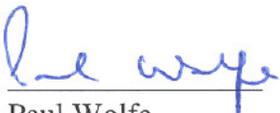


MEMORANDUM OF UNDERSTANDING
BETWEEN
DEPARTMENT OF DEFENSE DEPENDENTS SCHOOLS
AND
FEDERAL EDUCATION ASSOCIATION
DoDEA Sure Start Program Guide

The Department of Defense Dependents Schools (DoDDS) and the Federal Education Association (FEA) hereby agree to the following in implementing the new Sure Start Program Guide effective August 2004.

1. Management-directed training associated with the new Sure Start Program Guide, to include CreativeCurriculum.net, 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. Educators will be provided the equipment with Internet access necessary for using CreativeCurriculum.net prior to its pre-implementation during the 2004-2005 school year and full implementation during the 2005-2006 school year. Appropriate DoDEA personnel will provide support and respond to questions and concerns regarding CreativeCurriculum.net.
3. FEA reserves the right to review the final document prior to publication to ensure that all agreed upon changes have been included.
4. 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.



Paul Wolfe
Human Resources Director, DoDEA
July 27, 2004



Sheridan Pearce
FEA President
July 27, 2004