



Employees Lack Faith in DoDEA's Safety Plans

DoDEA employees, by a wide margin, do not have confidence in DoDEA management to safeguard the health and safety of students and school employees.

This lack of faith in DoDEA, measured by a July survey of members, supports the Association's repeated calls for a remote opening of DoDEA.

As the Journal went to press, DoDEA management continued to plan for both virtual schools and an in-person option at all locations not on the highest threat level. Parents were asked to choose between those two options for their children. Data on the parental choices was not available at press time.

FEA has widely pointed out the need to abandon an in-person start to school, in favor of a remote opening.

While not a perfect option, remote opening would give DoDEA more time to organize and staff its virtual schools. Educators in most locations

will not be notified they have been assigned to the virtual schools until just a few days before they are expected to begin teaching classes.

Also, a remote opening would allow more time for DoDEA to plan and staff for realistic cleaning of schools, instead of expecting educators to keep classrooms clean while also monitoring social distancing – all while simultaneously trying to do their actual job of educating students.

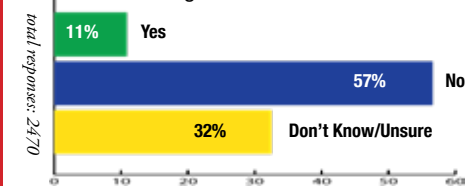
As the data to the right show, barely 10 percent of FEA members feel DoDEA is taking adequate steps to protect the health and safety of students and staff, and fully 75 percent say they would not feel comfortable resuming in-person education, based upon the information DoDEA had provided to them as of late July.

Over 70 percent of respondents expressed their belief that it will be “Very difficult” to implement social distancing and other health practices in their schools.

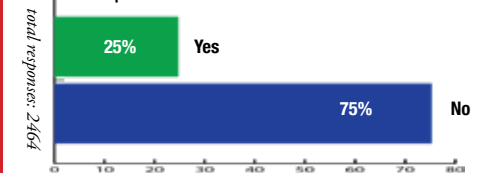
In all, the survey results show a workforce that does not believe the assurances of management and holds deep concerns about health and safety.

FEA did share these survey results with the DoDEA Director but, as of late July, no change had been made to DoDEA's plans for in-person opening of schools. As this newsletter went to press, the Association continued in its efforts to bring about a remote opening of schools.

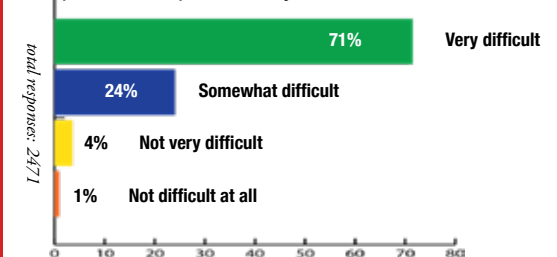
Do you feel DoDEA is taking adequate steps to protect the health and safety of students and staff for a physical return to school buildings at the start of SY 20-21?



Based on information provided so far by DoDEA, would you feel reasonably comfortable returning to your school building several times per week with students at the start of SY 20-21?



Thinking about the grade level(s) you work with, how difficult do you think it will be to implement social distancing and other public health practices in your school?



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

Distance Is No Barrier For FEA

As an educator and as an Association representative, I know there's no replacement for face-to-face meetings and conversations.

Like all of you, I've spent much of the past six months online, holding meetings via video or audio conference that formerly would have taken place over a cup of coffee or at a conference table.

We are living in a different world than we were at the start of 2020. And it increasingly appears we won't be going back to "the way things were" any time soon, if ever.

This environment presents difficulties and challenges for everyone, but especially for an organization like FEA, which is based so much upon personal relationships and connections.

Despite these changes and the many challenges they entail, I can assure members that FEA remains every bit as connected and in touch with the field as ever. In fact, it's no exaggeration to say that, in some ways, I feel better connected now than ever.

It has always been a part of the FEA President's job description to visit Local Associations, attend school meetings, meet directly with members, and hear directly from you what is happening "on the ground."

Such meetings are invaluable to me as your representative. They allow me to bring your perspective directly to the DoDEA Director, whenever I meet with him, as well as to other staff from DoDEA, NEA and other entities.

I have no intention of missing out on your feedback as we move through this most challenging of school years.

If any school, Local or District within FEA has a meeting and wishes to invite me to virtually attend, I am happy to do so if at all possible. I would urge any interested members to contact their Local or division/district representative to help set things up. Using our chain of command in the Association allows us to get issues to the right level.

Last spring, I participated in online meetings with Association members and elected representatives in Japan, Korea and parts of Europe and already have sessions planned in August with FRSs from the Pacific and Europe.

Likewise, I am available to any of our Area bodies to attend trainings or meetings they hold throughout the year.

Rather than being cut off from members by the challenges of COVID, I want to view this as an opportunity to boost communication at all levels of the

Association. Perhaps there is something positive to be gained by this situation and that may be the adoption of new ways to function as an organization.

Remote meetings are not entirely new to FEA: the FEA Board of Directors has held periodic telephone consultations and meetings for years, and continues to do so. And, as an early adopter of new technology, I've been attending online meetings throughout my career.

This year, for the first time, both NEA and FEA held their annual summer meetings online. There were challenges, to be sure. Even something as simple as arranging a meeting time can be difficult for us because our members are spread throughout the globe. But it was a growing experience for both FEA and NEA and we'll certainly benefit.

I urge all members to continue reaching out to me, through your elected leaders or directly, whenever you feel it necessary. I want always to make sure the office of FEA President is serving your needs and voicing your feelings. I cannot do that in isolation.

It will be a very difficult school year. My email is bchance@nea.org. I hope to hear from you whenever I can be of service.



Association Business

Richard Tarr
FEA Interim Executive Director

You Can Be Certain FEA Will Keep Working For You

We enter the new school year with more uncertainty than we've ever faced.

