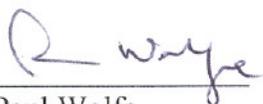


MEMORANDUM OF UNDERSTANDING
BETWEEN
DEPARTMENT OF DEFENSE DEPENDENTS SCHOOLS
AND
FEDERAL EDUCATION ASSOCIATION
DoDEA Career Practicum Program Guide

The Department of Defense Dependents Schools and the Federal Education Association (FEA) hereby agree to the following in implementing the new DoDEA Career Practicum Program Guide.

1. Management directed training associated with the new guide will be held during the duty day. If training cannot be accomplished during the duty day, the parties agree that management and the FRS will consult about the time, place and length of the training at the local level. If conducted away from the duty site, educators will be compensated for the time spent at training in accordance with established practice. In attempting to resolve any disputes that arise, the parties agree to make every effort to resolve such disputes at the lowest possible organizational level prior to elevating the matter to the next higher level.
2. FEA reserves the right to review the final document prior to publication to ensure that all agreed upon changes have been included.
3. FEA will be given the opportunity to designate a representative on committees, task forces, work groups, etc. that involve bargaining unit members in accordance with currently established practice. It is understood that this representation does not constitute bargaining.
4. The method for providing follow-up training related to the implementation of the DoDEA Career Practicum Program Guide will be determined locally at the area, district, or school levels. Options to consider include, but are not limited to:
 - school or district-based sessions during in-service days
 - school-based individual training using the training packets, or
 - district-based sessions during educators' days/conferences



Paul Wolfe
Personnel Director, DoDEA
March 11, 2003



Ted Carlin
FEA Vice President
March 11, 2003