

DEPARTMENT OF DEFENSE EDUCATION ACTIVITY

AND

FEDERAL EDUCATION ASSOCIATION

Memorandum of Understanding (MOU)

Sure Start Handheld Device Training

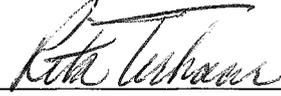
The Department of Defense Education Activity (DoDEA) and the Federal Education Association (FEA), hereafter referred to as the "parties," hereby agree to the following guidelines concerning Sure Start handheld device training in DoDDS schools in the FEA bargaining unit:

- 1) DoDDS Sure Start educators in the FEA bargaining unit will receive, upon request, release time, up to 2 hours, from students to complete training via Blackboard on the new handheld devices- the Apple iPod Touch 4th Generation.
- 2) The training will be held during the duty day. If training cannot be accomplished during the duty day, the parties agree that the school principal and the FRS will consult about the time, place and length of the training.
- 3) Any DoDDS educator in the FEA bargaining unit, who is required by management to attend training outside of the duty day, will be paid at their prorated daily rate.
- 4) DoDDS Sure Start educators in the FEA bargaining unit may, upon request, receive additional training from district ISS, or another expert, on the use of the handheld device. This additional training will be coordinated by the educator, expert and the school principal.
- 5) Any DoDDS educator newly assigned to Sure Start and the use of the new handheld devices will receive training pursuant to this MOU.
- 6) It is management's responsibility to ensure that all handheld devices for DoDDS Sure Start educators in the FEA Bargaining unit, as well as the WiFi system in the school, are available and functional before the start of the training and before educators are required to use the devices.
- 7) Training time for any DoDDS Sure Start educator in the FEA bargaining unit will not be during any of the educator's non instructional time, including planning periods.

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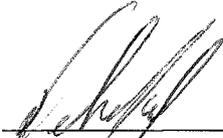
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- 8) All DoDDS Sure Start educators in the FEA bargaining unit who requests training will receive and complete the training on the handheld devices before they can be required to use these devices.
- 9) DoDDS Sure Start educators in the FEA bargaining unit are not responsible for technical malfunctions with the handheld devices or the WiFi system in the school. It is management's responsibility to repair/operate the handheld devices or the WiFi system in the school when any technological failure occurs.
- 10) DoDEA management is responsible for delivering software and updates to the handheld devices.
- 11) The use of the handheld devices will not be part of the educator performance evaluation (EPAS) for any DoDDS Sure Start educator in the FEA bargaining unit until the end of school year 2013/2014.
- 12) The school principal and the FRS will work together on a collaborative basis on any issues that arise in the course of the use of handheld devices by Sure Start educators at the school. Every effort will be made to resolve any disputes that arise at the organizational level where they arise prior to forwarding the matter to the next higher level.
- 13) Any instructions, FAQ's, or other guidance designed to implement or interpret this MOU on the handheld device training will be negotiated to completion with the Association before they can be disseminated to the Areas, Districts or schools.



Rita Terhaar
Acting, HR Director, DoDEA

Date May 7, 2013



Michael Priser
FEA President

Date 07 MAY 2013