

DEPARTMENT OF DEFENSE EDUCATION ACTIVITY

AND

FEDERAL EDUCATION ASSOCIATION – STATESIDE REGION

Memorandum of Understanding

“Rethink Autism” Pilot Program (March 1, 2012 through SY 2012-2013)

DoDEA/DDESS and FEA-SR hereby agree to the following concerning the implementation of the ReThink Autism Pilot program:

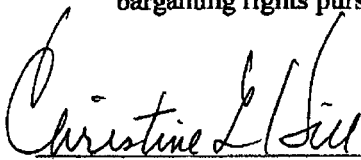
1. The Agency has determined that participation in the Rethink Autism pilot by DDESS educators in the FEA-SR bargaining unit will be voluntary. The parties agree that the DDESS District SPED Coordinator will work jointly with each of the DDESS special education educators in the FEA-SR bargaining unit who volunteer to participate in the pilot to identify all students who may benefit from the use of the Rethink Autism materials. Volunteers will be accepted first. If all licenses are not used through volunteers, the Agency and the FEA-SR bargaining unit will discuss how unused licenses will be assigned. In the event that all licenses are not used through volunteers, the parties agree to meet and bargain the impact and implementation of the assignment of any unused licenses prior to any requirement to use Rethink Autism.
2. The Agency has determined that DoDEA will pilot Rethink Autism in the FEA-SR bargaining unit during SY 11-12 and SY12-13 and that DoDEA will use the pilot period to identify and fix concerns, problems and software/hardware issues. This MOU will expire at the conclusion of the pilot.
3. The Agency has determined that educators in the FEA-SR bargaining unit, who agree to participate in the “Rethink Autism” pilot, will be provided with a one-half day of professional development to: 1) participate in one 90-minute webinar training provided by management; 2) enroll students in the program; and 3) explore the different components of the program.
4. This is a pilot program. The time required for educators to implement the program will be evaluated.
5. The local Association President will be afforded the dates, times and location of the training to be provided and will identify the Association representative to this training.

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6. Training for education aides (and other bargaining unit employees who may be required to use this program) will be addressed by the DDESS Director, and the FEA Director for DDESS will be consulted for the Association's input prior to any final decision.
7. Educators participating in the pilot may submit a request for the date and time period for release for the training session(s) that best meets their schedule.
8. Management-directed webinar training on "Rethink Autism" will normally be held during the duty day. If training cannot be accomplished during the duty day, the parties agree that the district superintendent and Local Association president will consult about the time, place and length of the training.
9. In the event that educators attend training outside of the duty day, they will be compensated in accordance with their respective negotiated agreements. This request must be made in advance to the building principal.
10. The intent of the program is not to generate additional requirements such as but not limited to, developing and implementing researched based lesson plans; formulating a present level of educational performance for an IEP; developing annual IEP goals and objectives; developing goals for students; addressing difficult student behaviors; addressing academic challenges; collecting data, progress reports; communicating with parents; IEPs, progress reports, annual reviews, or synthesis of data, etc.
11. The parties agree that the Rethink Autism usage tracking features may not be used to monitor or check on educators who participate in the "Rethink Autism" pilot without the knowledge and express consent of the educator prior to use.
12. Participation in the "Rethink Autism" pilot, to include the usage-tracking feature of the program, or any other aspect of the pilot will not have an impact on the bargaining unit members' performance evaluation.
13. DoDEA will use the pilot period to identify and fix concerns, problems and software/hardware issues. The parties agree that any instructions, FAQs, or other guidance designed to implement or interpret this MOU on the "Rethink Autism" pilot will be discussed with the Association before they can be disseminated to the Areas, Districts or schools. Association input will be considered.
14. With exception to those issues that arise pertaining to contract administration, the parties agree to make every effort to resolve any disputes that arise at the organizational level prior to forwarding the matter to the next higher level.

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15. In May 2013, an anonymous survey will be conducted of the educators who participated in the "Rethink Autism" pilot. The survey should include feedback as to whether this is a tool to be recommended for future use, what problems were encountered, and any additional concerns about the "Rethink Autism" program that should be addressed. The results of the survey will be shared with the Association.
16. The parties agree that a system to evaluate the effectiveness of Re-Think Autism will be jointly developed.
17. If management decides to extend/expand the pilot or implement "Rethink Autism", FEA-SR will be notified in accordance with the negotiated agreement, and afforded its bargaining rights pursuant to the Federal Service Labor Management Relations Statute.



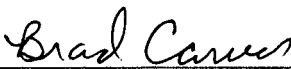
Christine Hill, Deputy Chief
of Curriculum

Date 4/17/12



Terry Arvidson
FEA Director for DDESS

Date 4/17/2012


for Rita Terhaar, Acting Human Resources Director

Date 4/25/12


Linda Curtis, Acting Director, DDESS

Date 4/20/12