

DEPARTMENT OF DEFENSE EDUCATION ACTIVITY

AND

FEDERAL EDUCATION ASSOCIATION

Memorandum of Understanding

Training for new READ 180 Educators

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 training for new DoDDS READ 180 educators:

- a. Newly assigned DoDDS READ 180 educators in the FEA bargaining unit will receive two days of virtual training on READ 180, which will be conducted live by the Scholastic trainer.
- b. These educators will be provided with two days of release time from students to complete this training. Management will provide these educators with a quiet space away from their classroom where the training can be completed without interruption or distractions. These educators may receive additional training on READ 180, if requested by the educator.
- c. Read 180 training will be made available via the DoDEA Blackboard, in accordance with this MOU, for those educators who were not present for the live training session, including any newly assigned educators, conducted by the Scholastic University trainer.
- d. Additional training time for any new DoDDS READ 180 educator in the FEA bargaining unit will not be during any of the educator's non instructional time, including planning periods.
- e. Management-directed training on READ 180 for new DoDDS educators in the FEA bargaining unit will be held during the duty day. If the training cannot be accomplished during the duty day, the parties agree that the school principal and FRS will consult about the time, place and length of the training.
- f. New DoDDS READ 180 educators in the FEA bargaining unit who are required by management to attend training outside of the duty day will be paid at their prorated daily rate.

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05 Oct 2012
BC 10/5/12

- g. If there is additional work, preparation or other activities connected to or part of the READ 180 training the educator will coordinate with the building principal for this to occur during the duty day, with release time from students and substitute coverage provided.
- h. If a new DoDDS READ 180 educator in the FEA bargaining unit is unable to attend the virtual training due to an excused absence, such as but not limited to being ill, doctors' appointments, Any Purpose Leave (APL), or conflicts with other work-related meetings, the training will subsequently be provided via Blackboard in accordance with this MOU.
- i. New DoDDS educators in the FEA bargaining unit will not be responsible for any failure to complete the READ 180 training due to problems or technical malfunctions with the virtual training. If any educator is unable to complete the training due to technical failure or issues, the training will be completed via Blackboard in accordance with this MOU.
- j. It is management's responsibility to ensure that all technology for the READ 180 training is available and functional for all educators before the start of the training.
- k. Questions submitted by a DoDDS educator to the trainer during the training, whether verbal or in writing, will be answered in real time to the fullest extent possible. If educators' questions are not able to be answered in real time, educators may submit questions related to READ 180 in writing, to be answered within 72 hours by the Scholastic trainer. DoDEA related questions will be answered within 5 working days by DoDEA management. There will be no video recording of DoDDS educators. Educators will be advised training is being recorded.
- l. DoDEA has purchased a Scholastic University online READ 180 course for educators new to the program; however, completion of this course is voluntary. If an educator desires to obtain course credit for the Scholastic University course, the educator must do at their own expense and on their personal time. Educators will be instructed how to enroll to obtain credit, and will have one month from the live training to enroll.
- m. The Virtual Training is designed for new teachers to learn about READ 180 and how to implement the program with fidelity. Therefore any questions and/or comments made during the training will not be part of their educator performance evaluation (EPAS).

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05 Oct 2012
BC 10/5/12

- n. The school principal and FRS will work collaboratively on any issues that arise in the course of the READ 180 training at the school. Every effort will be made to resolve any disputes that arise at the organizational level prior to forwarding the matter to the next higher level.
- o. Management will schedule Fall 2013 training to be held during the month of September, 2013, but not during the first week with students.
- p. Any instructions, FAQs, or other guidance by management designed to implement or interpret this MOU on the READ 180 training will be negotiated to completion before they can be disseminated to the Areas, Districts or schools.
- q. In the event that READ 180 program is modified or replaced, FEA may request bargaining on the modifications or replacement program before the changes can be implemented for DoDDS educators in the FEA bargaining unit.

for
Brad Carter
Lenoir Graham
HR Director, DoDEA
Date 10/5/12


Michael Priser
FEA President
Date 05 Oct 2012