

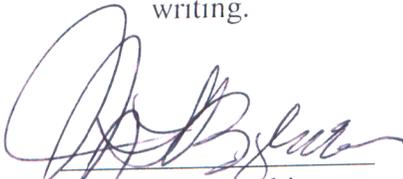
**DEPARTMENT OF DEFENSE EDUCATION ACTIVITY  
AND  
FEDERAL EDUCATION ASSOCIATION**

**Memorandum of Understanding**

**Department of Defense Education Activity Alternative Dispute  
Resolution Regulation 1800.01**

The Department of Defense Education Activity (DoDEA) and the Federal Education Association (FEA), hereafter referred to as the "parties," hereby agree to the following concerning DoDEA Alternative Dispute Resolution (ADR) Regulation 1800.01 in the FEA DoDDS bargaining units.

- a. The ADR process, as defined in DoDEA ADR Regulation 1800.01, will not be used during the negotiated grievance procedure described in Article 12 of the Negotiated Agreement between DoDEA and FEA, unless all parties to the grievance and their representative (i.e., employee, FEA and management) voluntarily agree to participate in the ADR process. Even after the parties have elected to participate in the ADR process, the employee and/or FEA can withdraw from the ADR process at any time and use the negotiated grievance procedure.
- b. In addition, if any such ADR process is used during the negotiated grievance procedure, the time limits in effect under Article 12 of the Negotiated Agreement will be tolled until the ADR process has been completed or has been discontinued by any party.
- c. Nothing in this memorandum of understanding (MOU) or the ADR Regulation is intended to alter or amend the existing Negotiated Agreement between DoDEA and FEA. Any resolution reached under the ADR process, regulation or MOU must be consistent with the terms of the Negotiated Agreement. If there is a conflict between any application of the ADR process, regulation or MOU, and the terms of the Negotiated Agreement, the Negotiated Agreement will prevail.
- d. This MOU will expire on the last duty day of the 2011-2012 school year for DoDDS classroom educators, unless DoDEA and FEA jointly agree to renew this agreement in writing.



Marilee Fitzgerald  
DoDEA Acting Director

Date 14 Feb 2011



Lenoir Graham  
HR Director, DoDEA

Date 2/14/2011



Michael Priser  
FEA President

Date 14 Feb 2011