As of this writing in late July, DoDEA continues to push for an in-person opening of schools, despite the very obvious risks and the concern that the Agency is not ready or prepared to open in-person.

On another front, we currently await the decision of the Federal Service Impasses Panel regarding disputed provisions of a new contract for Overseas bargaining unit members.

These two issues both serve as examples of the conflicting priorities and philosophies of FEA and DoDEA.

DoDEA makes its decisions in a top-down manner with the expectation that everyone will follow that decision.

DoDEA is apparently unwilling to concede it is not prepared to safely reopen schools, so it is presenting families with a choice between in-person and online learning. Effectively, DoDEA is dumping the responsibility for the safety of students and staff onto the parents. As of this writing, there appear to be many parents who do not feel they have all the information needed to make a decision.

In the Overseas contract dispute, DoDEA is hoping to use the FSIP to

impose a horrible contract. DoDEA's contract terms, that if implemented, would limit employee rights and benefits and harm employee morale.

I cannot imagine what DoDEA hopes to gain from these positions.

Giving parents a false sense of security about school safety will seriously degrade the Agency's credibility with the military families it serves if the worst happens and widespread outbreaks occur.

Imposing harsh contract terms on Overseas employees will only drive away caring employees and hurt the reputation and quality of our schools.

Yet DoDEA continues to embrace these and other harmful policies.

FEA, by contrast, acts always to represent the interests of our members and, by extension, their students.

We base our decisions on input from our members. That input is based upon what is best for student learning.

When FEA calls for remote opening, we do so because our members have real concerns about safety and working/learning conditions. When we call for better contract terms, it is because our members know that educators' working conditions are also students' learning conditions.

As your professional association, we are the voice of DoDEA educators and employees. Despite all the uncertainty of the current environment, you can be assured that FEA will always work to make those voices heard.

DoDEA does not appear to consider outside input before making decisions, but FEA relies upon it. Management seeks more and more centralized control while the Association cannot exist without the involvement and direction of members scattered around the globe.

Regardless what happens in the weeks and months ahead, FEA is going to keep fighting on your behalf and on behalf of your students. DoDEA may knock us down from time to time, but with your support, we will always get back up and continue the fight.

The present time has many reasons to be concerned. We hear you! We understand and share your anxieties and we will never stop working for improvement, for as long as we have your voice and your support. Times are uncertain. Our role is not. FEA works for you and for your interests as an education professional. Without a doubt!

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

Impasses Panel Ruling On Overseas Contract Could Come Any Time

A ruling from the Federal Service Impasses Panel that could see incredibly harmful and regressive contract terms imposed upon FEA's Overseas bargaining unit was awaited as the August FEA Journal went to press.

In early July, FEA and DoDEA submitted final briefs and arguments supporting their respective positions for dozens of disputed contract articles in a new Overseas Negotiated Agreement.

The FSIP, a politically-appointed body whose members are named solely by the White House, will rule on each disputed article. The FSIP may impose language proposed by either side or come up with its own wording for each disputed article.

The current FSIP has overwhelmingly favored agency management in disputes against labor unions, often imposing all or nearly all of management's proposals over those proposed by labor.

FEA has informed DoDEA management we will invoke our right to hold a ratification vote on whatever contract emerges from the FSIP's ruling. The ground rules imposed by this FSIP allow only a 15-day window to hold such a ratification vote, so it will be held online. Overseas members have been urged to send updates to their personal (non DoDEA) email to the Association, to help us get the ratification vote notice to all members.

If you have not received an e-mail update from the Association within the past month, send your name and current e-mail address to us at fea@feaonline.org.

DoDEA utilized the FSIP in an attempt to impose punitive contract terms on Association members represented by the FEA-Stateside Region. The contract imposed by FSIP on Stateside members and illegally implemented by DoDEA management remains under challenge by FEA-SR.

FEA will similarly act to strenuously defend the rights of Overseas members against any unlawful actions in the Overseas contract process.

Harmful DoDEA proposals the Federal Service Impasses Panel (FSIP) may impose on the Overseas bargaining unit as the Journal went to press included:

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 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 **significantly reduce 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**; which the Association believes, violates the law

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

TOUR OF DUTY

- DoDEA is looking to **increase the tour of duty** in many locations

Members Elect Three To Area Director Posts

Total Europe ballots: 419
Invalid ballots: 8
Total valid ballots: 411

A majority of valid ballots, not counting abstentions, is needed to win.

Europe Area Director	
Todd Laverents	153
Terry McClain	258 - WINNER
Abstain/Invalid	0
Write-ins	0
Total	411



Terry McClain

Total Pacific ballots: 427
Invalid ballots: 6
Total valid ballots: 421

A majority of valid ballots, not counting abstentions, is needed to win.

Pacific Area Director	
James Sellers	154
Amy Sweeney	262 - WINNER
Abstain/Invalid	2
Write-ins	3
Total	421



Amy Sweeney

Total Stateside ballots: 425
Invalid ballots: 11
Total valid ballots: 414

A majority of valid ballots, not counting abstentions, is needed to win.

FEA Director for DDESS			
	Round 1	Round 2	Round 3
Diane M. Gibbs	168	180	207 - WINNER
Laura Hastings	166	175	192
Lahoma Hendrix	32 (eliminated)		
Luis Rios	46	51 (eliminated)	
Abstain/Invalid	2	8	15
Write-ins	0	0	0
Total	414	414	414



Diane M. Gibbs

Spring Tally Was Delayed Due To COVID Closures

Following a delay of two-months due to the closure of the NEA building in Washington DC, where FEA's headquarters staff is located, ballots were counted on May 28 and 29 for the three Area offices voted on by members during SY 19-20.

FEA members, along with the winners of each race, listed to the left, were notified on May 29 of the outcome for each race.

