14/15 the use of the curriculum and materials will be mandatory in support of DoDEA PE content standards. PE teachers may also use supplemental materials to meet DoDEA standards and assure student needs are met.

4. The parties will make every effort to resolve any disputes that arise at the organizational level where they arise prior to forwarding the matter to the next higher level.
5. DDESS educators in the FEA-SR bargaining unit who are part of the implementation of the new SPARK Physical Education Program, if they so choose, may participate in an anonymous survey about the roll out of the new materials. This survey will be jointly developed and conducted by the parties. The survey will include questions regarding the training: issues encountered, whether any additional resources are needed, how future programming can benefit from lessons learned, and whether they have any additional concerns. The full results of the survey and data collected, excluding identifiable data, will be shared with the Association.
6. Upon request by either party, the parties will meet in June of 2015 to discuss any concerns regarding the implementation of the PE program (SPARK) and bargain impact and implementation issues as appropriate.



Rita Terhaar  
Acting Director Human Resources DoDEA

Sept. 16, 2014  
Date



Jane Loggins  
FEA Director for DDESS

Sept 15, 14  
Date