

**DEPARTMENT OF DEFENSE EDUCATION ACTIVITY  
AND  
FEDERAL EDUCATION ASSOCIATION STATESIDE REGION (FEA-SR)**

**Memorandum of Understanding**

**2012 Online Summer High School Program**

The DoDEA 2012 Online Summer High School Program is intended for DoDEA students at risk of not meeting DoDEA graduation requirements.

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 implementation of the DoDEA 2012 Online Summer High School Program:

- ~~a. The Agency has determined that teachers will be evaluated based upon performance of duties associated with teaching assignments in the DoDEA 2012 Online Summer High School Program. Teacher performance in the DoDEA 2012 Online Summer High School Program will not impact DBESS Performance Appraisal System ratings.~~
- b. The Agency has determined that DoDEA will provide any DoDEA educator selected to teach in the DoDEA 2012 Online Summer High School Program with a DoDEA-issued computer, including required technology and software, as needed. DoDEA IT support will be provided for the duration of the DoDEA 2012 Online Summer High School Program and will be limited to coverage of DoDEA-issued equipment and software and the use of the equipment and software as it relates to the DoDEA 2012 Online Summer High School Program. If a computer issue arises during administration of duties associated with the DoDEA 2012 Online Summer High School Program, the teacher is responsible for coordinating with his/her local school or Area IT Office regarding computer service or replacement.
- c. The parties agree that each DoDEA teacher hired to teach in the DoDEA 2012 Online Summer High School Program will be responsible for having Internet access necessary to perform his/her instructional duties.
- d. The parties agree that the DoDEA teacher hired to teach in the DoDEA 2012 Online Summer High School Program is responsible for coordinating with his/her local high school to check out a DoDEA-issued computer and any

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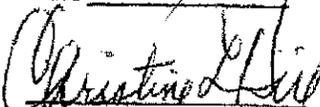
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related textbooks and to return DoDEA equipment and any related textbooks at the end of the program. If there are difficulties, the DoDEA Virtual School POC will provide assistance for local high school acquisition of any related textbooks to be used as teacher reference materials.

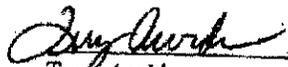
- e. The Agency has determined that DoDEA Virtual School staff will provide access to all materials necessary for the administration of the DoDEA 2012 Online Summer School Program prior to the start of the program.
- f. The parties agree that DoDEA educators in the FEA-SR bargaining unit participating in the DoDEA 2012 Online Summer High School Program will not be responsible for technology failure of DoDEA equipment or systems associated with program implementation. It is management's responsibility to maintain and repair technology used within the program. This includes, but is not limited to, DoDEA Outlook email, DoDEA issued equipment, or access to materials on a DoDEA website or vendor-hosted web environment.
- g. The Agency has determined that two days of teacher training will be provided prior to the beginning of the DoDEA 2012 Online Summer High School Program while the teachers are in summer recess duty status. Additionally, teachers will receive just-in-time training support as needed via Virtual School staff during implementation of the 2012 Online Summer High School Program.
- h. The parties agree that DoDEA educators in the FEA-SR bargaining unit will be paid in accordance with the existing language within the DDESS Master Labor Agreement.

  
Rita Terhaar  
Acting HR Director, DoDEA

Date 5/7/12

  
Christine L. Hill, Ph.D.  
Deputy Chief of Curriculum

Date 4/27/12

  
Terry Arvidson  
FEA-SR President

Date 4/16/2012

## Information Paper

**SUBJECT:** DDESS Staffing - Online Summer School

### **BACKGROUND:**

The DoDEA Virtual High School (DVHS) is planning for in-house delivery of the DoDEA 2012 Online Summer High School Program that is intended for DoDEA students at risk of not meeting DoDEA graduation requirements.

### **CURRENT STATUS:**

DoDEA is in the process of posting internal and external vacancy announcements to provide staffing for the 2012 Online Summer High School Program.

### **DISCUSSION:**

The following information is provided to address questions not addressed in the proposed MOU. DDESS teachers (except for Camp Lejeune) may apply for full- or half-time summer recess appointments depending on anticipated needs to provide instruction for a teaching session from June 6, 2012 to August 1, 2012. Camp Lejeune teachers may apply for the DoDDS session that will occur June 18, 2012 thru August 14, 2012 that corresponds with their school calendar. Teachers

- will need to be available for approximately nine weeks in the summer. The employment period for DDESS teachers (except Camp Lejeune) will be June 4-August 7, 2012. The employment period for Camp Lejeune teachers is June 18, 2012 thru August 21, 2012.
  - This includes
    - two days of training prior to the beginning of instruction,
    - the teaching session, and
    - four additional days after the ending of the summer school session to be used as needed and with prior approval from the Virtual High School administration to support students.
- will be paid according to the AD scale/hourly rate based upon their qualification, education and experience.
- may provide instruction from any location provided they have access to the Internet in order to perform their daily duties.

### **RECOMMENDATIONS:**

For Information Only

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*Patricia Riley*  
4/18/2012