Each of the winning candidates begins a three-year term on August 2, 2020.

Terry McClain, from Garmisch ES/MS, in Germany, was re-elected to a second term as Europe Area Director.

Amy Sweeney, from Edgren MS/HS in Japan, and Diane Gibbs, from Gordon ES at Fort Bragg, NC, were each elected to their first terms and their first offices on the FEA Board of Directors.

Counting of these three offices was originally scheduled for March, 2020, but had to be delayed when COVID-19 shut down most of Washington, DC, including the NEA building and FEA office. Special permission had to be obtained to enter the building in May to conduct the election tally, which was only allowed if FEA staff wore masks, maintained social distancing and finished the tally within the allotted two-day window.

FEA ELECTION 2021

NOTICE OF ELECTION

For Election of Officers and Constitutional Revisions
Winter 2021

In accordance with the provisions of the Department of Labor Rules and Regulations governing elections, notice is hereby given to all reported members that an election for the purposes of

- 1) amending the Constitution of the Federal Education Association, and
- 2) electing an Executive Officer of the Federal Education Association,

is to be conducted in a secret ballot election by the members. Balloting will be done by mail during the months of December 2020, and January-February 2021, and must be received by the FEA Washington office not later than February 17, 2021.

The Amendment will be deemed passed if the proposed change receives an affirmative majority vote of the members exercising their right to vote. The Amendment would become effective immediately and would result in votes for the Officer Election to be tallied. If the Amendment fails, the Officer Election votes will NOT be tallied.

If the Amendment is passed, the officer to be elected to the following position will begin serving May 1, 2021, and continue serving until August 1, 2022, in accordance with the FEA Constitution and Bylaws:

• Education Support Professional (ESP) Coordinator

The world-wide active membership of FEA will vote on the Constitutional Amendment and the Officer Election. Votes for the Officer Election will only be counted if the Amendment passes.

ATTENTION FRSSs, LOCAL PRESIDENTS AND OTHER SCHOOL LEADERS:

Per FEA Election Guidelines, FEA Leaders are expected to post/distribute campaign materials received either by mail or e-mail in the same manner for all candidates.

Nominate Yourself or Someone Else for Office – Here's How

1. Determine if you or someone you would like to nominate for the ESP Coordinator position meet the qualifications: the ESP Coordinator must be an Active Education Support Professional member of the Association (full or part time)
2. Fill out the appropriate nomination form (see page 7). There are separate forms for self-nomination and nominating another member
3. Mail or E-mail the nomination form (or forms, if you wish to make more than one nomination) to the Nominations Chairperson at the address on the form

Important Information for Candidates

1. The Education Support Professional (ESP) Coordinator position will only be added to the FEA Board of Directors if members pass the Constitutional Amendment creating the position. If that Amendment is not passed, the ESP Coordinator position will not be added and votes for the ESP Coordinator position will not be counted.
2. To serve as ESP Coordinator, an individual must be an Active Education Support Professional (ESP) member of the Association (full or part time). Only candidates who meet this qualification can run for the ESP Coordinator position.
3. Candidates can send one flyer in PDF format to the FEA Washington office for posting on FEAonline.org. A candidate's flyer must be a maximum of one page (not double sided) and no larger than 8.5 by 11 inches and may not exceed 2 MB in file size. The deadline to submit flyers to the FEA Washington office is **November 3, 2020**.
4. Candidates will not ask for or utilize e-mail addresses received from FEA leaders, past and present, at any level of the Association.
5. Candidates can use their **PERSONAL** e-mail to correspond with and send election forms to the FEA Nomination Chairperson. The FEA Election e-mail address is: FEAelections@gmail.com. Candidates may forward their nomination forms, Official Acceptance and Biographical Information/Mailing Label and Mail Restrictions Forms, Campaign Flyer and Candidate Picture to this e-mail address. It is the candidate's responsibility to confirm this information is received by the Nomination Chairperson.
6. Please pay close attention to all deadlines. The nomination form deadline is **October 1, 2020**; the Official Acceptance and Biographical Information form is due **October 16, 2020**; and the deadline for campaign flyer and candidate photo is **November 3, 2020**.
7. Candidates **cannot** use the FREE MPS to send out campaign literature. Candidates may use the MPS only if appropriate postage is placed on each individual piece of mail. See section C.1. of the FEA Election Procedures (available from your FRS or FEAonline.org).
8. The complete FEA Campaign Guidelines, Procedures, Nomination Forms and other election information are available at FEAonline.org/election.htm

NOMINATION FORMS FOR ESP COORDINATOR POSITION

Any FEA Active Member may use these forms to nominate herself/himself or another Active Member for the ESP Coordinator position. Nominees must be FEA Active ESP Members (full or part time). Simply clip along the dotted line, fill out the necessary information, and mail or e-mail your form. You can also download nomination forms at feaonline.org. Be sure to use the appropriate form and mail or e-mail it to the Nominations Chairperson at the address below, prior to the October 1 deadline. E-mail messages sent without a completely filled out nomination form will not count as a nomination. **Use of government e-mail or other equipment for any FEA election activity is prohibited. If a nomination form is sent from a government e-mail address it will be considered invalid.**

2020-2021 FEA ELECTION SCHEDULE

October 1, 2020

Deadline for receipt of Nomination Forms.

October 16, 2020

Deadline for receipt of Official Acceptance and Biographical/Mailing Label and Mail Restrictions Form.

By October 26, 2020

FEA Administrative Office sends the list of candidates to the BOD, FRSS, and all candidates. Candidate list posted on the FEA website.

FEA Administrative Office sends all candidates notice of certification of their candidacy and election information.

FEA sends all candidates two sets of mailing labels for FEA leaders and guidelines for mailing campaign materials to leaders.

By November 3, 2020

Deadline for receipt in FEA Washington office of Candidate Picture and Campaign Flyer.

