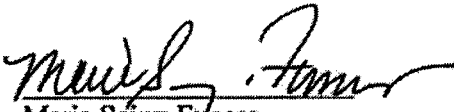


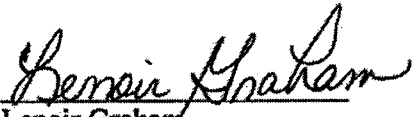
MEMORANDUM OF UNDERSTANDING
BETWEEN
DEPARTMENT OF DEFENSE DEPENDENTS SCHOOLS
AND
OVERSEAS FEDERATION OF TEACHERS

Conversion of NTE Appointments
Clarification of Intent of June 23, 2006 MOU

The Department of Defense Dependents Schools (DoDDS) and the Overseas Federation of Teachers (OFT) hereby agree to the following clarification of intent of language contained in paragraphs 4 and 5 of their June 23, 2006, Memorandum of Understanding (MOU), Conversion of NTE Appointments:

1. In paragraph 4 of the June 23, 2006, MOU, the intent of the first sentence was to limit the maximum length of term appointments to two years. It was also not intended to prevent valid temporary appointments of less than a school year, when circumstances warrant such appointments, and approved by the appropriate area office. The language of the fourth sentence, "(if reappointed or converted to a continuing position," is only intended to apply to educators who have had a break in service. It is not intended to apply to educators who move to a different position in the same school or within the same commuting area who have not had a break in service.
2. In paragraph 5 of the June 23, 2006 MOU, the last sentence was not intended to preclude the early termination of term appointment for other reasons, such as, but not limited to, situations where a term appointment is terminated to place an excess permanent employee.


Marie Sainz-Funaro
OFT President/Executive Director
May 24, 2007


Lenoir Graham
Acting Human Resources Director, DoDEA
May 24, 2007