

**MEMORANDUM OF AGREEMENT (MOA)
BETWEEN
DOMESTIC DEPENDENT ELEMENTARY AND SECONDARY SCHOOLS
(DDESS)
AND
ANTILLES CONSOLIDATED EDUCATIONAL ASSOCIATION**

ADULT TO STUDENT SEXUAL ABUSE AND HARASSMENT

1. Purpose: To document the agreement between the Domestic Dependent Elementary and Secondary Schools (Puerto Rico District), hereinafter the "Agency", and the Antilles Consolidated Education Association, hereinafter "ACEA" or the "Association", in the implementation of DDESS Policy Letter 05-003, "Adult-to-Student Sexual Abuse and Harassment."

2. Agreement: The Parties agree to the following:
 - a. The parties recognize that the March 24, 2000 MOU called "Appropriate Arrangements and Supplementary Procedures for Reporting and Processing Incidents of Suspected Child Abuse and Neglect", is in full force and effect and addresses situations which may also cover alleged offenses related to incidents of suspected child abuse and neglect. Nothing in this MOA nullifies provisions of the March 24, 2000 MOU.
vs. [Signature]
 - b. The Agency will post the Policy Letter on the District websites, all official school bulletin boards, and provide the Association a paper copy for reproduction and placement on Association school bulletin boards. The Agency also assumes responsibility for posting any changes to the Policy and again providing a copy of such change to the Association. Any changes to the policy will be noticed and bargained with the Association to the extent required by Chapter 71 of Title 5, United States Code.
 - c. The Agency has elected to provide training (including a question and answer session) on the Policy to all bargaining unit members and to all new employees during annual August orientation. The Policy will be re-emphasized by school administrators at the beginning of each school year. The Agency recognizes the Association's right to be present during any formal discussion(s) between one or more Agency representative(s) and one or more bargaining unit member(s) concerning any grievance or any personnel policy or practices or other general condition of employment.
 - d. The Parties recognize that there are cultural, ethnic and linguistic differences between teachers and students in DDESS schools within the Continental United States and those in the DDESS Puerto Rico District and that the Agency commits to considering such differences when determining whether inappropriate conduct as defined in Policy Letter 05-003 has, in fact, occurred.

[Signature]
5/3/04
[Signature]
May 3, 2006

- e. Employees who have been alleged to have violated the Policy may, at the Agency's discretion, be temporarily reassigned to other duties or placed in a paid, administrative leave status pending the conclusion of any investigation or Agency action.



Bruce Jeter
Superintendent



Alexis Gorbea
President, ACEA

May 3, 2006

Date

5/3/06

Date

Attachment:

DDESS Policy Letter 05-003 dated April 15, 2006 plus Attachment 1. Definitions