Deadline for withdrawal of nomination if candidates do not wish to have their name printed on the ballot.

By November 16, 2020

FEA Administration Office sends all candidates two sets of labels for the currently reported Worldwide membership and guidelines for mailing campaign materials to members.

December 1, 2020

Deadline to submit REVISED flyer if candidate was notified that their flyer did not meet guidelines.

December 11, 2020

Candidate flyers posted on FEA Website campaign page

By December 18, 2020

FEA Administrative Office mails Sample Ballot Packet to FRSS, Local Presidents and Area Directors.

FEA Administrative Office mails Ballot Packets to active membership.

January 15, 2021

Local Presidents, FRSS and Area Directors may reproduce ballots for those members who have not received theirs.

February 17, 2021

Deadline for receipt of ballots.

February 18 and 19, 2021

Votes tallied.

February 19 or 20, 2021

Election results posted on FEA Web site within 24 hours of tally.

OFFICIAL OPEN NOMINATION FORM A

(Self-Nomination)

I, _____, do hereby nominate myself for the office of Education Support Professional (ESP) Coordinator.

Signature

Date

Mailing Address

Home Phone

Personal E-mail Address (non DoDEA)

Requirements set forth for BOD officers: Nominee must be an Active ESP member of FEA (full time, half time or part time). Thus, each candidate must fulfill the requirements of unified membership in the United Education Profession. Creation of the ESP Coordinator position and counting of the ballots for the ESP Coordinator position are contingent upon passage of the Constitutional Amendment that would create the position.

MAIL THIS FORM TO: MICHAEL PRISER
NOMINATIONS CHAIRPERSON
5300 NE 82nd AVE. UNIT #419
VANCOUVER, WA 98662

OR SCAN AND E-MAIL IT TO: FEAElections@gmail.com

A backup copy may also be mailed to the FEA Washington Office;
Federal Education Association
ATTN: Elections
1201 16th Street NW, Suite 117
Washington, DC 20036

Backup copies may also be faxed to the FEA Washington office at 202-822-7867.

FORMS MUST BE RECEIVED BY OCTOBER 1, 2020.

OFFICIAL OPEN NOMINATION FORM B

(Nomination of Another FEA Active Member)

I, _____, do hereby nominate _____ for the office of Education Support Professional (ESP) Coordinator.

Signature

Date

Nominee's Mailing Address

Nominee's Home Phone

Personal E-mail Address (non DoDEA)

Requirements set forth for BOD officers: Nominee must be an Active ESP member of FEA (full time, half time or part time). Thus, each candidate must fulfill the requirements of unified membership in the United Education Profession. Creation of the ESP Coordinator position and counting of the ballots for the ESP Coordinator position are contingent upon passage of the Constitutional Amendment that would create the position.

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FEA ELECTION 2021

Proposed Amendment to FEA Constitution Seeks to Add ESP Coordinator, Specify Role of Area HCR Coordinators

SPECIFYING MEMBERSHIP, ELECTION AND VOTING RIGHTS OF AREA HCR COORDINATORS ON AREA COUNCILS

If Association members approve the amendment to the FEA Constitution, ARTICLE NINE (Area Councils) will be revised to specify that:

- Area Human and Civil Rights Coordinators are members of each Area Council,
- Area Human and Civil Rights Coordinators have voting rights on those Area Councils, and
- Area Councils are empowered to provide for the election of the Area Human and Civil Rights Coordinators

CREATION OF EDUCATION SUPPORT PROFESSIONAL (ESP) COORDINATOR POSITION ON FEA BOARD OF DIRECTORS

Below is the description of the Education Support Professional (ESP) Coordinator position that would be added as an At-Large position to the FEA Board of Directors if members vote to approve the amendment to the FEA Constitution.

The ESP Coordinator shall:

- Be an Active Education Support Professional (ESP) member of the Association (full or part time);
- Represent Education Support Professional members' interests in the FEA;
- Assist in coordinating and implementing Association policies to encourage Education Support Professional membership and leadership roles in FEA;
- Present concerns of Education Support Professional members to the FEA leadership;
- Hold no other executive office in the Association.

YES, in favor of the amendment.

If voted YES by a majority of those voting, language would be added to Article Nine of the FEA Constitution specifying the membership, election and voting rights of Area Human and Civil Rights Directors on FEA Area Councils.

If voted YES by a majority of those voting, the position of "Education Support Professional (ESP) Coordinator" would be created as an At-Large office on the FEA Board of Directors and votes cast for the ESP Coordinator position would be tallied.

The winner of that tally would begin serving on the FEA Board of Directors May 1, 2021, with a term expiring August 1, 2022. Henceforth, the ESP Coordinator position would be elected with other FEA At-Large Officers on the existing three-year election cycle, meaning the next election for ESP Coordinator would take place during School Year 2021-2022.

This abbreviated initial term of office would not count against the elected individual in the future when considering the two-term limit on FEA Executive Offices imposed by the FEA Constitution.

NO, opposed to the amendment.

If voted NO by a majority of those voting, the present wording of the FEA Constitution would not change. No language would be added to Article Nine regarding Area Human and Civil Rights Coordinators. The position of "Education Support Professional (ESP) Coordinator" would not be created and the votes cast for that position would not be tallied.

Go to feasonline.org/election.htm for more info on the proposed amendment to the FEA Constitution and other election materials

Area Notices of Election for 2021 NEA-RA Delegate Positions

Notice of Election for Election of NEA Representative Assembly Delegates Representing **FEA-Stateside Region** SY 20-21

The following timeline will be utilized for NEA-RA Delegate Election from FEA-SR.

January 8 - Send instructions and forms to presidents at home emails.

January 13 - Post information

February 8 - Nomination forms are postmarked and sent to FEA-SR.

