

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

**Memorandum of Understanding**

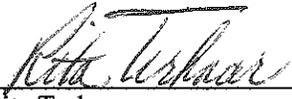
**Professional development for the Revised English as a Second Language (ESL) Standards,  
Language Proficiency Levels, Assessment, and Curriculum  
School Year 2014- 2015**

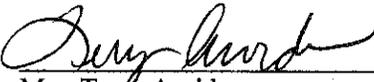
The Department of Defense Education Activity (DoDEA) and the Federal Education Association – Stateside Region (FEA-SR), hereafter referred to as the “parties,” hereby agree to the following guidelines concerning the professional development for the Revised English as a Second Language (ESL) Standards, Language Proficiency Levels, and Assessment, and for the newly procured Mathematics Curriculum materials for schools having educators in the FEASR bargaining unit for SY 2014-15:

1. In preparation for school year 2014, the Agency will provide additional support training for ESL teachers on how to inform Math content-based instruction using proficiency level and LAS Links assessment student data.
2. Professional development training on the ESL standards, proficiency levels, and assessment, in support of the move towards standards-based instruction, will be provided by the Agency.
3. The Agency will provide the materials for the ESL teacher to use as they implement the ESL standards in the Mathematics content area.
4. All training will normally be held during the duty day; however, if the Agency utilizes early call back days prior to the teacher reporting date to conduct training, the bargaining unit members will be paid their earned hourly rate. FEASR will be notified of the projected dates of the training.
5. The Agency will provide one early return professional development day in summer 2014 and two (2) days training in the Fall 2014 in the area of assessment and instructional guidance. These training sessions will not be scheduled during the three preparation days provided to teachers prior to students arriving for the school year. One of the fall training days at the start of school year 2014 will be devoted to training on the use of the newly acquired Mathematics materials.
6. In the event of technological malfunction during any scheduled training, impacted bargaining unit members, the school principal, and the Association building representative will meet to determine a time to re-schedule the loss training.
7. Because the current materials for Mathematics used in the ESL program do not align with the DoDEA’s current language proficiency standards, once the updated Math materials have been procured and training provided for ESL educators with the new materials has been completed, use of the current Math materials will be discontinued as ESL educators incorporate the use of the new Math materials for instruction.
8. 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.

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9. The Association may reserve the right to have input for new ESL resources required in future programing. In the event that future core content professional development on language proficiency standards/levels, assessments, and core content ( Reading/Language Arts, Science, Social Studies) curriculum are planned, the FEA Director for DDESS will be notified and provided the opportunity to bargain the impact and the implementation of the training and subsequent use of new planned materials purchased.
10. Every effort will be made to resolve disputes at the organizational level where they arise prior to forwarding the matter to the next higher level.

  
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Rita Terhaar  
Acting Director, Human Resources DoDEA  
Date May 22, 2014

  
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Mrs. Terry Arvidson  
FEA Director for DDESS  
Date 6 MAY 2014