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FEA ELECTION 2020

The counting of ballots for the three FEA Area offices up for election this year has been delayed by the closure of the NEA building in Washington, DC, which houses FEA's office.

As the FEA Journal went to press, the FEA staff, who have been working from their homes during the shutdown, knowing the importance of completing the election count, were attempting to devise a way to conduct the manual ballot count without jeopardizing anyone's health or safety.

Results will be posted at feasonline.org as soon as they are completed.

COVID Lockdowns Prove Once Again That FEA Members Make DoDEA Schools Work

If the past three months have demonstrated anything, it's that the building-level employees who make up the Federal Education Association are the indispensable keys to maintaining learning in DoDEA schools, and they deserve to be treated as the professionals they are.

When schools in South Korea quickly closed their doors to students in February because of the COVID-19 pandemic threat, classroom educators did not sit around waiting for instructions from management: they began developing plans for online learning to see their students through what was then expected to be a brief disruption.

As that disruption grew longer and spread throughout the rest of DoDEA – until all schools in the system were closed down by late March – those education professionals made sure learning was not disrupted.

To be certain, DoDEA management has not made things easy. Despite showing an initial willingness to work with its educators in Korea and allow them increased freedom and influence in shaping online learning, DoDEA has increasingly reverted to form and sought to centralize decision making at a time when flexibility and local control were never more necessary.

Some principals and administrators have worked to shelter employees from management edicts and time wasters, such as Focused (more popularly known as "Forced")

Collaboration. Others in management, unfortunately, continued to push these counter-productive policies, in some cases against the directives of DoDEA Headquarters.

In April, DoDEA undercut its educators by announcing a policy that would count only the highest grade a student received in either the third or fourth quarter, giving license to students happy with their third quarter grades to essentially ignore the fourth-quarter school work their teachers spent so much time preparing.

Despite management's ill-conceived decisions, Association members have continued to be there for students and families on a daily basis, proving again and again they are the most essential employees in DoDEA.

Whatever the new "normal" becomes, DoDEA management must learn from this experience: School-based employees are what make DoDEA work and the Agency must begin to value them or risk the loss of excellence.

**HARMFUL OVERSEAS
CONTRACT COULD BE
IMPOSED THIS SUMMER**
PAGES 6 & 7

FEA President's Corner

Brian Chance



FEA's Washington DC office sends out frequent updates on issues of concern to Association members at their personal (non DoDEA) e-mail address.

If you are not receiving updates from FEA in your e-mail, please notify us at fea@feaonline.org

• Our Amazing Educators!

What DoDEA educators have done in the past few months is heroic and nothing short of amazing!

In the middle of a school year and with little or no warning, the building-level educators across DoDEA have switched gears in a way that seems almost impossible: changing from an in-person, classroom-based model of education to an online, computer-based model.

It's hard for anyone who is not an educator to understand how seemingly impossible this change was.

Educators – and by “educators” I mean ALL the building-level staff who work with kids directly and indirectly every day – were tasked with learning whole new ways of doing their jobs, practically overnight. And they've pulled it off, wonderfully!

In many instances, this pivot to an online model of education was accomplished with little or no training or meaningful guidance from DoDEA management.

Educators helped each other learn new skills; they found new tools to accomplish what they needed; they rewrote curricula for digital delivery, and more.

DoDEA schools in South Korea were the first to close and, because of the suddenness of the closures, DoDEA management had no real plan in place to make the switch to online learning.

Instead, following the model called for in the Pandemic MOU negotiated a decade ago between FEA and DODDS, the Agency gave wide latitude to its local administrators. Those administrators (at most schools) trusted the professional educators who work with and among students every day to make decisions, provide input, offer suggestions and use their skills and imaginations to bring about the changes that were needed.

For a brief time at least, DoDEA Headquarters seemed to recognize the need for real (not forced) collaboration and the benefits of having employees enthusiastically participating in change instead of begrudgingly enduring directives.

And, of course, the employee response was amazing.

Educators realized they would have to do things differently in this new environment. They devised new lessons tailored to online delivery and with an understanding of the time and technology limits many families would face. They worked collaboratively with ETs, ISSs and other staff to develop and implement new ideas and they connected with parents and community members in ways they never had before, learning much from their colleagues in DoDEA's Virtual Schools and whatever outside resources they found useful.

As always in DoDEA, those educators in Korea shared their experiences and helped their colleagues throughout the world prepare for the switch to online learning.

Of course, this environment could not last long before the instructions and mandates began pouring back in. But, at least initially, the educators in DoDEA were given the front-row seat they should always have in figuring out how best to plan and deliver student learning.