February 16 - 22 - Election will occur.

February 26 - Ballots should be collected from each school.

March 5 - Ballots must be postmarked and mailed to FEA-SR.

March 29 - Winners will be announced and submitted to NEA.

Notice of Election for Election of NEA Representative Assembly Delegates Representing **FEA-Europe** SY 20-21

October 14 - Election Nomination forms sent with update from area director

December 4 - Deadline for 'Received by' nomination forms

December 9 - Announcement of candidates via update from area director

January 4 - Deadline to remove name from Ballot

January 22 - Unity mailed (electronically) with candidates information

February 3 - Ballots mailed to FRSs

March 8 - Deadline for 'Received by' ballots from schools

March 15 - Votes Tallied/ Winners Announced immediately afterward

Notice of Election for Election of NEA Representative Assembly Delegates Representing **FEA-Pacific** SY 20-21

RA Delegate Positions are considered District offices in the Pacific and will follow this procedure:

February 22 - Nomination forms will be distributed prior to the last Monday of February

February 26 - All completed nomination forms will be due by close of business the first Friday after distribution). Collection process for the nomination forms will be determined at each school site and announced during distribution of the forms.

March 8 - Ballots will be distributed prior to the second Monday of March (March 8, 2021).

March 19 - Completed ballots must be returned no later than COB on the Friday at concluding the 10-working-day balloting period. The collection process for ballots will be determined by each school election committee and announced during distribution of the forms.

**See page 10 for information on
this summer's online NEA and FEA Annual Meetings
as well as current plans for the Summer 2021 Meetings**

First-Ever FEA, NEA Summer Meetings Receive Mostly Positive Reviews

The summer break usually is highlighted by gatherings of FEA and NEA members, eager to make their voices heard and affect the future of their professional Association.

But, like many things in recent months, that tradition was upended by the ongoing COVID-19 pandemic.

For the first time since World War II, NEA was forced to cancel its in-person annual meeting, known as the NEA Representative Assembly, or NEA-RA. The event was scheduled for several days in early July, in Atlanta, but was switched to an online event instead due to safety concerns.

FEA, which customarily holds its Annual Membership Meeting in the same city and just prior to the NEA-RA, followed suit and moved its gathering to an online format.

It was a first for both organizations.

Judging by reviews and comments from several FEA attendees to both meetings, there were positives and negatives to the new online format.

Chad Jimison, a delegate from Korea, found it challenging to attend all the NEA sessions, which were held late afternoon/early evening Eastern Time over several days (meaning those meetings took place during the very early morning hours in Korea). But he was inspired by many of the speakers at the NEA-RA.

RA delegate Will Buckley, from Germany, found the FEA meeting to be disappointing due to problems he had connecting to the online meeting and also due to the limits the format placed upon discussions. He said he did enjoy the experience of the online meetings and considered them viable alternatives for the future, especially if the virus threat persists into next summer, but he much prefers meeting face-to-face with his fellow delegates.

“There is nothing compared to actually being there in person,” Buckley said. “Other than that, I felt it was well worth it and organized to the best of their abilities.”

FEA Retired Delegate Michael Priser liked the information FEA made available on the NEA 360 platform prior to the Annual Membership Meeting and the information NEA sent to delegates in advance.

“It went very smoothly and all the pre-planning helped,” Priser said. “I liked that the hearings (budget and legislative) were held either before or after the RA.”

At this point, there has been no discussion of a permanent shift to online meetings. Most attendees who expressed an opinion said the online model was adequate, given the circumstances, but they enjoyed the experience of an in-person meeting much more.

“Maybe a blended version could work,” Jimison said. “One advantage of being online for some of the portions was more (members) could participate. Maybe a lot of the speeches and awards could be online in the future and the business be done face to face.”

NEA and FEA currently plan to hold their respective annual meetings in Denver, Colorado, during the summer of 2021 – though, of course, the status of the pandemic by that time may force changes.

NEA’s Representative Assembly is set for July 2-6, 2021, at the Colorado Convention Center in downtown Denver.

FEA’s Annual Membership Meeting is slated for June 30 and July 1, 2021, at the Crowne Plaza Denver.

Both organizations were forced to cancel their in-person meetings scheduled for this past summer in Atlanta, due to the ongoing COVID-19 threat.

The NEA Representative Assembly (NEA-RA) is an annual gathering of delegates, elected by Association members in every NEA State affiliate.

The delegates elect officers and vote on policies and practices that govern the operation of the NEA.

Notices of election for delegate positions from each FEA Area are printed on page 9 of this newsletter. Any Active member of the Association may run for a delegate position.

The FEA Annual Membership Meeting is held just prior to the NEA-RA each year, in the same city as the RA. The meeting gives FEA members from around the world a chance to gather together in order to ask questions of and hear information from FEA leaders and staff members about issues affecting DoDEA employees.

The FEA Annual Membership meeting is open to any FEA Active or Retired member. Email fea@feaonline.org if you are interested in attending.

2021 Representative Assembly and FEA Annual Meetings Scheduled for Next Summer in Denver

EEL Insurance: A Valuable Benefit of NEA Membership

In your work as an educator you are frequently exposed to situations that may give rise to legal actions which can involve your personal liability. If a student or a student's parents file suit against you, the NEA Educators Employment Liability (EEL) policy will provide you with insurance for the vast majority of cases. The program also reimburses you for damage to your personal property in assault-related incidents.

The NEA EEL Program is a professional liability insurance program provided by NEA as a benefit of membership. Among the benefits all Association members receive through the program:

- Payment of court-ordered civil liability up to \$1 million, such as damages assessed against you. (Subject to \$3 million per occurrence aggregate for all claims.)
- Payment of legal costs up to \$3 million per member per occurrence for claims in defense of civil proceedings. (Lower limits apply for proceedings on civil rights issues or claims.)
- Reimbursement of attorney fees and other legal costs up to \$35,000 is available if you are charged with violating a criminal statute in the course of your employment as an educator and you are exonerated from the charges.

