

**DEPARTMENT OF DEFENSE EDUCATION ACTIVITY**

**AND**

**FEDERAL EDUCATION ASSOCIATION**

**Memorandum of Understanding**

**Addition of Four New High School Mathematics Courses**

The Department of Defense Education Activity (DoDEA) and the Federal Education Association (FEA), hereafter referred to as the "parties," hereby agree to the following concerning the implementation of the four new high school (HS) mathematics (math) courses in DoDDS schools in the FEA bargaining unit, beginning in school year 2012/2013:

1. DoDDS educators in the FEA bargaining unit who are assigned to teach any of the four new HS math courses will have three (3) options for receiving 2.5 days of training on the new HS math courses, based on the educator's availability of early return and coordinated through the District Office:
  - a. The first option is for the educator to receive two and one half days (2.5) early return: one half day of non-facilitated online training; one day for collegial training; and one day for independent planning of instruction. The educator will be paid at the educator's daily rate.
  - b. The second option is for the educator to receive two and one half days (2.5) of administrative release time from students: one half day of non-facilitated online training; one day for collegial training and one day for independent planning of instruction. Training will occur at the beginning of the school year.
  - c. The third option is any combination of early return days and/or administrative release time from students to consist of one half day of non-facilitated online training, one day for collegial training and one day for independent planning of instruction. Training will occur at the beginning of the school year.
2. DoDDS educators in the FEA bargaining unit who are assigned to teach any of the four new HS math courses will receive one half-day follow-up training prior to the end of the first semester. The educators who teach any of the four new HS math courses will be released from teaching duties in order to participate in this training. This training shall be facilitated by and coordinated through the District Office.

3. If an educator assigned to teach the four new HS math courses requests additional training, this will be coordinated with the FRS and Administrator at the school level, with release time from students provided
4. The release time for DoDDS educators in the FEA bargaining unit will not be during any of the educator's non-instructional time, including all planning periods.
5. DoDDS educators in the FEA bargaining unit will not be required by management to attend training outside of the duty day. If teachers are required to attend training by management outside of the duty day they will be paid at their prorated daily rate. This is applicable to this MOU only.
6. DoDEA management will make every effort to ensure that all textbooks and/or associated materials for the new HS math courses will be available in each DoDDS HS in the FEA bargaining unit before the two days of training. DoDDS educators in the FEA bargaining unit will not be held responsible for failure to receive the two and a half days of training in the new HS math courses, or use any feature of new HS math courses, due to textbooks and/or associated materials failing to arrive before or during the two and a half training days.
7. Every effort will be made to resolve any disputes that arise at the organizational level prior to forwarding the matter to the next higher level.
8. DoDDS educators in the FEA bargaining unit assigned to teach one of the new HS math courses will not have any part of their educator's performance evaluation (EPAS) be based on the teaching of these new HS math courses for the two school years after the educator is initially assigned to teach the course, beginning in SY 2012-2013.
9. When DoDDS educators in the FEA bargaining unit who are assigned to teach the new HS math courses are surveyed, the parties will jointly develop and conduct an anonymous survey. The results of the survey(s), excluding identifiable data, will be shared with the Association.
10. Any instructions, FAQ's, or other guidance designed to implement or interpret this MOU on the new HS math courses will be negotiated to completion with the Association before they can be disseminated to the Areas, Districts or schools.



Lenoir Graham  
HR Director DoDEA

Date 8/15/2012



Michael Priser  
FEA President

Date August 15, 2012