

DEPARTMENT OF DEFENSE EDUCATION ACTIVITY

AND

FEDERAL EDUCATION ASSOCIATION

Memorandum of Understanding

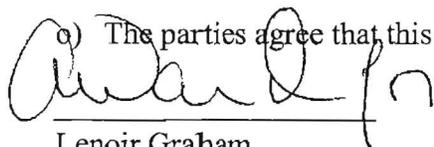
Rethink Autism Pilot for School Year (SY) 2012-13

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 Rethink Autism pilot:

- a) The parties agree that participation in the Rethink Autism pilot by DoDDS educators in the FEA bargaining unit is voluntary provided that all licenses are used. If all of the licenses are not used through volunteers, the parties agree to jointly select the schools that will participate.
- b) Prior to volunteering, DoDDS educators will receive an overview of the Rethink Autism program to assist in their understanding the components of the system and what its use will entail throughout the pilot. The overview period will be no longer than one (1) calendar week. The Area Autism Consultants will collaborate with each district SPED to identify schools and students that would best benefit from the use of Rethink Autism. Once educators agree to participate in the pilot, they are committing to full use of the Rethink Autism program for the remainder of SY 2012-13.
- c) While the parties anticipate there will be ample volunteers for the pilot program, it is acknowledged all available licenses need to be utilized for eligible students. This may require mandatory assignment of some educators to the program. If this becomes necessary, the Association will be notified and consulted with before such assignments are made.
- d) The parties agree that DoDEA will pilot Rethink Autism in the FEA DoDDS bargaining unit during SY 2012-13 and that DoDEA will use the pilot period to identify and fix concerns, problems and software/hardware issues.
- e) The parties agree that all DoDDS educators in the FEA bargaining unit who agree to participate in the Rethink Autism pilot, and their paraprofessionals, will be provided with a one-half day of release time to attend training provided by management. DoDDS educators participating in the pilot will be provided additional training on Rethink Autism, if requested by the educator.
- f) The parties agree that training time for any DoDDS educator in the FEA bargaining unit will not be during any of the educator's non instructional time including planning periods.

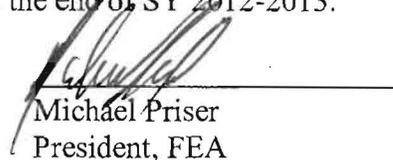
- g) The parties agree that training on Rethink Autism will normally be held during the duty day. If training cannot be accomplished during the duty day, the parties agree that the school principal and the FRS will consult about the time, place and length of the training.
- h) The intent of the program is to streamline practices and offer additional teaching strategies for children. In addition to the evaluation of program effectiveness, the pilot will assess the degree to which requirements have been streamlined, reduced, eliminated, or increased as a result of Rethink Autism Program.
- i) The parties agree that school principal and the FRS will work collaboratively on any issues that arise in the course of the Rethink Autism pilot at the school.
- j) 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.
- k) The parties agree that when DoDDS educators in the FEA bargaining unit who participate in the Rethink Autism pilot are surveyed, the parties will jointly develop and conduct an anonymous survey. Prior to the end of SY 2012-2013, a jointly developed, anonymous survey of all DoDDS educators in the FEA bargaining unit who participate in the Rethink Autism pilot will be conducted. The survey will include but not be limited to, questions regarding: whether this was a tool they would recommend for use in DoDDS, what problems they encountered, whether they have any additional concerns about the Rethink Autism program that must be addressed, and whether requirements have been streamlined, reduced, eliminated, or increased as a result of Rethink Autism Program. The results of the survey(s), excluding identifiable data, will be shared with the Association.
- l) The parties agree that DoDDS educators in the FEA bargaining unit participating in the Rethink Autism pilot will not have any portion of the educator performance evaluation (EPAS) based on Rethink Autism, the usage-tracking features of Rethink Autism, or any other aspect of the pilot.
- m) The parties agree that any DoDDS educator in the FEA bargaining unit who is required by management to attend training outside of the duty day will be paid at their prorated daily rate.
- n) The parties agree that any instructions, FAQ's, or other guidance by management designed to implement or interpret this MOU on the Rethink Autism pilot will be negotiated to completion before they can be disseminated to the Areas, Districts or schools.

o) The parties agree that this MOU will expire at the end of SY 2012-2013.



Lenoir Graham
Director, Human Resources

9/6/2012
Date



Michael Priser
President, FEA

Sept 7, 2012
Date