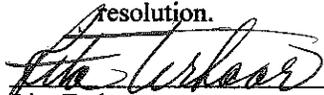


**DEPARTMENT OF DEFENSE EDUCATION ACTIVITY
AND
FEDERAL EDUCATION ASSOCIATION
STATESIDE REGION
Memorandum of Understanding**

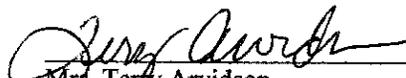
High School Science Textbook Implementation

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 guidelines concerning High School Science Textbook Implementation:

1. During school year 14-15 all teachers who will be using the science books will be provided one half day release time to become familiar with the textbook, CDs and any other materials related to the new texts. Teachers will then be provided an additional half day in order to participate in the web-based training module.
2. For those educators teaching more than one science course, the release time for training described in #1 above will be for each additional science course that uses different texts, CDs and other materials. In the event any educator requires more time, they may request for that additional time through their administrator.
3. In the event that the school ET, or any bargaining unit member, is required to provide training and/or support to teachers using the new software/digital resources, those bargaining unit members will be provided one day of release time to review the software/materials and prepare for the training.
4. Agency-conducted training will be coordinated with the local Association president. In the event of technological malfunction during training, the school administrator, Association building representative and the impacted teacher(s) will meet to determine how the lost time will be rescheduled.
5. Training with the new science materials is to support teaching to the current DODEA standards. In the event of any changes to the current standards, the Association will be provided notification and the opportunity to bargain the impact and implementation of using the resources to support teaching to the new standards.
6. Teachers required to use the new science texts will not be held responsible for using the texts and accompanying materials/resources to support 21st Century Teaching and Learning until such time that the Association has had the opportunity to bargain the impact and implementation the 21st Century Teaching and Learning.
7. Mandatory use of any specific component of the new resources such as, but not limited to, a particular assessment, teaching technique or particular software tool or an organizer is subject to bargaining upon request.
8. Every effort will be made to resolve disputes at the local level before raising the concern for resolution.


Rita Terhaar
Acting Director Human Resources DoDEA

May 29, 2014
Date


Mrs. Terry Arvidson
FEA Director for DDESS

22 May 2014
Date