



**OFT/DoDEA Tentative Agreement (TA) for a
Successor Collective Bargaining Agreement (CBA)**

**Bullet Point Highlights of the
OFT/DoDEA Tentative Agreement**

Education Related:

- The very first proposal advanced by the union concerned school readiness. DoDEA management is now contractually bound to make good faith efforts to ensure that schools are ready for kids in the fall. Article 12, § 7, pp. 27-28 of the TA.
- For the first time, our collective bargaining agreement (CBA or contract) will have guaranteed prep time written into it, which is substantially similar to the status quo in the schools and makes the provision of prep time enforceable through the grievance and arbitration process. Article 21, § 3a, pp. 65-66 of the TA.
- Employees in all Europe South schools will be guaranteed 45-minutes of duty-free lunch for the life of the contract. Article 21, § 2e, p. 65 of the TA.
- For the first time in the Europe South District, there will be a paid mentorship EDC, which is intended to enable mentorship of teachers that are new to the Europe South schools. Article 19, § 10, pp. 58-59 of the TA.

Financial:

- All employees will receive a \$1500 stipend for achieving DoDEA recertification every six years. Article 19, § 10, pp. 58-59 of the TA.
- All employees will receive a \$500 signing bonus within thirty days of implementation of the CBA. Article 19, § 4f, p. 52 of the TA.
- Other than previously scheduled parent/teacher conferences, employees will be compensated at their earned hourly rate for any hours of assigned work beyond the normal workday. Article 21, § 2c, p. 65 of the TA.
- Paid mentorship program (see “Education Related” above). Article 19, § 10, pp. 58-59 of the TA.

- New contract language to improve proper and timely pay and clarity of leave and earnings statements. Article 17, § 13, pp. 51-52 of the TA.

Labor/Management Relations & Time for Union Representation:

- The union maintained in-person Joint Labor Management Committee (JLMC) meetings throughout the year. These meetings facilitate communication between the union and management which serves to resolve problems as early as possible. Article 10, § 2, pp. 22-23 of the TA.
- The union maintained its unique Joint Training provision, which serves to educate principals and other administrators about our union contract. Article 10, § 5, p. 25 of the TA.
- We increased the contractual in-person union-sponsored training days, which are used by the union to train LURs on the contract and how to advocate for members and the kids they serve. Article 11, § 1a, p. 24 of the TA.
- The contract maintains Official Time necessary for member representation for union representatives at all levels of the union. Article 9, pp. 18-22 of the TA.
- We maintained and improved our unique-among-DoDEA-unions arbitration article that creates a permanent panel of arbitrators with expertise in issues specific to DoDEA educators and avoids delays/squabbles over arbitration dates and selection of arbitrators. Article 33, pp. 116-121.
- We have a new, enforceable commitment to respect and professionalism that is written into the preamble of our new contract. Preamble, § 4, p. 2 of the TA.
- Annual meeting between OFT president and DoDEA HR director in which OFT president can advocate at the highest level of Mark Center labor-management relations staff on behalf of members. Article 3, § 4a, p. 9 of the TA.
- The contract will be implemented August 1, 2023 and the initial term will expire December 31, 2028. Article 36, § 1c, p. 127 of the TA

Educator Working Conditions / Other Contractual Provisions:

- We will retain the status quo duty day at all Europe South schools for 4 out of 5 days of the work week. Article 21, §§ 2a & 2b, p. 65 of the TA.
- One day per week at every school we will have a 30-minute increase to the duty day and the last hour of the day (to include the 30-minute period following the end of the instructional day) may be dedicated to management-directed time. Article 21, § 2b, p. 65 of the TA.

- For the first time, we will have guarantees of time and appropriate facilities for lactating employees. Article 32, § 3h, pp. 113-14 of the TA.
- The clarity of language in most articles has been improved and the entire CBA is now written in gender neutral language.
- We have new, enforceable language prohibiting workplace bullying. This language is as strong or stronger than that in any federal sector CBA. Article 20, § 6, pp. 61-62 of the TA.
- We now have an enforceable commitment to the principles of Diversity, Equity, Inclusion, and Accessibility in the Europe South District. Article 18, §§ 1 & 2, pp. 54-55.
- New, annual joint labor/management health and safety inspections of the schools. Article 22, § 12a, pp. 70-71 of the TA.
- New language on ventilation/air quality/extreme temperature in classrooms. Article 22, § 9, pp. 69-70 of the TA.
- New, enforceable guaranteed provision of employer-provided personal protective equipment (PPE). Article 22, § 4, p. 68 of the TA.

OFT will be scheduling membership meetings to answer questions and hear comments about the Tentative Agreement. For additional information, contact your Local Union Representative (LUR), check your e-mail, and visit the OFT website at: overseas.aft.org



Overseas Federation of Teachers, AFT, AFL-CIO
 OFT Wants What's Good for Kids and Fair to Teachers.