To be certain, there have been some positive steps by DoDEA. Director Brady recognized the need to halt Focused Collaboration sessions and allow educators time and freedom to work with each other more independently. Unfortunately, as of this writing, not all of his own managers seemed to have gotten that memo.

I hope, when the “new normal” emerges, this school year will be remembered for what our educators have been able to do. I especially hope the early days of this crisis are remembered, for they are a testament to the amazing creativity and dedication of our school employees.

Imagine all we could accomplish if DoDEA would unleash that same creativity under “normal” conditions, instead of doing everything in its power to squash employee morale at every turn.

That, too, would be amazing.



Association Business

Richard Tarr
FEA Interim Executive Director

The Public's Respect for Educators Gives Me Hope

Respect is a commodity.

Like other commodities – gold or silver, for example – respect is sometimes given freely, but more often it is earned.

Sometimes it is demanded.

Public school employees throughout the U.S. have earned a lot of respect in recent months. That respect comes from people who realize more than ever the value and importance of the work performed by school employees.

DoDEA employees have earned quite a bit of respect as well. They've earned it through their incredible efforts to make sure education continued even as schools closed their doors to students because of the pandemic situation. DoDEA employees have been putting in many, MANY hours of extra work to adapt to this new environment.

Parents and students have seen this effort and have been touched by it. In addition, many parents suddenly tasked with helping their children learn at home have gained a newfound respect for the difficulties of educating young people.

The days of believing “those who can’t do, teach” may be gone forever. One can only hope!

Throughout the U.S. and in much of the world, respect for educators and all public school employees is reaching new heights. This trend began even before the COVID-19 situation made every teacher an instant folk hero to parents at home with a school-aged child. Educators wearing Red for Ed began demanding more respect for themselves and their profession in the past decade. Like most successful movements, it began organically and grew because it was necessary and long overdue.

As I step into the role of Interim Executive Director for FEA, this nationwide appreciation and respect for educators give me a great deal of optimism.

It is clear that DoDEA management presently does not respect its employees as it should. You need look no further than the insulting working conditions DoDEA is trying to impose on its employees around the world. No organization that respects and appreciates its employees would treat them in such a manner.

I fully realize conditions in DoDEA are not great right now and, in the short term, seem likely to get worse. This is not acceptable to me in any way. But the current environment brings me hope.

My hope comes from the way parents and students are saluting teachers and school employees in ways I've never seen before. I know the mentality guiding DoDEA management will not last forever. DoDEA cannot continue to rely on lip service for its employees; they have earned true respect.

As I said at the beginning of this column, respect is a commodity and it is sometimes given freely and other times it is demanded.

I view the role of FEA as being the voice of DoDEA employees and, as such, we will continue to demand respect for you. We know you have earned such respect and the students and families you serve are showing again and again how easy it is to recognize your hard work by freely giving their respect to you.

We will never stop demanding that DoDEA do the same.

In closing, let me express my appreciation for all you have done and continue to do in service of DoDEA students and families. I have worked for FEA over 20 years now and you earned my respect long ago. I hope, in this new position, to earn yours as well.

Get all the latest news on issues affecting FEA members by regularly visiting FEA's Web site at feaonline.org

You can also follow us on Facebook or Twitter @FedEdAssoc

Poor Working Conditions During Shutdown Prompt FEA-SR To Seek Legal Remedies

The rapid shift to online learning in DoDEA Americas schools has resulted in long hours for educators, prompting the Federal Education Association-Stateside Region (FEA-SR) to file Association Grievances on behalf of both the certified and classified employees in Stateside schools.

DoDEA failed to engage in good-faith bargaining with FEA-SR over changes in working conditions brought about by the switch to online learning after pandemic-related shutdowns of all Stateside schools in March.

Management in many locations has imposed inflexible schedules for online learning that don't take into account the needs of students or military families; employees have been working far in excess of the legal duty day – 12 to 14 hours per day in many instances – in order to provide online education to students and to meet the many unnecessary and unprofessional requirements imposed upon them; Education Support Professionals (ESPs) in some locations have been required to report to school buildings on a daily or rotational basis despite those buildings being closed and “stay at home” orders being issued due to the pandemic threat.

FEA-SR has continued in its attempts to engage with DoDEA management in order to secure an agreement on the implementation of online learning and to improve working conditions.

MLA ARBITRATION WIN APPEALED BY MANAGEMENT

In January, a neutral arbitrator sided with FEA-SR and ruled DoDEA had improperly and illegally implemented a successor Master Labor Agreement on Stateside educators, invalidating the additional 24 hours per academic quarter employees have been made to work with no added pay and other harmful changes imposed by management.

DoDEA management appealed that decision in February to the Federal Labor Relations Authority and the case remains pending before that body as of late April.