You must be a member of the Association at the time an incident occurs to be considered for coverage and some activities are excluded. Ask your building rep for a copy of the EEL Questions and Answers brochure (shown in the image to the right) or go to <http://www.nea.org/home/18811.htm> for more information about NEA's professional liability insurance provided automatically to all Association members.

Certificate of Insurance
**FEDERAL EDUCATION ASSOCIATION
 NATIONAL EDUCATION ASSOCIATION
 EDUCATORS EMPLOYMENT
 LIABILITY INSURANCE**

nea
 NATIONAL
 EDUCATION
 ASSOCIATION
 nea.org
 Great Public Schools
 for Every Student

2020-2021

Insured by: Nautilus Insurance Company. THIS IS NOT AN INSURANCE CONTRACT. THIS IS A SUMMARY FOR GENERAL INFORMATION PURPOSES. CONTACT YOUR STATE ASSOCIATION FOR TERMS AND CONDITIONS OF COVERAGE.

Policy Number: NEA_FEA0001_P-9
 Participating Unit: Federal Education Association
 Address: 1201-16th St NW, Ste 117
 Washington, DC 20036
 Insured: NEA Members as defined in Part II(H)

Policy Period: This policy applies to occurrences which take place during the twelve month period starting at 12:01 AM 9/1/2020 and expiring at 12:01 AM 9/1/2021.

COVERAGES AND LIMITS OF LIABILITY

Coverage A—Educators Liability
 \$1,000,000 per member per occurrence not to include any civil right issues or civil rights claims
 \$300,000 per member per occurrence for civil rights issues or civil rights claims and not to include any other claims
 \$3,000,000 per occurrence aggregate for all claims, including civil rights and civil rights claims

Coverage A—Legal Defense Cost Limits
 \$3,000,000 per member per occurrence not to include any civil right issues or civil rights claims
 \$9,000,000 per occurrence aggregate for all claims not to include any civil right issues or civil rights claims

Coverage B—Reimbursement of Attorney Fees for Defense of a Criminal Proceeding
 \$35,000 per criminal proceeding

Coverage C—Bail Bond
 \$1,000 per bond

Coverage D—Assault-Related Personal Property Damage
 \$500 per assault

CLAIMS PROCEDURE
 The following occurrences should be reported immediately to Patricia Weil, ULSP Coordinator, Federal Education Association, 1201-16th St NW, Ste 117, Washington, DC 20036:

1. any incident involving the death or injury requiring medical attention to a student arising out of a school activity;
2. the receipt by the Insured of a notice of claim, lien letter from an attorney, or service of summons or law suit; or
3. any situation the Insured believes to be covered by the policy.

Do not contact an attorney to represent you before contacting Patricia Weil at the Federal Education Association at 202.822.7860 or PWeil@nea.org. When making contact the Insured should be prepared to present a brief description of the occurrence and a copy of any legal documents.

FEA Launches eDues Option

Returning FEA members now have the option to pay their Association dues by Electronic Funds Transfer (EFT) or Credit Card, in addition to the existing options of Payroll Deduction or payment by check.

By going to www.feaonline.org/switch.htm, existing members of the Association can access the NEA eDues system, which allows you to sign up for the EFT or Credit Card option.

Switching to eDues is completely optional. Any member currently on Payroll Deduction will remain on that payment method unless they take action to switch.

Those who do make the switch from Payroll Deduction to eDues will need to submit form SF-1188 in order to end their Payroll Deductions. Signing up for eDues via the NEA system will not automatically end your Payroll Deductions, since the two systems are completely separate.

Dues amounts for members at a given location will be the exact same regardless which payment method they select. Those who choose to switch to EFT payments will have the option of paying in installments of the same amount and on a similar schedule as those at their Local who pay by Payroll Deduction.

They may also choose a one-time, lump sum EFT payment. All Credit Card payments must be for the member's full annual dues; no installment option is available for those who pay by Credit Card.

Because of transaction fees charged to the Association by credit card companies, members who choose to switch to eDues are encouraged to pay by EFT rather than Credit Card, if at all possible.

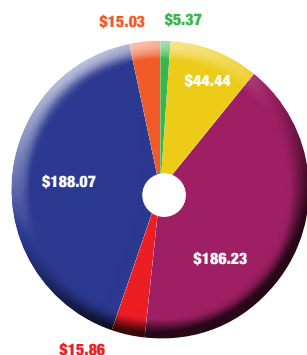
At this time, eDues is available only to individuals who were members of FEA throughout the 2019-2020 school year. The system is not configured to enroll brand new members of the Association.

Breaking Down Your FEA/NEA Dues

Breakdown of the \$455 FEA Dues for 2019-2020*

FEA State Dues in SY 2019-2020 were \$455, equal to one percent of the salary figure for BA Step 1 on the DODDS teacher salary schedule the previous school year.*

From that \$455 amount, funds used to support the FEA Headquarters operating budget were \$266.93.



Professional Services \$15.03
Negotiations, arbitrations, insurance and outside legal assistance when necessary.

Communications/Publications \$5.37
FEA Journals and other publications, BOD minutes, FEA Web site and social media.

Governance \$44.44
Expenses for At-Large officers, FEA BOD meetings, elections, funding for state delegates to the FEA Annual Membership Meeting/NEA convention, training for FEA leaders, and benefits and expenses for the FEA President.

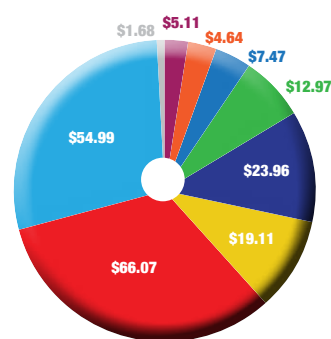
Personnel \$186.23
Salary, benefits, and expenses for the staff in the FEA Washington office.

