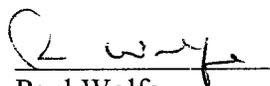


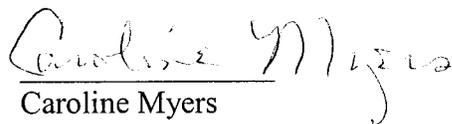
MEMORANDUM OF UNDERSTANDING
BETWEEN
DEPARTMENT OF DEFENSE EDUCATION
AND
FEDERAL EDUCATION ASSOCIATION-STATESIDE REGION
DoDEA Career Practicum Program Guide

The Department of Defense Education Activity and the Federal Education Association-Stateside Region (FEA-SR) hereby agree to the following in implementing the new DoDEA Career Practicum Program Guide.

1. FEA-SR reserves the right to review the final document prior to publication to ensure that all agreed-upon changes have been included.
2. Management directed training associated with the new guide will be held during the duty day. If training cannot be accomplished during the duty day, the parties agree that educators will be compensated for the time spent outside of the duty day in accordance with Article 18, Section 3.b. or c. of the Master Labor Agreement.
3. The method for providing follow-up training related to the implementation of the DoDEA Career Practicum Program Guide will be determined locally at the area, district, or school levels. Options to consider include, but are not limited to:
 - Area, district, or school-based sessions; or
 - Area, district, school, or individual training using training packets, Internet, technology, or CDs.
4. FEA-SR will be given the opportunity to designate a representative on committees, task forces, work groups, etc., that involve bargaining unit members in accordance with Article 6, Section 8 of the Master Labor Agreement. It is understood that this representation does not constitute bargaining.
5. In attempting to resolve any disputes that arise, the parties agree to make every effort to resolve such disputes at the lowest possible organizational level prior to elevating the matter to the next higher level.



Paul Wolfe
Personnel Director, DoDEA
April 24, 2003



Caroline Myers
FEA-SR Area Director
April 24, 2003

4/24/03