

MEMORANDUM OF UNDERSTANDING
BETWEEN
DEPARTMENT OF DEFENSE DEPENDENTS SCHOOLS-EUROPE
AND
FEDERAL EDUCATION ASSOCIATION
Half-time representatives for School Year (SY) 2003-2004

The Department of Defense Dependents Schools-Europe and the Federal Education Association herby agree to the following:

1. Effective the end of the quarter/semester SY 2003-2004, FEA will be allotted one (1) half-time (0.5) representative per district. The basis of these allotments is to increase resolution of issues at the school and district level and to reduce the number of grievances being filed by the FEA.
2. No agenda items that relate to school level issues will be brought up for discussion at the district level unless the items have first been raised at the school level and resolution efforts were unsuccessful.
3. The FRS will report on efforts/attempts made to resolve grievances at the JCC meetings.
4. Joint training will take place in an effort to minimize areas of disagreement and maximize support for agency goals.
5. If the allotment of a half-time representative creates a vacancy, the representative cannot assume representational duties until a backfill can be found.
6. There will be a limit of six (6) days for official time days for each of the four (4) newly created representatives and the two (2) at-large officers. ~~days for use by other FEA area representatives.~~ DJO
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7. The allotment for the half-time representative will be on a trial basis only for SY 2003-2004. Negative impact on educational and program priorities and /or fiscal decision-making that may result from the re-allocation of this manpower may cause the Director, DoDDS-E, for any reason to re-direct the manpower authorizations without consultation or negotiation with the FEA. A joint evaluation of this pilot project will be done in June 2004.



Diana J. Ohman for DoDDS

Date 10/3/03



Sheridan Pearce for FEA

Date 10/2/2003