FEA-SR has sought to dismiss DoDEA's appeal, arguing, among other reasons, the appeal is premature because the arbitrator has yet to rule on a complete back pay remedy for DoDEA's illegal actions, leaving the arbitration process incomplete.

A ruling on DoDEA's appeal and/or on FEA-SR's arguments to dismiss the appeal is not expected for several months. DoDEA continues to insist the unilateral, illegally implemented successor MLA is in force pending the decision by the FLRA.

KEEP TRACK OF EXTRA TIME

Stateside educators are reminded to download the tracking sheet available at feaonline.org/timelog.htm and maintain a printed log of all hours management requires you to work before or after the 7.5-hour workday established under the 2005 Master Labor Agreement.

In addition to keeping printed copies of the tracking sheet for your own records, Stateside educators should scan and send copies of the forms each quarter to FEASRWorkHours@gmail.com.

DODEA SEEKS TO REOPEN ESP CONTRACT

Management informed FEA-SR in late April of its intent to reopen for renegotiation the contract for Education Support Professionals in Stateside schools. Despite whatever management's intentions may be, FEA-SR views this as an opportunity to fight for more protections and more equitable pay and benefits for our ESP members.

NEA Grant Will Aid PD Opportunities For ESP Members

Education Support Professional (ESP) members in DoDEA Americas schools will benefit from training and professional development opportunities made available through an NEA grant awarded recently to FEA.

NEA's Great Public Schools grant program awarded a two-year grant totaling \$66,800 to FEA to bring teams of support personnel from each ESP Local Association within FEA to Washington, DC, for training on Racial Justice in Education and using NEA's ESP Professional Growth Continuum to assess ongoing PD needs.

Following the initial training, a traveling team will visit each ESP Local to provide continuing services and outreach to the Locals' leaders and members.

The grant was written and submitted by Anita Lang, FEA's member of the NEA Board of Directors, and Donelle Pistorino, a Building Representative at the Lejeune Education Support Association in North Carolina. The pair did the work over numerous evenings and weekends after first discussing the grant possibility during the 2018-2019 school year.

AROUND FEA'S WORLD



Lisa Williams, second from right, a music teacher at Shughart Elementary School on Fort Bragg, NC, was honored at a February event for educational leaders in North Carolina. She is shown here with North Carolina Governor Roy Cooper (right), the Governor's wife, Kristen, and Dr. Donato Cuadrado, DoDEA Mid-Atlantic Superintendent. Lisa was the 2016 Fort Bragg Teacher of the Year and the 2019 Fayetteville Tech Professor of Excellence in Teaching Award recipient.



On March 6, Lakenheath Education Association hosted a Family Quiz night with approximately 18 teams, including children from SureStart age through high school. As an entry fee, LEA asked participants to bring something for the local food pantry. LEA held a raffle and 50/50 where they raised over \$600 for the scholarship fund for Lakenheath High School's future educators and members' children.



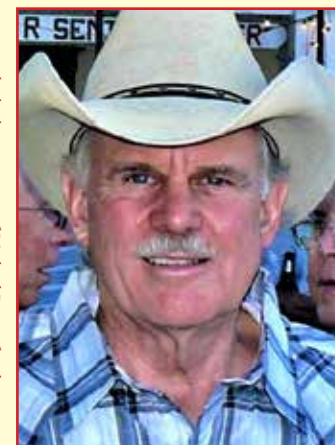
Patricia Hannon and her husband, James, were all smiles at the NEA Foundation's Salute to Excellence gala, held in Washington, DC, in February. Patricia, a Reading Specialist at Hohenfels Elementary School in Germany, was recognized during the event as one of five winners of the Horace Mann Award for Teaching Excellence and a finalist for the NEA Foundation Award for Teaching Excellence.

IN MEMORY

The FEA family lost two much loved and respected member advocates earlier this year. The Association and its members mourn the passings of **Melanie Horton** and **Edward "Ted" Carlin**.



both photos courtesy of Mitchell Bauernfind



Melanie most recently served as FEA Pacific Area Director before resigning from DoDEA at the start of the current school year for health reasons. She formerly served the American Educators Association Okinawa (AEAO) as President, Vice President and FRS. Condolences can be sent to Bill Cannady (Melanie's father) and Jeffrey Horton (Melanie's son) at: 1153 Hi Point Street, Los Angeles, CA 90035.

Ted served as FEA Vice President for six years and also served in leadership positions at the District, Local and School levels during his time in Europe. Memorial contributions may be made to the Crooked River Ranch Lions Foundation, PO Box 1163, Terrebonne Oregon, 97760, the Oregon Lions Sight & Hearing Foundation, 1010 NW 22nd Ave, #144, Portland, OR, 97210 or the charity of your choice.

