

DEPARTMENT OF DEFENSE EDUCATION ACTIVITY

AND

FEDERAL EDUCATION ASSOCIATION

Memorandum of Understanding

K-12 SPARK Physical Education Program Materials Implementation

The Department of Defense Education Activity (DoDEA) and the Federal Education Association (FEA), hereafter referred to as the “parties,” hereby agree to the following guidelines concerning the K-12 SPARK Physical Education Program Materials Implementation in DoDDS schools in the FEA bargaining unit:

1. During school year (SY) 14/15, all DoDDS educators in the FEA bargaining unit who are required to use and/or teach with the SPARK physical education (PE) materials will select and complete one of the training options below.
 - a. Educators will be provided one (1) day of release time from students to become familiar with the new SPARK program materials.
 - b. Educators will be provided with one half (.5) day of release time from students to become familiar with the new SPARK program materials and then be provided with an additional one half day (.5) day of release time from students to participate in 1.5 - 2 hours of a recorded web-based training module.
2. The SPARK PE program consists of three (3) separate programs: 1) Elementary PE for educators teaching grades K-5, 2) Middle School PE for educators teaching grades 6-8, and 3) High School PE for educators teaching grades 9-12. For those DoDDS educators in the FEA bargaining unit who are required to use and/or teach more than one PE program, the training options above will be for each of the texts/materials related to each PE program.
3. The SPARK program training must be completed by no later than October 31, 2014, regardless of which training option is selected.
4. In the event any DoDDS educator in the FEA bargaining unit requires additional assistance on the new SPARK program materials, they may request release time from their school administrator for additional training from the applicable ISS. If funds are not available in SY 2014/15, either party may request bargaining over the delivery of additional assistance by the

end of the first semester SY 2014/15. Any additional assistance negotiated will be delivered by the end of second semester SY 2014/15.

5. The SPARK program will be fully implemented in DoDDS schools in the FEA bargaining unit beginning second semester of school year 2014/2015.
6. The parties will 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.
7. Any instructions, FAQ's, or other guidance designed to implement or interpret this MOU will be negotiated to completion with the Association before they can be disseminated to the Areas, Districts or schools.
8. DoDDS educators in the FEA bargaining unit who are part of the implementation of the new SPARK PE materials, if they so choose, may participate in an anonymous survey about the roll out of the new materials. This survey will be jointly developed and conducted by the parties. The survey will include questions regarding the training: issues encountered, whether any additional resources are needed, how future programing can benefit from lessons learned, and whether they have any additional concerns. The full results of the survey and data collected, excluding identifiable data, will be shared with the Association.



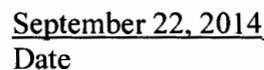
Rita Terhaar
Acting Director Human Resources DoDEA



Date



Chuck McCarter
FEA President



Date