

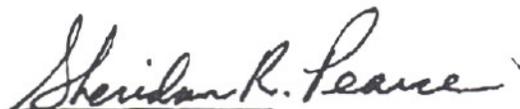
MEMORANDUM OF UNDERSTANDING  
BETWEEN  
DEPARTMENT OF DEFENSE DEPENDENTS SCHOOLS  
AND  
FEDERAL EDUCATION ASSOCIATION  
Mid-Year Vacancies

The Department of Defense Dependents Schools (DoDDS) and the Federal Education Association hereby agree that teaching position (TP) vacancies that occur during the school year will be handled with all reasonable effort in accordance with the provisions of this memorandum.

Vacancies that occur during the first semester will normally be filled through the following procedure. In most cases, locally available candidates will be considered first. Where management determines that no highly qualified candidates are available locally, DoDDS will determine the appropriate area of consideration, such as commuting area, district, area, or DoDDS-wide, and announce the position for consideration to eligible applicants. DoDDS may choose to restrict consideration to those qualified applicants for whom an acceptable local candidate is available to fill the position being vacated or where management decides not to fill the position if vacated.

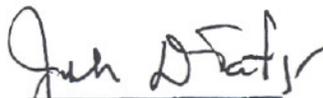
Vacancies that occur during the second semester will normally be filled on a temporary basis not to exceed the end of the school year. Such positions will normally be referred for consideration of applicants through the DoDDS Transfer Program for the next school year.

In attempting to resolve any disputes that arise, the parties agree to make every effort to resolve such disputes at the lowest possible organizational level prior to elevating the matter to the next higher level.



Sheridan R. Pearce  
FEA President

11/5/2002



Joseph D. Tafoya  
Director, DoDEA

11/5/02