

## FEDERAL EDUCATION ASSOCIATION

### TIPS FOR EXCESS PLACEMENTS FOR OVERSEAS EDUCATORS

This document is intended to assist FEA members in understanding the DoDEA Excessed Placement Program that will be conducted to place excessed employees into positions for SY 2019-2020. This program should not be compared to the DoDDS Transfer Program; it uses very different procedures. If FEA members have any questions, they should contact Connie Shanaghan in the FEA Washington office at [cshanaghan@nea.org](mailto:cshanaghan@nea.org).

This program covers FEA members who are overseas. Excessed placement procedures for FEA Stateside members are covered by the FEA-SR Master Labor Agreement. If you are a FEA-Stateside member and have questions about excessed placement procedures, please contact your Local President.

#### **Q – How will the placement program work?**

A- This program is divided into five phases. Only teachers who cannot be placed in one phase move on to the next phase. Once an educator has been placed, they do not receive further consideration.

PHASE 1 – All eligible excess employees will be offered VERA/VSIP. If an employee accepts the VERA/VSIP offer, no further placement consideration will be given to him/her.

#### PHASE 2 – DISTRICT AND AREA PLACEMENTS

##### District Placements

All excessed educators who wish to remain in the district will be ranked by SCD and will be considered before educators who do not wish to remain in the district, using the following procedures:

1. Vacancies using the applicants prioritized teaching categories/geographical preferences.
2. All district-wide vacancies using prioritized teaching categories;
3. NTE positions in order of prioritized teaching categories/geographical preferences;
4. NTE positions district-wide using prioritized teaching categories;
5. Vacancies, first in geographical preferences then district-wide, for all certified teaching categories that the applicant did not include on the application (if any);

6. NTE positions, first in geographical preferences then district-wide, for all certified teaching categories that are not included on the application (if any).

Next, educators who do not wish to remain in the district are considered. They will be ranked in REVERSE SCD order and receive consideration as stated in 1-6 above. This reverse order gives educators with more seniority who wish to be placed outside of the district a better chance to move outside of their current district.

If the excessed educator cannot be placed in the district, they will continue to the area placement. If they are placed in the district (even if it is to a school that is not listed), they will receive no further consideration.

#### Area Placements

Using the same procedures as district placements, educators are again divided into two groups (those who wish to be considered for area placement and those who don't). Area vacancies and Area NTE positions will be used using steps 1-6 above. Educators who cannot be placed within the area are moved to worldwide placement.

#### PHASE 3 - WORLDWIDE PLACEMENT

All educators will be placed into one group and ranked by SCD. Their preferences are considered first and, if no placement is found, they are considered worldwide for all certified teaching categories. Only vacancies will be used in this phase; NTE positions will not be used. Educators who cannot be placed will move to Phase 4.

#### PHASE 4 - VERA/VSIP MATCH

VERA/VSIP offers may be given to non-excessed educators who would create a position for an unplaced **excessed** educator. These VERA/VSIP offers will be made for a one-to-one match with excessed educators and offered in relation to the current location of the excessed educator using the following order: School/Complex, District, Area, Worldwide. Educators who cannot be placed will move to Phase 5.

#### PHASE 5 – TERMINATION OF NOT TO EXCEED (NTE)

The remaining unplaced excessed educators will be ranked in SCD order. NTE's will be ranked in reverse SCD order for matching positions to excessed educators for any teaching categories for which the excessed educator is qualified. Because educators have already been considered for NTE positions in their district and area, educators will now be considered worldwide.

**Q –How is consideration different for an educator who has indicated she wishes to remain in the district and one who has indicated she doesn't?**

A -ALL educators will be included in the district program. Those who wish to remain in the district will be considered before those who don't.

**Q – I have indicated on my application that I wish to remain in my current district and current area; however, the top three locations on my application are in my area, not my district. If I am placed in my district, will my placement be changed if there is an opening for me in one of my top three area locations?**

A - No. If you are placed in the district, your application will be removed from further consideration.

**Q – I have indicated I wish to remain in my current district but have listed only three schools within my district. If I can't be placed in those schools, will I then be considered for all the vacancies within my district? If one is identified for me at a school I did not list, will I be included in the area placement program?**

A - You will first be considered for your preferences. If no position is found in your preferences, you will be considered for all schools within your district. If you receive a district placement, your application will not move to area consideration.

**Q – It appears that these procedures try to place me as close as possible to my current location rather than honor my location preferences. Is that correct?**

A – Yes, that is true. DoDEA set up these procedures to avoid costly moves.

**Q – When will the excess placement database open for applications?**

A – Currently the database is scheduled to open on February 19. FEA will send out an update when the database is open.

**Q – Will I be considered for vacancies in Cuba?**

A – For purposes of this program, Cuba is considered with the Europe West District. Educators who wish to be placed in Cuba must list Cuba as a location preference. Listing “worldwide” will not include consideration for Cuba. If, after completing Phase 5, an educator, who did not list Cuba still has not been placed, he/she will then be considered for Cuba vacancies.

**Q – How many teaching category and location preferences may I list on the application?**

A – There is no limit to the number of preferences you may include.

**Q – Should I list my preferred district schools on the application even if I do not wish to remain in the district. Will that increase my chances of remaining within the district?**

A – ALL educators will be considered for districtwide placement. Therefore, if you have school preferences within the district, you should include them on your application. Doing so will not increase your chances of remaining in the district.

**Q – When will I be notified of my placement?**

A – According to the DoDDS timeline, all placements will be sent out after phase five of the program ends (late March/early April).

**Q – Under what conditions may an educator request reconsideration?**

A – Educators may request reconsideration for two reasons:

1. An educator placed outside their current district may request reconsideration for a position within their district.
2. Educators, placed in a teaching category they did not request and have never taught, may request reconsideration for a position in a desired teaching category.

Neither of these options is available to educators who were placed in vacancies created by VERA/VSIP offers.

**Q – May I include medical document with my application so that I am placed in a location that meets my medical needs.**

A – No. Unfortunately, despite FEA’s expressed concerns, DoDEA will not consider medical needs during placement. DoDDS recommends that teachers with medical needs file a “Reasonable Accommodation” request if needed. These requests should be made through the local HR office.

**Q- How will excessed couples be considered?**

A – If both spouses are excessed, they may request joint consideration. Spouses will be ranked by the SCD of the spouse who is more senior. Every effort will be made to place excess spouses within the same location.

If only one spouse is excessed, the spouse who is not excessed may not apply to this program. Instead, the spouse may be granted leave without pay for up to one school year to accompany an excessed spouse to the new location. In this situation, the excessed spouse should consider requesting locations that would provide the greatest opportunity for employment for his/her spouse, such as large complexes.

**Q – Will backfill vacancies be used in the program to try to give excessed educators a higher location choice?**

A – No. Unlike the transfer program, there will not be backfill vacancies because all applicants are excessed teachers.

**Q – Will a vacancy list be published?**

A – No, DoDEA will not provide a vacancy list. However, FRS’s are encouraged to check with your Admin to find out what vacancies should be submitted and then send a list of those vacancies to FEA at [cshanaghan@nea.org](mailto:cshanaghan@nea.org) so we can ensure that those vacancies are included in the process.

**Q- Will FEA provide a verification service to ensure my application is included in the program?**

A – Yes, FEA will provide this service to our members. More details will follow when the on-line application opens.

**Q – Will the Association have someone at the table to ensure the process is fair and objective?**

A – Yes, Connie Shanaghan, of the Washington FEA office will be there for the placements.

