

# DEPARTMENT OF DEFENSE EDUCATION ACTIVITY

AND

## FEDERAL EDUCATION ASSOCIATION

### Memorandum of Understanding

#### NetSupport School

The Department of Defense Education Activity (DoDEA) and the Federal Education Association (FEA), hereafter referred to as the "parties," hereby agree to the following concerning NetSupport School:

- a. The parties agree that DoDEA will pilot NetSupport School in the FEA DoDDS bargaining unit during school year 2011/2012 and that DoDEA use the pilot period to identify and address concerns, problems and software/hardware issues.
- b. The parties agree educators may select from DoDEA provided training which will include face to face training, web-based training videos, and other related materials, and will be given release time from students. DoDDS educators participating in the pilot will be provided additional training on NetSupport School, if requested by the educator.
- c. The parties agree that the release time for any DoDDS educator will not be during any of the educator's non instructional periods.
- d. The management-directed training on NetSupport School will normally be held during the duty day. If training cannot be accomplished during the duty day, the parties agree that the school principal and the FRS will consult about the time, place and length of the training.
- e. The parties agree that any DoDDS educator in the FEA bargaining unit who attends training outside of the duty day will be paid at their prorated daily rate.
- f. The parties agree that the NetSupport School pilot cannot be implemented at any DoDDS school in the FEA bargaining unit unless and until the school principal and FRS jointly agree to participate in the pilot.

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22 Nov 2011  
BC  
30 Nov 11

- g. The parties agree that school principal and the FRS will work together on a consensus basis on any issues that arise in the course of the NetSupport School pilot at the school.
- h. 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.
- i. The parties agree that when a DoDDS educator, who is eligible for a classroom account, logs in his/her class, using the NetSupport School mass log in feature, the educator will not be held responsible or liable for any actions taken or content accessed by the student(s) while logged in by the educator.
- j. The parties agree that DoDDS educators in the FEA bargaining unit participating in the NetSupport School pilot will not have any part of their educator performance evaluations (EPAS) based on the use of NetSupport School, or any other aspect of the pilot.
- k. The parties agree that the NetSupport features may not be used by any DoDEA employee to monitor or check on DoDDS educators in the FEA bargaining unit who are participating in the NetSupport pilot.
- l. The parties agree that at the end of the pilot, DoDEA will conduct an anonymous survey of the DoDDS educators who participated in the NetSupport School pilot, which will ask whether this was a tool they would recommend for use in DoDDS, what problems (if any) they encountered that must be resolved before implementation, and whether they have any additional concerns about the NetSupport School program that they want addressed. The results of the survey will be shared in full with the Association.
- m. The parties agree that any instructions, FAQ's, or other guidance by management designed to implement or interpret this MOU on the NetSupport School pilot will be negotiated to completion with the Association before they can be disseminated to the Areas, Districts or schools.

  
22 Nov 2011  
BC  
30 Nov 11

- n. The parties agree that the end of the NetSupport School pilot program (the end of the 2011/12 SY), that if management decides to implement, the parties will negotiate to completion before the NetSupport School program can be implemented in the FEA DoDDS bargaining unit.

*for* Brad Cannon  
Lenoir Graham  
HR Director, DoDEA  
Date 30 November 2011

Michael Priser  
Michael Priser  
FEA President  
Date 22 Nov 2011