Administration \$15.86
Office equipment, maintenance, and supplies. It also includes audit services, legal publications, and membership promotional items.

Regional Dues Allocation \$188.07
These funds remain in the individual FEA regions (Stateside, Europe, Pacific) to support their operations. In addition, a portion of local association dues is returned to the region. Local association dues do not come to the FEA Headquarters office.

Breakdown of the \$196 NEA Dues for 2019-2020*

NEA, the National Education Association, is the parent organization of FEA. There are also NEA affiliates in all 50 U.S. states. The NEA is America's leading proponent of quality public schools and a quality education for all children.



Increase Educator Voice, Influence, and Professional Authority \$5.11
Develop and sustain effective structures, processes, and leaders to increase educator influence in decision-making at worksite, district, state, and national levels.

Recruit and Engage New and Early Career Educators \$4.64
Identify, recruit, support, and engage new educators in our Association, and connect them with opportunities for professional learning, leadership and advocacy.

Advance Racial Justice in Education \$7.47
Support members in advancing racial justice in education and improving conditions for students, families, and communities through awareness, capacity-building, partnership, and individual and collective action.

Provide Professional Supports \$12.97
Build a system of Association-convened, educator-led professional learning and supports for all educators across their career continua to ensure student success.

Secure the Environment to Advance the Mission of the NEA and its Affiliates \$23.96
Use all available means, including organizing, legal, legislative, electoral, and collective action, to secure the environment necessary to protect the rights of students and educators, and the future of public education.

Legal and Insurance Support \$19.11
Implement advocacy programs for members including the Unified Legal Services Program, Fidelity Bond, Association Professional Liability Insurance, and a 1 million dollar per member Educators Employment Liability insurance program.

Enhance Organizational Capacity \$66.07
Develop and leverage the collective organizational capacity across our Association that is necessary to advance the mission of the NEA and its affiliates, with particular focus on organizing, technology, fiscal health, leadership development, and internal and external partnerships.

Enterprise Operations \$54.99
Ongoing functions across the enterprise that support the strategic objectives, build lasting strength, and sustain the organizational infrastructure.

Contingency \$1.68
Provide funding for emergencies at the national, state, or local levels.

No dues dollars are used to support NEA Member Benefits programs

*2019-2020 figures are used because they were the most current numbers available at the time this publication went to press.

Retired Survey Shows Interest In Legislation, Use of Electronic Media

By Michael Priser, FEA Retired Representative

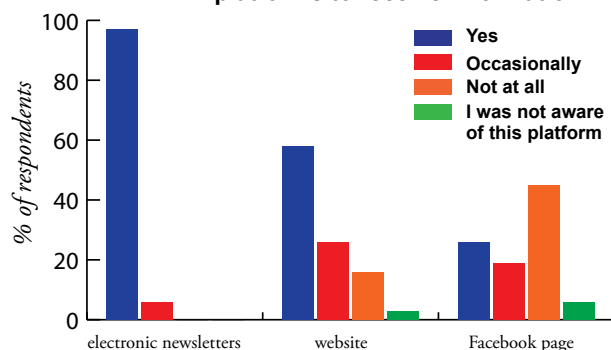
During these very stressful and uncertain times, FEA reached out to our retirees to find out how we can best work together, meet needs, and build a sense of community even though we reside all over the world.

Because we are hunkered down in our homes a great deal of time, slowly returning to a little normalcy, our members know how to make it through tough times, and we know how to share that with others.

So, this summer we conducted a short survey to find out what our retired members felt was most important.

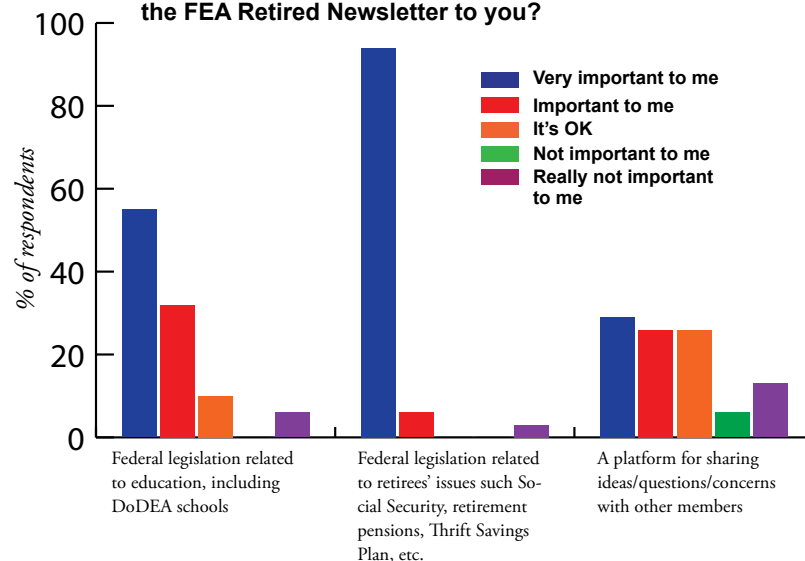
FEA Retired appreciates the input from our members and pledge to work this school year in meeting the needs expressed from this survey.

Do you also receive or use these other FEA platforms to receive information?



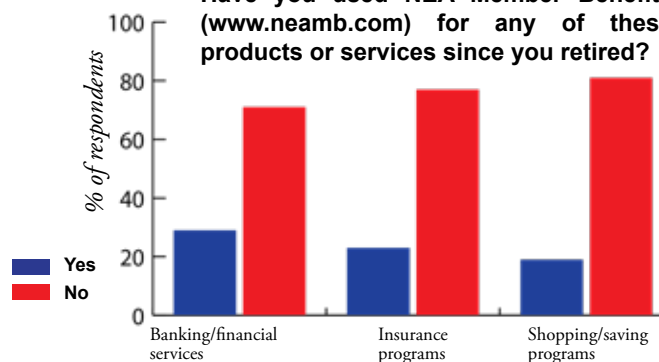
It was clear that retirees read the electronic communication from FEA. Over 90% of the respondents read FEA newsletters, and it appears to be the number one "go-to" for information.

