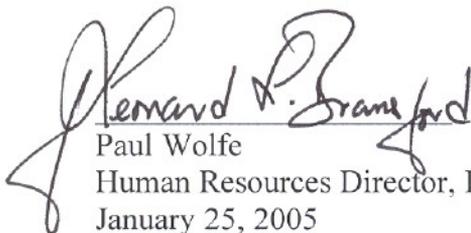
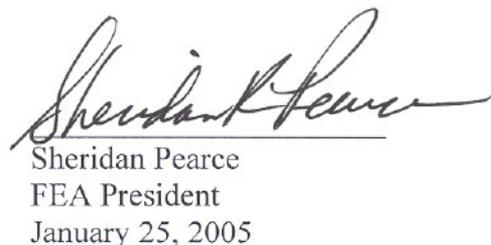


MEMORANDUM OF UNDERSTANDING  
BETWEEN  
DEPARTMENT OF DEFENSE DEPENDENTS SCHOOLS  
AND FEDERAL EDUCATION ASSOCIATION  
DoDEA Special Education Procedural Guide

The Department of Defense Dependents Schools and the Federal Education Association (FEA) hereby agree to the following in implementing the new DoDEA Special Education Procedural Manual.

1. Management-directed training associated with the new handbook 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.
2. FEA reserves the right to bargain any future changes and review the final document 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. In attempting to resolve any disputes that arise, the parties agree to make every effort to resolve such disputes at the organizational level where they arise prior to forwarding the matter to the next level.
5. The method for providing initial and follow-up training related to the implementation of the DoDEA Special Education Procedural Guide will be determined locally at the area or district levels. Options to consider include, but are not limited to:
  - Area/District-based sessions; or
  - School-based sessions while conducting site visits.

  
Paul Wolfe  
Human Resources Director, DoDEA  
January 25, 2005

  
Sheridan Pearce  
FEA President  
January 25, 2005