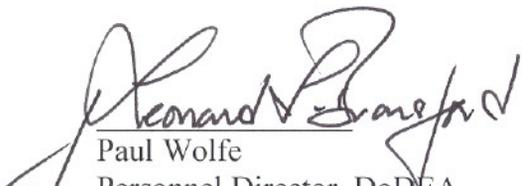


MEMORANDUM OF UNDERSTANDING  
BETWEEN  
DEPARTMENT OF DEFENSE DEPENDENTS SCHOOLS  
AND  
FEDERAL EDUCATION ASSOCIATION  
DoDEA Information Center Program Guide

The Department of Defense Dependents Schools and the Federal Education Association (FEA) hereby agree to the following in implementing the new DoDEA Information Center 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 initial and follow-up training related to the implementation of the DoDEA Information Center Program Guide will be determined locally at the area, district, or school levels. Options to consider include, but are not limited to:
  - Area/District-based sessions; or
  - School-based sessions while conducting site visits.

  
Paul Wolfe  
Personnel Director, DoDEA  
January 25, 2005

  
Sheridan Pearce  
FEA President  
January 25, 2005