

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

Memorandum of Understanding

Schoology Learning Management System

The Department of Defense Education Activity (DoDEA) and the Federal Education Association-Stateside Region (FEASR), hereafter referred to as the "parties" hereby agree to the following implementation of the Schoology Learning Management System (LMS):

Schoology is the learning management system (LMS) purchased by DoDEA to be used by bargaining unit members as its online learning environment to support virtual learning and blended learning in face-to-face classrooms, collaboration and professional development.

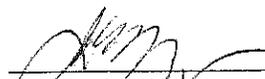
1. DoDEA has determined it will develop an E-Learning portal through which DDESS educators in the FEASR bargaining unit can submit questions, view online training modules, request assistance or report problems that cannot be resolved at the school/District level concerning the use of Schoology. The E-Learning portal will be monitored daily and a response provided to the educator within two (2) work days of receipt.
2. DDESS educators will be trained on the use of Schoology and be introduced to the training resource materials available on Schoology during a regularly scheduled faculty meeting. If an educator requests additional training/assistance, the school administrator will coordinate with the School/District ET to provide the requested training/assistance. The appropriate assistance/training required will be determined locally by the Administrator.
3. DDESS educators in the FEASR bargaining unit who are listed as course instructors in Blackboard may request archived content files for the purpose of establishing a new course in Schoology. The requests must be received by the Schoology Administrator between March 1, 2015 and March 31, 2015. DDESS educators who are designated course instructors may also request four hours of professional development time to re-create the course in Schoology. The work must be completed by April 30, 2015. This does not apply to Fort Knox and Virtual School teachers, as migration of content to Schoology has already been provided.
4. DoDEA has determined it will develop a memorandum outlining updated information about the change to the new LMS to be provided to all DDESS educators in the FEASR bargaining unit. The DoDEA memorandum will provide information regarding how to access the E-Learning portal, the Schoology LMS and include transition timelines, how to verify course ownership and request work time to transfer

course content. The memorandum will be shared with the Association prior to dissemination to the bargaining unit employees.

5. DoDEA will provide the Association with notice and the opportunity to request bargaining, pursuant to law, if material enhancements in the LMS platform result in non de minimus change or have impact on the core functions to support instruction, collaboration and professional development.
6. Local management will provide the Association with appropriate notice regarding any decision to vary the use of the LMS tools at the local level so bargaining may take place if requested, to the extent provided by law. This requirement also applies to any decision made prior to the signing of this agreement.



Rita Terhaar
Acting HR Director



Jane Loggins
FEA Director for DDESS

2-18-15

Date

2/18/15

Date