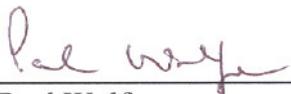


MEMORANDUM OF UNDERSTANDING
BETWEEN
DEPARTMENT OF DEFENSE DEPENDENTS SCHOOLS
AND FEDERAL EDUCATION ASSOCIATION
DoDEA Policy Memorandum
Nondiscrimination on the Basis of Disability in DoDEA
Dependent Educational Programs and Activities

The Department of Defense Dependents Schools and the Federal Education Association (FEA) hereby agree to the following in implementing the DoDEA Policy Memorandum, Nondiscrimination on the Basis of Disability in DoDEA Dependent Educational Program and Activities.

1. Management-directed training associated with the new Policy Memorandum 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 initial and follow-on training related to the implementation of the DoDEA Policy Memorandum will be determined locally at the area, district, or school levels. Options to consider include, but are not limited to:
 - Area/District-based sessions; or
 - School-based sessions while conducting site visits.
3. FEA reserves the right to review the final document prior to publication to ensure that all agreed upon changes have been included.
4. 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
November 18, 2004



Sheridan R. Pearce
FEA President
November 18, 2004