

**DEPARTMENT OF DEFENSE DOMESTIC DEPENDENT ELEMENTARY AND  
SECONDARY SCHOOLS**

**AND**

**FEDERAL EDUCATION ASSOCIATION – STATESIDE REGION**

**Memorandum of Understanding**

The Department of Defense Domestic Dependent Elementary and Secondary Schools (DDESS) hereafter referred to as the “Agency” and the Federal Education Association – Stateside Region (FEA-SR) hereafter referred to as the “Association” hereby agree to the following regarding the pay year for permanent bargaining unit members (certified) on set work schedules:

1. For School Year 2014-2015, the pay year will commence on June 29, 2014 and end on July 11, 2015 for a total of 27 pay periods.
2. For School Year 2015-2016, the pay year will commence on July 12, 2015 and end on July 23, 2016 for a total of 27 pay periods.
3. For School Year 2016-2017, and thereafter, the pay year will commence on July 25<sup>th</sup> and end on July 24<sup>th</sup> for a total of 26 pay periods.
4. A pay reconciliation will be performed on the last pay period of the pay year.
5. Debts resulting from the pay reconciliation will be handled in accordance with the Fair Debt Collection Practices Act, 15, U.S.C. 1692, 5 U.S.C. 5514, and 31 U.S.C. 3716.

For the Agency:



FOR Elizabeth Middlemiss, Ph.D.  
Interim Director, DDESS/DoDDS-Cuba

11 June 2014  
Date:

For the Association:



Terry Arvidson  
FEA Director for DDESS

11 June 2014  
Date: