

DEPARTMENT OF DEFENSE EDUCATION ACTIVITY

AND

FEDERAL EDUCATION ASSOCIATION

Memorandum of Understanding

High School Science Textbook Implementation

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 High School Science Textbook Implementation in DoDDS schools in the FEA bargaining unit:

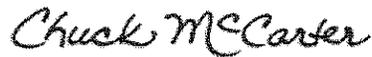
1. During school year (SY) 13/14, all DoDDS educators in the FEA bargaining unit who are required to use and/or teach with the new science books will be provided one of the options below to receive training and to review the materials related to the new textbooks. Training will consist of web-based training videos and other related materials.
 - a. Educators will be provided one (1) day of release time from students to become familiar with the textbook, CDs and any other materials related to the new texts.
 - b. Educators will be provided with one half (.5) day of release time from students to become familiar with the textbook, CDs and any other materials related to the new texts, and then be provided with an additional one half day (.5) day of release time from students to participate in 1.5 -2 hours of virtual online training on Blackboard.
2. For DoDDS educators in the FEA bargaining unit who will teach more than one science course, the training described above will be for each of the new texts related to each science course.
3. In the event any DoDDS educator in the FEA bargaining unit requires more time or training on the new textbooks and other materials related to the new textbooks, they may request release time from their school administrator for additional training from the applicable ISS.
4. 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.
5. Any instructions, FAQ's, or other guidance designed to implement or interpret this MOU will be negotiated to completion with the Association before they can be disseminated to the Areas, Districts or schools.

6. DoDDS educators in the FEA bargaining unit who are part of the implementation of the new Science Textbooks, if they so choose, may participate in an anonymous survey about the roll out of the new materials. This survey will be jointly developed and conducted by the parties. The survey will include questions regarding the training: issues encountered, whether any additional resources are needed, how future programing can benefit from lessons learned, and whether they have any additional concerns. The full results of the survey and data collected, excluding identifiable data, will be shared with the Association.



Rita Terhaar
Acting Director Human Resources DoDEA

May 22, 2014
Date



Chuck McCarter
FEA President

May 14, 2014
Date