

DEPARTMENT OF DEFENSE EDUCATION ACTIVITY

AND

FEDERAL EDUCATION ASSOCIATION

Professional Learning Teams (PLTs) and Professional Learning Communities (PLCs)

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 the Professional Learning Teams (PLTs) and Professional Learning Communities (PLCs) in DoDDS:

- a. The parties agree to the following through the end of school year 2014-2015, and if management decides to continue PLTs and/or PLCs, the parties will negotiate to completion before implementation, excluding the PDI process.
- b. The parties agree that that participation in PLTs and PLCs by any DoDDS educator in the FEA bargaining unit is completely voluntary.
- c. The parties agree that requests to have a PLT or PLC will be made to the principal. When possible, the principal will provide release time for PLT/PLC participants for those meetings occurring during the duty day, and will not be required by the administrator during the educator's non-instructional time, including all planning periods.
- d. The parties agree that DoDDS educators in the FEA bargaining unit participating in PLTs and/or PLCs will not have any part of their educator performance evaluation (EPAS) based on their participation in PLTs and/or PLCs, or any other aspect of the PLTs and/or PLCs.
- e. The parties agree that the school principal and FRS will work collaboratively on a consensus basis on any issues that arise in the course of having PLTs and PLCs at the school. 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.
- f. The parties agree that any instructions, FAQ's, or other guidance designed to implement or interpret this MOU on PLTs and/or PLCs will be negotiated to completion, excluding the PDI process, with the Association before they are disseminated to the Areas, Districts or schools.

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Brad Carter
Rita Terhaar
Acting Director
DoDEA Human Resources

Date 16 April 2012

Michael Priser
Michael Priser
FEA President

Date 6 APRIL 2012