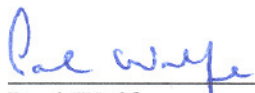


MEMORANDUM OF UNDERSTANDING  
BETWEEN  
DEPARTMENT OF DEFENSE DEPENDENTS SCHOOLS  
AND FEDERAL EDUCATION ASSOCIATION

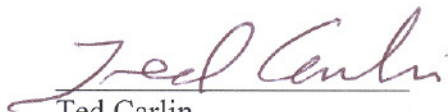
Implementation of the Dynamic Indicators of Basic Early Literacy Skills (DIBELS),  
A DoDEA Early Literacy Intervention Initiative for Grades K-2.

The Department of Defense Dependents Schools (DoDDS) and the Federal Education Association (FEA) hereby agree to the following in implementing the Dynamic Indicators of Basic Early Literacy Skills (DIBELS) in DoDDS for Grades K-2.

1. Management-directed training associated with the DIBELS 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. The method for providing training related to the DIBELS project will be determined locally. Options to consider include, but are not limited to:
  - Area/District/Site-based sessions; or
  - After initial implementation, School/Site-based sessions while conducting site visits.
3. 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.



Paul Wolfe  
Human Resources Director, DoDEA  
May 16, 2005



Ted Carlin  
FEA Vice President  
May 16, 2005