Impasses Panel To Decide Whether To Intervene, Impose Overseas Contract

Management has made a request to a federal panel responsible for hearing bargaining disputes to take jurisdiction over the remaining proposals the parties have been unable to reach agreement upon in a new Collective Bargaining Agreement for Overseas employees.

If, as expected, the Federal Service Impasses Panel (FSIP) asserts jurisdiction, the panel could hear arguments by the parties, request final positions, and potentially impose terms as soon as this summer for any contract articles not yet finalized.

Despite FEA efforts to reach agreement on a new Overseas contract throughout several months of negotiations and weeks of working with a government-appointed mediator earlier this year, there are numerous

articles that the parties have been unable to reach agreement on.

Management rejected numerous compromises proposed by the Association, apparently hoping that the FSIP would assert control over the remaining articles, and then impose contract terms in line with DoDEA's proposals.

Among the harmful – and in some instances illegal – working conditions DoDEA wishes to impose include severely limiting or eliminating bargaining and due process rights, adding to the work day with no added pay and slashing housing allowances for many longtime employees (see article on page 7 for details on some of the most harmful provisions DoDEA wants imposed).

FEA Charges DoDEA With Bargaining Violation

FEA has filed an Association Grievance charging DoDEA with an Unfair Labor Practice over the Agency's refusal to bargain multiple issues during negotiation of a new Overseas contract.

Management has followed a trio of Executive Orders released by the White House in 2018, ordering federal agencies to illegally restrict due process and other civil service rights, sharply limit Official Time for employee representatives elected by their peers, and place unfair limitations on the length and scope of contract bargaining.

Those three Executive Orders were found to be illegal by a federal judge but that ruling was later vacated on appeal. The appeals court did not rule on the merits of the case, but instead decided to overturn the decision for procedural reasons, indicating that the Federal Labor Relations Authority should first rule on these issues. There are now multiple cases challenging the Orders pending before that body.

The Association Grievance charges DoDEA's strict following of the Executive Orders on certain issues and then seeking to have an impasse declared in the negotiations is Bad Faith Bargaining and seeks as relief that DoDEA be compelled to return to the bargaining table and engage in meaningful negotiations on the contract articles that hewed so closely to the Executive Orders.

Be Prepared For Possible Ratification Vote

Should the Federal Service Impasses Panel assert jurisdiction and eventually impose terms of a successor contract for FEA's Overseas bargaining unit, FEA intends to seek a ratification vote on the new contract.

The vote would be conducted electronically because the ground rules for bargaining, which were imposed by the FSIP at the request of management, allow only 15 days for a ratification vote to take place.

If such a vote occurs, FEA will send e-mail notices to the personal (non DoDEA) e-mail addresses we have on file for Overseas bargaining unit members.

Because there is no clear timeline for the process, FEA cannot predict when such a ratification vote would take place. It is possible the vote would be held over the upcoming summer, so Overseas members are urged to check their e-mail frequently for messages from FEA.

To make sure you receive notice, please be sure FEA has your correct personal e-mail on file. If you are an Overseas educator and have not received an e-mail update from FEA in the past month (check your spam folder as well as your inbox), send us a message at fea@feaonline.org. Include your name, school and your current e-mail where you can be reached.

DoDEA's tactics mirror those it followed when it sought to have the FSIP impose negative contract terms on educators in DoDEA Americas schools.

As the Journal went to press, FEA's legal department was assisting our five-member negotiating team in developing arguments against the FSIP taking jurisdiction. If that effort is unsuccessful, the FSIP will dictate the rest of the process. FEA and DoDEA negotiators may meet (in person or via video) with one or more Panel members to go over the disputed contract articles, in hopes of coming to agreement.

The Panel could also decide to have both sides present their rationales in writing for each disputed article or designate another method to be followed.

Whatever procedure is used, the FSIP is ultimately expected to issue an order to FEA and DoDEA, imposing contract terms the Panel favors. The Panel may draw upon the contract proposals from either side or come up with alternate language when deciding the terms of any contract articles.

The danger to FEA's Overseas bargaining unit members is the FSIP could adopt all or nearly all of DoDEA's harmful proposals, ignoring the Association's positions.

Whatever the outcome, FEA will always fight to retain – and, if necessary, restore – our members' rights and benefits.

Members will be updated via e-mail, social media and our Web site (feaonline.org) on the process as it continues over the summer.

