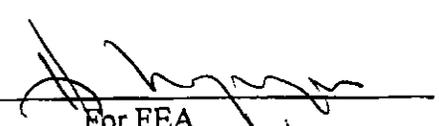


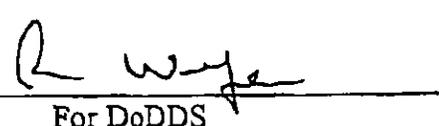
Settlement Agreement
Association Grievance 00-09
(Denial of Duty-Free Lunch at Spangdahlem MS)

The Federal Education Association (FEA) and the Department of Defense Dependents Schools (DoDDS) enter into this settlement agreement in the spirit of partnership and to avoid unnecessary litigation. This settlement is not precedent setting and will not be cited by either party in any future third-party hearings. In full settlement of all issues included in Association Grievance 00-09, FEA and DoDDS agree to the following:

1. DoDDS will provide compensation to all bargaining unit employees at Spangdahlem MS who were denied duty-free lunches during school years 1997-1998, 1998-1999, 1999-2000, and 2000-2001.
2. Compensation for bargaining unit employees at Spangdahlem MS who were denied duty free lunches will be provided on a straight time basis. First, the employee's yearly salary will be divided by 190 to determine the employee's daily rate. The daily rate will be divided by 7 hours and 25 minutes and then multiplied by 40 minutes to determine the amount of compensation due for each day the employee was denied a duty free lunch period.
3. Employees covered by this settlement agreement will be responsible for submitting a signed certification similar to the questionnaire used at Patrick Henry Elementary School. The certification shall indicate those days that the employee was denied a duty-free lunch period. Covered employees shall have 60 days from the date of execution of this settlement to submit the claims for compensation to DoDDS.
4. Upon verification of an employee's claim by management, DoDDS will pay the employee within 60 days of the submission of the employee's claim.
5. Any dispute over the implementation of this settlement agreement shall first be submitted to the FEA General Counsel and the DoDEA Personnel Director for resolution.
6. The Association agrees to waive all attorney fees and costs in this case unless it becomes necessary for the Association to litigate and/or enforce the implementation of this settlement.


For FEA

Dated: Sept. 3, 2002


For DoDDS

Dated: SEP 3 2002