



DEPARTMENT OF DEFENSE
EDUCATION ACTIVITY
4800 MARK CENTER DRIVE
ALEXANDRIA, VA 22350-1400

MAY 12 2015

DEPARTMENT OF DEFENSE EDUCATION ACTIVITY
POLICY MEMORANDUM

SUBJECT: Hiring of Local Nationals to Teach the Host Nation Language

References: (a) Section 901(2)(A) of title 20, United States Code
(b) Section 564 of the National Defense Authorization Act for Fiscal Year 2015

The purpose of this memorandum is to implement a recent legislative change that allows the Department of Defense Dependents Schools to employ a Local National to teach a credit bearing, high-school-level, World Language Program, Host Nation Language Course, when a U.S. citizen is not reasonably available. The change was incorporated into the National Defense Authorization Act for Fiscal Year 2015. Accordingly, when hiring a Local National to teach the Host Nation Language Course the following criteria must be considered as set forth below:

Vacant Host Nation Language Position: In the case of a vacant Host Nation Language Position, a qualified non-U.S. citizen Local National may be hired to teach the host nation language only after reasonable efforts have been made to employ a qualified U.S. citizen. Specifically, when a host nation language teaching position vacancy is identified sufficiently in advance of the next school year, the following order of consideration of U.S. citizens will be exhausted prior to the hiring of a local national: employees in the school and school complex where the vacancy exists, employees returning to the district from approved educational leave, employees identified as excess to the needs of the district, transfer program candidates, district, area, and world-wide applicants in the Employment Application System. If a Local National is hired using the process set forth above no further efforts to locate a fully qualified U.S. citizen are required in subsequent school years.

Short-Notice Vacancy of Host Nation Language Position: For Host Nation Language vacancies that occur and must be filled when there is not sufficient time to complete the order of consideration set forth above, such as a vacancy occurring just before or during the school year, locally available U.S. citizen applicants must be initially considered. Under these urgent circumstances, "locally available" may be limited to the installation or school campus. When no fully qualified and acceptable U.S. citizen candidate is "locally available," the selecting official may expand the area of consideration to fill the vacancy with a fully qualified Local National. When a Local National is selected to fill a host nation language vacancy under these circumstances, employment will be limited not to exceed the end of the school year. The procedure used to fill this same position in the subsequent school year is set forth in the paragraph above, i.e. Vacant Host Nation Language Position.

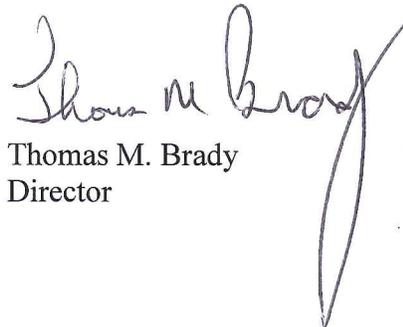
Host Nation Language Positions Encumbered by Local National: During the initial implementation year (School Year 15-16) when a Local National is currently teaching a host nation language course and is not fulfilling a Short-Notice Vacancy of Host Nation Language

Position, the following order of consideration of U.S citizens will be exhausted prior to the retention of the current Local National Host Nation Language teacher: employees in the school and school complex where the vacancy exists, employees returning to the district from approved educational leave, employees identified as excess to the needs of the district, and applicants within the district.

Once a Local National is hired using the process as set forth above and is not fulfilling a Short-Notice Vacancy of Host Nation Language Position, no further efforts to locate a fully qualified U.S. citizen are required in subsequent school years. If the position becomes vacant then the process, as set forth above, for filling a Vacant Host Nation Language Position is followed.

If a position currently encumbered by a Local National is filled with a U.S. citizen, the displaced Local National teacher may be reassigned. The reassignment should be done in a manner that minimizes the disruption to the displaced Local National teacher and the affected learning environment. Options considered should include reassignment of the Local National teacher within the commuting area and team-teaching arrangements. Movement of displaced Local Nationals must be pre-coordinated with the local Human Resources Office and General Counsel.

Terms and conditions of employment for Local National language teachers will be established in accordance with the status of forces or other international agreement in effect. However, Local National employees involved in Host Nation Language instruction must remain fully qualified to include meeting normal performance expectations and any recertification requirements. Local National employees will not compete with or displace a U.S. citizen employee in a reduction in force or a school or base closure.



Thomas M. Brady
Director