Due Process, Fair Hearings and Housing Allowances Among Working Conditions At Risk If Contract Imposed

DoDEA is hoping the Federal Service Impasses Panel will assert jurisdiction and impose management-dictated terms in a new contract for FEA's Overseas bargaining unit. The FSIP has, in recent years, shown tendency to grant government agencies what they want in contract disputes. Some of the more harmful provisions DODEA hopes to have imposed on Overseas workers include:

ADVERSE ACTIONS

- DoDEA proposes to **reduce the standard necessary to justify discipline or removal of Overseas employees** from the current "just cause" to the ambiguous rationale that such actions are for the "efficiency" of the Agency
- This would **give DoDEA unchecked authority** to discipline or remove employees at will
- It is not difficult to predict how quickly **such a system would be abused by any principal or administrator** who dislikes an employee
- DoDEA's proposals would also give Overseas employees accused of shortcomings **just 30 days to improve or risk being disciplined or removed**; not nearly enough time to take classes/trainings if needed

GRIEVANCE RIGHTS

- DoDEA seeks to **weaken or eliminate nearly all grievance rights** for Overseas employees and the Association
- DoDEA proposes to require all allegations by Overseas employees of **pay problems and improper debt collections to be addressed under the Debt Collection Act**, rather than through grievances; making resolution much longer and more difficult
- DoDEA proposes to **eliminate "anticipatory" grievances, such as the "goodbye grievance"** used to protect Overseas employees from false debt collections after they depart DoDEA

OFFICIAL TIME

- DoDEA proposes to **eliminate nearly all Official Time** granted to Overseas employees elected by their peers to union positions
- Such official time is **vital for these union reps to resolve issues for employees**
- Official time – which is not used for internal union business – helps these employee representatives **meet the Association's duty of fair representation**

DUTY DAY

- DoDEA seeks to **extend the duty day** in Overseas schools by 90 minutes each day
- Under DoDEA's proposals, Overseas schools would have an **8.5-hour workday** (8 hours of duty time plus a 30-minute duty-free lunch)
- DoDEA also proposes **doing away with guaranteed amounts of prep time** for educators in favor of vague promises of "reasonable/adequate" prep time
- If enacted, DoDEA's proposals would increase the amount of duty time for Overseas educators annually by roughly 20 percent **with no added pay**; a clear violation of the U.S. Code that governs salaries for DoDEA's Overseas educators

LQA/HOUSING ALLOWANCES

- DoDEA seeks to **eliminating current policies on Living Quarters Allowance (LQA)** that allow employees to continue receiving LQA after 10 years if they sell their home or move into other quarters
- DoDEA proposes to **provide only utilities reimbursement after 10 years of owning a POQ**, if the employee continues to live in the POQ, unless the employee was to relocate to a new commuting area
- For **employees who purchased a POQ, received LQA for 10 years and sold the POQ**, DoDEA proposes to allow only one year of LQA to continue after the contract becomes effective before employees have their LQA cut off completely, unless the employee was to relocate to a new commuting area
- DoDEA seeks to **implement these changes within one year of the new contract being imposed**, with no grandfathering of current LQA recipients

Overseas Members Reminded to File Goodbye Grievance

If you are leaving the FEA Overseas Bargaining Unit at the end of this school year, either by retiring/resigning, moving to DDESS or transferring to the Med District, be sure to file a "Goodbye Grievance" early enough so that you will have time to elevate it before your last day of duty.

This grievance was developed by FEA UniServ Bill Freeman in order to allow FEA to represent overseas bargaining unit members after they retire or resign and to ensure their rights under the Debt Collection Act and the currently valid Overseas Negotiated Agreement. We have heard far too many stories of retirees receiving erroneous debt letters after their departure. Ask your FRS for a copy of the forms for the Goodbye Grievance as well as the Request to Elevate.

FEA members in foreign areas who take advantage of DoDEA's Authorized Departure option because they believe themselves to be at heightened risk of poor health outcomes due to COVID-19 exposure are also advised to file the Goodbye Grievance in the event you ultimately decide not to return to your assigned location after the Authorized Departure option is terminated.

Pandemic Forces Changes to NEA, FEA Summer Meetings

NEA Readies For Virtual Representative Assembly

Because of the ongoing uncertainty and need for social distancing due to COVID-19, NEA will hold its first-ever online Representative Assembly this summer, in place of the traditional in-person gathering.

The 2020 NEA-RA was to be held in Atlanta, Georgia. By late April, however, the facility that was to house the meeting, the Georgia World Congress Center, had been converted into a temporary hospital to help with the possible surge on health care facilities in the Atlanta area.

The NEA Board of Directors voted in April to convert the NEA-RA to an online session. The meeting, which normally consists of four very full days of business sessions attended by thousands of delegates from every NEA state affiliate, including FEA, will be pared down to a couple days of online presentations for elected delegates.

