

**DEPARTMENT OF DEFENSE EDUCATION ACTIVITY**

**AND**

**FEDERAL EDUCATION ASSOCIATION**

**Memorandum of Understanding**

**Health Science Materials**

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 the implementation of Health Science Materials in DoDDS schools in the FEA bargaining unit.

- 1) Management will provide training with the materials and components associated with Health Science program to any bargaining unit members required to implement and teach the Health Science program. Educators will be provided with one (1) day of virtual initial training. This one (1) day training will be during the duty day.
- 2) In the event of technological malfunction during any scheduled training, impacted bargaining unit members, the school FRS, and the school principal will meet to determine a time to re-schedule the loss training.
- 3) The Agency will be responsible for ensuring the Health Science software, hardware and associated materials are in place and functional at the schools before educators are expected to teach the curriculum.
- 4) Bargaining unit members required to implement and teach the Health Science program may obtain approval through their supervisor to the Area ISS for one (1) additional day of training with release time from students.
- 5) The parties agree that the new Health Science materials will not alter the educator certifications or requirements to teach the Health Science classes.
- 6) The parties agree that the use of the new Health Science materials should be used in support of the program.

- 7) If there is additional work, preparation or other activities in the use of the new Health Science curriculum and/or training, any DoDDS educator in the FEA bargaining unit who performs any aspect of using the Health Science curriculum outside of the duty day will request approval from the building administrator to be paid at their prorated hourly rate for all time spent outside the duty day. This approval process may be brought to the parties at the national level.
- 8) Educators that have completed all of the required training for the Health Science materials can expect to be evaluated school year (SY) 15/16 in accordance with Educational Standards.
- 9) The parties will make every effort to resolve any disputes that arise at the organizational level where they arise prior to forwarding the matter to the next higher level.
- 10) Any instructions, FAQ's, or other guidance designed to implement or interpret this MOU on the new Health Science curriculum will be negotiated to completion with the Association before they can be disseminated to the Areas, Districts or schools.
- 11) DoDDS educators in the FEA bargaining unit who were part of the implementation of the new Health Science curriculum will participate in an anonymous survey about the implementation. This survey may be jointly developed and conducted by the parties. The survey will include questions regarding: what issues they encountered, whether any additional resources are needed for the course, and whether they have any additional concerns about the Health Science program that may be addressed. The full results of the survey and data collected from the pilot, excluding identifiable data, will be shared with the Association.



Rita Terhaar  
Acting Director  
DoDEA Human Resources



Chuck McCarter  
FEA President

Date May 22, 2014

Date May 14, 2014