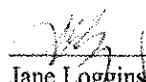


**DEPARTMENT OF DEFENSE EDUCATION ACTIVITY
AND
FEDERAL EDUCATION ASSOCIATION
STATESIDE REGION
Memorandum of Understanding
K-3 Literacy Intervention Program**

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 in implementing K-3 Literacy Intervention Program in the Domestic Dependent Elementary and Secondary Schools (DDESS):

1. All DDESS K-3 Literacy Intervention educators in the FEA-SR bargaining unit will receive in September/October 2014 training on *The Fountas & Pinnell Leveled Literacy Intervention System (LLI)*. The training will consist of two days of independent digital training, four days of face-to-face vendor training, and one day of DoDEA guidance and expectation training.
2. Management will annually schedule training to FEA-SR educators new to the K-3 Literacy Intervention Program, to be held during the month of August/September, but not during the first week with students. This training will be coordinated and administered by the local district ISS to meet the individual needs of the new educator.
3. DoDEA will make every effort to ensure materials to successfully support *The Fountas & Pinnell Leveled Literacy Intervention System (LLI)* will be provided for all teachers trained prior to the actual training.
4. The K-3 Literacy Intervention Program involves classroom and class time activities only, and does not require preparation or work outside the normal duty day. As such, if management requires educators to work outside the duty day for K-3 Literacy Intervention Program activities, compensation will be paid pursuant to the Master Labor Agreement (MLA) between the parties.
5. In attempting to resolve any disputes that arise, the parties agree to make every effort to resolve such disputes at the lowest possible organizational level prior to elevating the matter to the next higher level.
6. In the event that management makes changes to the K-3 Literacy Intervention Program, FEA-SR will be provided notice and may request bargaining on the changes before the changes can be implemented for FEA-SR educators.
7. This MOU expires at the time DoDEA discontinues using *The Fountas & Pinnell Leveled Literacy Intervention System (LLI)* within the K-3 Literacy Intervention Program.

 Date 9-9-14
Rita Terhaar
Acting Director , DoDEA Human Resources

 Date Sept 8, 14
Jane Loggins
FEA Director for DDESS