Business items not deemed urgent and essential will be pushed back to the 2021 NEA-RA. Delegates to this year's meetings will attend online presentations where they will hear from candidates for NEA leadership positions to be voted on this year, including NEA President and Vice President, and be provided with information on the NEA budget and various proposed changes to NEA's constitution, by-laws and standing rules.

Unlike past RA's, where the delegates vote in-person on the matters to be decided, this year's delegates will be sent packets and asked to vote via mail.

The online sessions of the NEA-RA will take place July 2 and 3, with voting materials to be mailed out a few days after, to be returned by early August.

You can learn more about the NEA-RA and NEA's plans for an online meeting by going to the official RA site, ra.nea.org.

FEA Shifts Plans for Annual Meeting Due To COVID

FEA, which normally holds its Annual Membership Meeting in the same city and just prior to the NEA Representative Assembly, will be switching to an online format as well for its 2020 session, due to the ongoing pandemic threat.

At press time for the Journal, full details of the revamped FEA meeting had not been finalized. The meeting is likely to take place using Microsoft Teams, Zoom or another online meeting format.

Members will likely need to register in advance to gain access to the online meeting, with a likely deadline to do so around June 15.

FEA will post registration and other information at FEAonline.org and share it via e-mails sent directly to members. Those seeking information may also contact FEA at fea@feaonline.org.

The FEA meeting normally lasts one and a half days.

This year's meeting will likely be compressed to a single day with Board reports and other information made available for members to read online.

FEA members who have been elected by their peers as delegates to this summer's NEA-RA have expressed support for the idea of a virtual meeting, given the uncertain situation and health risks caused by COVID-19, but so far no one is hoping the new format permanently replaces the RA's usual in-person gathering.

"In view of the current situation, I think the format is appropriate and responsible," says Michael Pope, who was elected a Local Delegate to represent members in Japan. "I do not wish for future meetings to maintain this format because it removes delegates from the excitement of the RA and the opportunity to meet old and new friends."

Julie Bradford, elected as a Local Delegate to represent members in Kaiserslautern, Germany, agrees.

"I actually think having a virtual RA is a great idea! I am very glad to still be able to 'attend' virtually, but I hope this will be a one time modification for the circumstances," she says. "A full fledged, face-to-face RA is an incredible experience that is valuable to all our members: delegate or not. Participating in caucus meetings, being on the floor, debating, and voting are foundational aspects of our association. I look forward to the 2021 NEA RA!"

Annual Meeting To Consider Adding Board Seat For Support Members

One important item to be discussed during FEA's Membership Meeting this year is a proposal to amend the FEA Constitution in order to add a seat to the FEA Board of Directors representing Education Support Professionals (ESPs).

The effort to do so came as a result of multiple meetings this school year between the FEA Board of Directors and members of the FEA-Stateside Region Area Council, who felt employees in DoDEA Americas schools are underrepresented on the FEA Board. FEA-Stateside Region consists of two separate bargaining units – certified and classified (ESPs) – both of which are currently represented on the FEA Board by the FEA Director for DDESS.

Presenting the proposed amendment to the FEA Annual Membership Meeting is the first step in the process. If the proposal is advanced by the Annual Membership Meeting it would proceed to the FEA Board of Directors. If the Board approves it, the proposed Constitutional amendment would be put before the full membership of FEA for a vote.

Dexter Elementary School



Kaiserslautern Middle School



Arriving in early March, just weeks before most DoDEA schools switched to online learning due to COVID-19 concerns (schools in South Korea had closed to students in February), this year's celebration of NEA's Read Across America unwittingly gave many DoDEA communities one last chance to gather together before social distancing became the new norm.

E.A. White Elementary School



Patch Elementary School



Grafenwoehr Elementary School



Vogelweh Elementary School



Diamond Elementary School



Stuttgart Elementary School



E-Dues: A New Option For Members For SY 20-21

Beginning with the 2020-2021 school year, existing FEA members may utilize Electronic Funds Transfers (EFTs) and Credit Cards to pay their Association dues.

Both options are made available through FEA's participation in the NEA e-Dues system.

Payroll deduction and payment by cash/check will remain viable options for dues payment in SY 20-21. Those who currently utilize those payment methods may continue doing so if they wish.

Members who wish to switch to EFT or CC payments will log in to FEA's e-Dues portal through a link to be provided at the start of SY 20-21.

After entering their membership ID number and ZIP Code, members will be asked to confirm or update their contact information.

