

**DEPARTMENT OF DEFENSE EDUCATION ACTIVITY**

**AND**

**FEDERAL EDUCATION ASSOCIATION**

**Memorandum of Understanding**

**Science Needs Assessment**

The Department of Defense Education Activity (DoDEA) and the Federal Education Association (FEA), hereafter referred to as the "parties," hereby agree to amend the May 2, 2011 between the parties concerning the Science Needs Assessment survey, and agree to the following:

- a. The parties agree that participation in the Science Needs Assessment survey by DoDDS educators in the FEA bargaining unit is completely voluntary.
- b. The parties agree that DoDDS secondary school educators who volunteer to participate in the Science Needs Assessment survey will be given one hour release time from students in which to complete the survey.
- c. The parties agree that the release time for any DoDDS educator who volunteers to complete this survey will not be during any of the educator's non instructional periods.
- d. The parties agree to make every effort to resolve any disputes that arise at the organizational level where they arise prior to forwarding the matter to the next higher level.

*for* Brend Cameron  
Lenoir Graham  
HR Director, DoDEA

Date 11/2/11

Michael Priser  
Michael Priser  
FEA President

Date 25 Oct 2011