DEPARTMENT OF DEFENSE EDUCATION ACTIVITY

AND

FEDERAL EDUCATION ASSOCIATION

Memorandum of Understanding

IMPLEMENTATION OF DODEA'S
MSDN (MICROSOFT) ACADEMIC ALLIANCE INITIATIVE

The Department of Defense Education Activity (DoDEA) and the Federal Education Association (FEA), hereafter referred to as the "parties," hereby agree to implement the **voluntary use** MSDN Academic Alliance Program throughout DoDEA.

1. The parties agree that the use and/or downloading the Microsoft MSDN Academic Alliance by any DoDDS educator in the FEA bargaining unit is completely voluntary.

2. The parties agree that DoDDS educators in the FEA bargaining unit cannot download the Microsoft MSDN Academic Alliance to their home computer unless and until the educator voluntarily reads and agrees to a management provided instruction document which will include the following language:

   "DoDEA is extending to you the right to use the Software for work-related purposes at home. You are not licensed to use the software at home for personal purposes. You do not own the license or software. You will be required to remove the Software from your home computer immediately upon the earlier of (1) any event which causes you to no longer be a staff or faculty member of DoDEA for any reasons or (2) expiration of the authorization number under which the licensed were purchased. You may be held responsible for unauthorized use of the Volume License Serial Number(s)."

3. The parties agree that this MSDN Academic Alliance is solely available to bargaining unit members, students and staff that are engaged in a Science, Technology, Engineering or Math discipline, per the licensing agreement with Microsoft. The parties additionally agree that the software shall not be downloaded from or installed to any DoDEA owned computer, on or off the network.

Lenoir Graham
HR Director, DoDEA
Date 4/3/2011

Michael Priser
FEA President
Date 3 NOV 2011