The member will then be able to select from three payment options:

- **EFT payments** from a bank account using a **bi-weekly installment schedule** determined by the Area in which the member resides
- **A one-time EFT payment** from the member's bank account (similar to writing a check for your dues)
- **A one-time credit card payment** of the member's dues obligation for the year (installment payments are not possible via credit card)

After the member enters the appropriate bank account or credit card information, agrees to the Terms of Use and Privacy Policies, and confirms the accuracy of their information, they will be switched over to the e-Dues system.

Individuals who utilize e-Dues will remain on the payment method they choose and have their memberships automatically renewed each year, unless they notify FEA in writing to end their membership within the termination window at the start of each school year.

VERY IMPORTANT: Members who wish to utilize the e-Dues option and who have paid their dues via payroll deduction in the past will have to submit the necessary paperwork to end those dues deductions in order to avoid being double billed for dues. Signing up for e-Dues DOES NOT terminate your payroll dues deductions. Payroll deductions can only be shut off for a limited time at the start of each school year by submitting form SF-1188 through the proper channels. Your Local Association will be able to help you in doing so.

FEA began piloting this e-Dues option at the start of SY 18-19 with members at several Stateside locations and expanded the pilot in SY 19-20 to include several members each from Europe and the Pacific.

Look for more information about switching to e-Dues in the Association's membership materials at the start of SY 20-21.

Notice for Members Wishing To Cancel Dues Deductions For 20-21

Any FEA member who wishes to cancel payroll deductions next school year for their SY 20-21 Association dues must submit a Cancellation of Payroll Deduction for Labor Organization Dues, Form SF 1188, to the appropriate location.

In Europe and Stateside, the forms should be submitted to the Customer Service Representative (CSR) at your District Office. In the Pacific, submit the form to your FEA membership chair. The SF 1188 form is available from your school secretary or the CSR.

There is a limited time at the beginning of the school year when such payroll deductions can be halted. If you miss the deadline, your FEA dues will continue to be deducted from your pay throughout the

remainder of SY 20-21. Check with your FEA building representative to learn the deadline for submitting the SF 1188 if you wish to halt dues deduction for next school year.

To ensure you are complying with all local requirements, please check with your FEA building representative about this procedure.

Please note if you wish to halt payroll dues deductions in order to switch to EFT or Credit Card payments via the e-Dues program described in the article above: ending payroll dues deductions does not automatically enroll you in e-Dues. To remain an Association member in SY 20-21 you would need to enroll in the e-Dues program in addition to submitting an SF-1188 to end payroll deductions.

JOIN FEA RETIRED

With one low payment now, you can assure yourself or one of your fellow FEA members a lifetime of access to the many benefits of Association membership.

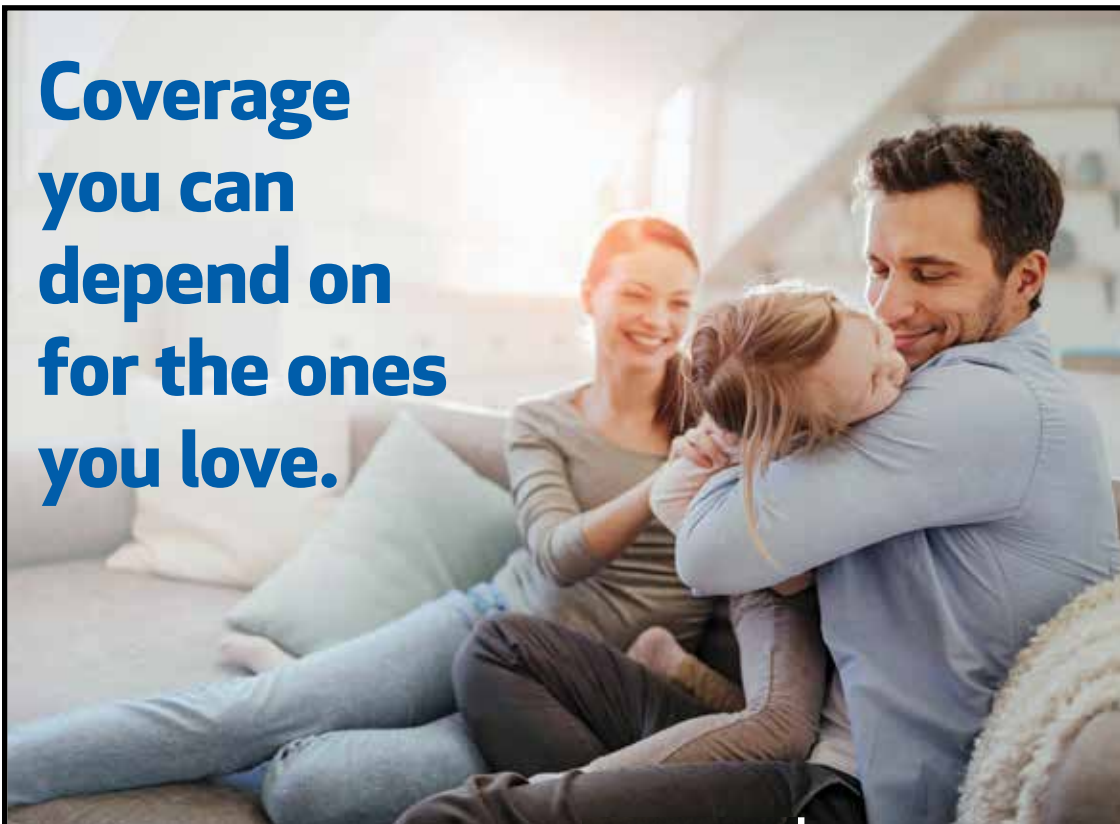
FEA/NEA Pre-Retired Membership is open to any current member of FEA/NEA, regardless of the person's retirement date. This membership allows an individual to enroll in the FEA/NEA retirement program, prior to actual retirement, for a one-time-only payment.

