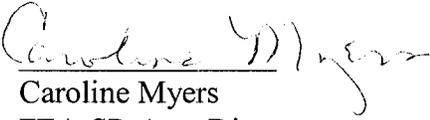


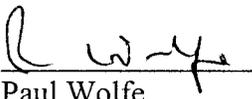
MEMORANDUM OF UNDERSTANDING
BETWEEN
DEPARTMENT OF DEFENSE EDUCATION ACTIVITY
AND
FEDERAL EDUCATION ASSOCIATION
STATESIDE REGION

Advancement Via Individual Determination (AVID) in Middle Schools

The Department of Defense Education Activity (DoDEA) and the Federal Education Association – Stateside Region (FEA-SR) hereby agree to the following in implementing the AVID program in DDESS middle schools:

1. Teachers will receive appropriate training to implement the AVID program by DoDEA, DDESS, or the AVID Center.
2. Follow-on training will be determined locally. Options to consider include, but are not limited to:
 - school-based or district-based sessions;
 - school-based or district-based program implementation training; or
 - school-based individual training.
3. Teachers will be provided adequate time and assistance to plan, prepare, and implement the AVID program. If additional time or assistance is needed by the AVID teacher, the method for providing such time or assistance related to the AVID program will be determined locally at the school or district level.
4. In attempting to resolve any disputes that may arise, the parties agree to make every effort to resolve such disputes at the lowest possible organizational level prior to elevating them to the next higher level.


Caroline Myers
FEA-SR Area Director
4/24/03


Paul Wolfe
Personnel Director, DoDEA
4/24/03