

DEPARTMENT OF DEFENSE EDUCATION ACTIVITY (DODEA) AMERICAS

AND

FEDERAL EDUCATION ASSOCIATION – STATESIDE REGION (CLASSIFIED)

MEMORANDUM OF UNDERSTANDING

DoDEA Americas, hereafter referred to as the "Agency" and the Federal Education Association – Stateside Region (FEA-SR) hereafter referred to as the "Association" hereby agree to the following regarding smoking in DoDEA Schools:

The Agency, in conjunction with the unanimous recommendations of all of the DDESS School Boards, in a common interest to project a positive image and role model for all DDESS students, to promote the overall health of the workforce, and to follow the recommended policies of the National Association of State Boards of Education and the U.S. Department of Health and Human Services, Centers for Disease Control and Prevention, has determined that as of the effective date of this agreement, tobacco use shall be prohibited at all times in any DoDEA building, school/district building, facility, on a school ground sports field, or in the presence of students during any off-campus school event. Tobacco products include, but are not limited, to cigarettes, cigars, pipe tobacco, roll-your-own tobacco, smokeless and dissolvable tobacco, and products intended for use in hookahs and water pipes, electronic nicotine delivery systems i.e., e-cigarettes and vape pens.

Employees will be allowed to smoke either in a designated smoking area or in personally owned vehicle, as determined by the supervisor, as long as those areas are not in the line of sight of students. It is understood that unit employees will exercise due diligence in order to avoid smoking in the line of sight of students, on campus or at all school sponsored events off campus.

This MOU will remain in effect unless superseded by a subsequent Memorandum of Understanding or a new Master Labor Agreement is executed, whichever occurs first.

For the Agency:

Digitally signed by
HARMON.GORDON
JAMES.1192251091
31221
Date: 2020.05.19 10:58:28 -0400

Gordon Harmon
HR Director, DoDEA

For the Association:

Jane Loggins
Digitally signed by Jane Loggins
Date: 2020.05.19 11:31:05 -0500

Jane Loggins
FEA Director for DDESS