Retired memberships take effect once you have retired from DoDEA. Members must continue to pay annual FEA/NEA Active Member dues until the time of their retirement.

As an FEA/NEA Retired member, you will be able to retain access in your retirement to the many Member Benefits programs for retired members, including various financial, insurance and investment programs. You will also continue to receive FEA and NEA publications. And, if you decide to substitute teach after your retirement from DoDEA, you will continue to be covered by NEA's liability insurance.

Completing your Pre-Retired Membership is easy. Go to www.feaonline.org/join/form.htm and follow the link for Pre-Retired Membership. You can purchase the membership for yourself or any other FEA/NEA Member.

Coverage you can depend on for the ones you love.



As an eligible NEA member,* you've got the protection of **NEA Complimentary Life Insurance**, issued by **The Prudential Insurance Company of America** — but you should name a beneficiary to make sure your loved ones are covered. Go to **neamb.com/free-tote** and register your beneficiary to get this **FREE** tote. Or call **1-855-NEA-LIFE (632-5433)** and mention offer code: TOTEBAG.



Visit
neamb.com/protect

to learn about all
the solutions available
to help meet your insurance needs.

nea *Members*
Insurance Trust

*Visit us online or call for eligibility requirements.
NEA Members Insurance Trust is a registered trademark of the NEA Members Insurance Trust.
NEA Complimentary Life Insurance is issued by The Prudential Insurance Company of America, Newark, NJ.
0302614-00002-00

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Questions About NEA Member Benefits? Call or Go Online!

The NEA Member Benefits program provides many programs and services to FEA members. Please contact Member Benefits with questions about any of their services using the following toll-free numbers in applicable areas:

Stateside

1-800-637-4636

Overseas

First dial the AT&T Direct Access Code

In **Germany and UK**

0800-2255288

In **Japan**

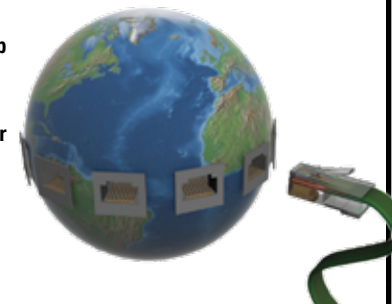
00539-111

Then dial Member Benefits at

800-893-0396

And don't forget the Member Benefits Web site. You can access information on all of NEA-MB's programs, get current rates on CDs and investment funds, and sign up for other services.

www.neamb.com



The **JOURNAL** is a quarterly publication of the Federal Education Association. Contributions, letters, photographs and other submissions to the **JOURNAL** are welcome and should be sent to the address below.

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Calendar of Events

MAY

25
Memorial Day

JUNE

30 (tentative date at time of printing)
FEA Online Membership Meeting

JULY

2-3
NEA Representative Assembly Via Online Sessions

The ongoing pandemic situation has played havoc with FEA's summer schedule.

See the articles on page 8 for the most current info (as of the Journal's printing date) for FEA's and NEA's summer meetings. Check feaonline.org for additional updates on the meetings.

TWO IMPORTANT REMINDERS



FVA.P.GOV

FEDERAL VOTING ASSISTANCE PROGRAM

Voting is your right and your responsibility as a citizen. Be sure you are registered to vote in this November's election. The Federal Voting Assistance Program site at fvap.gov has information on registration procedures and deadlines for every U.S. state. FVAP was created to provide voting assistance to military members, their dependents and U.S. citizens living overseas.



Make sure you are counted in this year's U.S. Census. The Census helps to determine how public schools are funded as well as how federal funds are spent on transportation and other public works projects. Go to my2020census.gov to complete your Census questionnaire.