

MEMORANDUM OF UNDERSTANDING  
BETWEEN  
DEPARTMENT OF DEFENSE DEPENDENTS SCHOOLS  
AND  
THE FEDERAL EDUCATION ASSOCIATION

Conversion of NTE Appointments

The Department of Defense Dependents Schools (DoDDS) and the Federal Education Association (FEA) hereby agree, regarding the conversion of Not to Exceed (NTE) Appointments, that DoDEA Regulation 1400.13 remains in effect and agree to the following:

1. Employees currently in continuing positions on temporary appointments of one year or less or on term appointments who had completed seven months or more of service as professional educators in DoDDS at the end of the 2004-2005 school year will be converted to permanent appointments by the end of the 2005-2006 school year provided they have signed a DoDDS Mobility Agreement and are fully qualified and possess a valid DoDEA license without condition, including meeting testing requirements, or possess a valid state teaching license.
2. Employees currently in continuing positions on temporary appointments of one year or less or on term appointments who had completed less than seven months service as professional educators in DoDDS at the end of the 2004-2005 school year and served the entire 2005-2006 school year will be converted to permanent appointments upon placement in a continuing position in DoDDS at the beginning of the 2006-2007 school year in accordance with DoDEA Regulation 1400.13 provided they have signed a DoDDS Mobility Agreement and are fully qualified and possess a valid DoDEA license without condition, including meeting testing requirements, or possess a valid state teaching license.
3. Employees hired in 2005-2006 school year on temporary appointments of one year or less or on term appointments who completed eight months service as professional educators in DoDDS will be converted to permanent appointments upon placement in a continuing position in DoDDS at the beginning of the 2006-2007 school year in accordance with DoDEA Regulation 1400.13 provided they have signed a DoDDS Mobility Agreement and are fully qualified and possess a valid DoDEA license without condition, including meeting testing requirements, or possess a valid state teaching license.

4. New locally hired employees hired for SY 2006-2007 will either be placed on a two year term appointment or a term appointment not-to exceed the end of the school year during which their sponsor's DEROS date occurs. The parties agree that school year term and NTE appointments will normally expire on July 31 of each year. If reappointed or converted to a continuing position, the employees who have completed eight months or more of service as professional educators in DoDDS will be given permanent appointments in accordance with DoDEA Regulation 1400.13 provided they have signed a DoDDS Mobility Agreement and are fully qualified and possess a valid DoDEA license without condition, including meeting testing requirements, or possess a valid state teaching license.
5. Beginning in school year 2006-2007, new locally hired employees who are appointed to positions at schools known to be closing will normally be given a two year term appointments NTE July 31 and are not eligible for conversion to permanent appointments at the closing school. If the school closes at the end of the first year of employment, the parties agree that the term appointment may be terminated early.
6. Beginning in school year 2006-2007, employees who previously served on temporary appointments of one year or less or on term appointments who had completed the eight months service as professional educators in DoDDS and are reappointed to true temporary appointments will not be converted to permanent appointments. The employees will be appointed or converted to appointments not-to-exceed the time required for the position.
7. Beginning in school year 2006-2007, new locally hired employees hired during the second semester will be given not-to-exceed appointments to the end of the school year in which appointed. If reappointed or converted the employees will be given two year term appointments or appointments not-to exceed the end of the school year (July 31) during which their sponsor's DEROS date occurs.
8. Employees currently on temporary appointments of one year or less or on term appointments with other special circumstances who identify themselves to the FEA national office by September 29, 2006, will have their situations reviewed on a case-by-case basis by DoDEA and the FEA at the national level for a final Agency determination. If determined valid, such employees will be placed without retroactive pay or benefits by the beginning of the second quarter of the 2006-2007 school year.



Sheridan R. Pearce  
FEA President  
June 13, 2006



Paul Wolfe  
Human Resources Director, DoDEA  
June 13, 2006