

MEMORANDUM OF UNDERSTANDING  
BETWEEN  
DEPARTMENT OF DEFENSE DEPENDENTS SCHOOLS  
AND  
FEDERAL EDUCATION ASSOCIATION

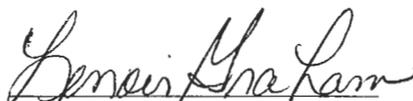
Bargaining Unit Status

The Department of Defense Dependents Schools (DoDDS) and the Federal Education Association (FEA) agree that, in accordance with Article 1, Section 3, of the Negotiated Agreement, the FEA is recognized as the exclusive representative for a bargaining unit composed of non-supervisory, professional, school-level employees. Because a number of teaching position (TP) employees who are in positions on salary schedules, C,D,E, and F, that are normally included in the FEA bargaining unit have been assigned or detailed to district and area offices, the parties agree to the following concerning their bargaining unit status. When such employees are physically assigned/located in district or area offices, they are not considered part of the FEA bargaining unit. When such employees are physically assigned/located in a school, they are included in the FEA bargaining unit.

Distance Learning educators are in the bargaining unit and are not cover by this MOU. Questions regarding the bargaining unit status of employees not identified in this MOU will be addressed at the national level.



Sheridan R. Pearce  
FEA President  
June 5, 2007



Lenoir Graham  
Acting Human Resources Director, DoDEA  
June 5, 2007