

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE DEPARTMENT OF DEFENSE DOMESTIC DEPENDENT
ELEMENTARY AND SECONDARY SCHOOLS (DDESS)
AND
THE FEDERAL EDUCATION ASSOCIATION STATESIDE REGION
(FEA-SR)**

1. **PURPOSE:** To document the agreement between the Parties to reflect when professional bargaining unit members will receive pay lane adjustments in accordance with Section 3.d. (3) of Article 20 of the Master Labor Agreement.

2. **BACKGROUND:** Article 20, Section 3.d. (3), of the Parties' Master Labor Agreement which became effective on 5 December 2005, states as follows:

(3) Pay lane changes will be retroactive for pay purposes to the beginning of the pay period following receipt of a transcript reflecting award of the degree or completion of coursework, provided the employee submits the request for pay lane change within one-hundred twenty (120) days of the award of the degree or completion of the coursework. If the employee does not submit the request for pay lane change and supporting transcript(s) within this time period, the pay lane change shall be effective at the beginning of the pay period following submission.

It has been determined that this language did not accurately capture the intent of the Parties during their negotiation.

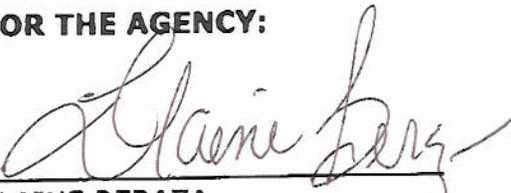
3. **AGREEMENT:** The Parties hereby agree that the following "new" subsection 3.d. (3) of Section 3. of Article 20 shall be substituted for the original language. The new subsection shall provide as follows:

(3) Pay lane changes will be retroactive for pay purposes to the beginning of the pay period following award of the degree or completion of coursework, provided the employee submits the request for pay lane change within one-hundred and twenty (120) days of award of the degree or completion of the coursework. If the employee does not submit the request for pay lane change and supporting transcript(s) within the time period, the pay lane change shall be effective at the beginning of the pay period following submission.

This change shall be retroactive to the effective date of the collective bargaining agreement, i.e., 5 December 2005. However, employees will be allowed a grace period through September 29, 2006, through which they may submit a request for a pay lane adjustment(s) for previously completed coursework or degree. If submitted by September 29, 2006, the pay lane adjustments will be effected retroactive to the date specified on the transcript indicating course completion or degree awarded.

4. CONCLUSION: This Agreement constitutes the entire agreement between the Parties on this matter.

FOR THE AGENCY:


ELAINE BERAZA
Director, DDESS/DoDDS-Cuba
6-2-06
Date

FOR THE ASSOCIATION:


CAROLINE MYERS
Area Director, FEA-SR
6-1-06
Date