How important are the following items in the FEA Retired Newsletter to you?



What information do retirees want to know? There were two clear winners. Members are most interested in information directly related to retirees' issues such as social security, medicare, TSP, and getting rid of GPO/WEP. Also of high interest were issues related to our DoDEA schools. Our retirees also felt that our newsletters could serve as an avenue to share information with one another.

Have you used NEA Member Benefits (www.neamb.com) for any of these products or services since you retired?



It is interesting to note that while retirees felt that NEA Member Benefits was an important program, it appears to be used by less than one-third of those who responded. The financial service programs were most important. FEA-Retired will be working with NEA Member Benefits to expand our outreach to members. There appears to be some programs that could meet educators' needs that are going unnoticed.



Helping problem-solve your busy life.

Between school, after-school activities and your home life, there aren't enough hours in the day. NEA Member Benefits helps save time and money with information that's relevant to you as an educator. We'll help you research and select financial and insurance products, travel discounts, retirement advice and budget tips, allowing you to provide the life you want for your family.

Call 1-800-637-4636 Visit neamb.com /neamemberbenefits @NEABenefits

TRAVEL & EXPERIENCES

Spend your travel budget wisely. Check out these 8 little-known vacation deals for teachers at neamb.com/travel-deals. Plus, here are 100 free attractions to enjoy around the U.S.! neamb.com/free-attractions. And because getting away shouldn't add to your stress, see how to plan a vacation without going into debt at neamb.com/vacation-budget.

Travel Ideas Delivered to You:

Subscribe now to get the inside scoop on travel deals and tips.

neamb.com/travelsignup

Plan Your Perfect Getaway:

Use NEA Vacations to book airfare, hotels, cruises and resorts at amazing low prices.

neamb.com/neavacations

Go on a Guided Tour:

Travel with your friends on a group tour to some of the world's most exotic destinations.

Leave the planning to the experts so you can have more fun. neamb.com/products/vacations-and-tours

HOME & AUTO

As an educator, you're always looking for new ways to save money. Discover seven ways to save on homeowner's insurance at neamb.com/homeowner-savings. And if sudden car repairs pop up, see how to save a bundle at neamb.com/repair-wise. And when you have time to tackle spring chores, try this home and garden checklist at neamb.com/hg-checklist.

Save an Average of \$495 Per Year:

Members save big with NEA Auto & Home Insurance. neamb.com/autohome

Average Member Discount of \$3,383:

With the NEA® Auto Buying Program, members regularly see big savings off MSRP.

neamb.com/autobuying

Member-Only Savings on Appliances:

Shop this secure online store for quality GE home appliances at amazing discounts.

neamb.com/appliances

Financing Your Home:

Pay no application fee, no original fee and no process fee when you buy or refinance through First National Bank of Omaha. neamb.com/homeloans

SMART DEALS

There are three things you probably could use a little more of: time, resources and money. Members have saved over \$12 million with NEA Click & Save, plus your membership provides money-saving discounts at neamb.com/teacher-save. Looking for ways to dine out on a dime? Check out neamb.com/dine-out. Saving money doesn't have to be a seasonal thing — it can happen all year long at neamb.com/year-round-savings.

Earn Rewards With Every Purchase:

Choose a card that earns cash back with the NEA® Cash Rewards Card.¹ neamb.com/cashrewards

Everyday Deals Made for You:

Save on restaurants, electronics, movie tickets, home products (from Lowes to Etsy) and apparel with NEA Click & Save. neamb.com/clickandsave

Save on Flowers and Gifts:

Save 20% on flowers, plants, gift baskets, gourmet foods, confections, plush stuffed animals, and more. neamb.com/flowers

MONEY SMARTS

Get expert tips on how to create and live within a budget, without stressing yourself out at: neamb.com/6-simple-steps and discover how a better credit score can help you save money at neamb.com/secrets-of-interest. Plus, financial expert Dave Ramsey offers members the secret to getting out of debt — painlessly — at neamb.com/debt-free-secret.

See Your Savings Grow:

The NEA Savings Programs offer NEA® Online Savings Accounts, NEA® Money Market Accounts and more. neamb.com/savings

Our Lowest-Rate Card:

Save on interest charges with the NEA RateSmart® Card.¹ neamb.com/ratesmart

Consolidate Debt Today:

Take advantage of no processing fees and low, competitive rates with the NEA Personal Loan.® neamb.com/personal-loan

HEALTH & SECURITY

Keeping personal information safe and secure is rapidly becoming a full-time endeavor. Get 10 tips for safe online shopping at neamb.com/safe-shopping. Being aware so you can be prepared is vital when it comes to planning for the future. Get the facts with our Long-Term Planning Guide at neamb.com/long-term-thinking. See why giving your loved ones the gift of security is crucial at neamb.com/family-security.

Help Protect Those You Love:

Choose from a range of quality life insurance plans, all at member-only group rates.^{2,4}

neamb.com/insurance

Affordable Care for Your Pets:

NEA Pet Insurance plans start at \$1 per day for emergency visits, prescriptions, exams, X-rays, and more. neamb.com/pet

Enjoy Hassle-Free Health Benefits:

Get affordable access to comprehensive care with NEA Dental & Vision Insurance Plans.

neamb.com/dentalvision

RETIREMENT GOALS

When you're starting out, the idea of planning for retirement feels like an impossible task. Discover why planning and saving for retirement is a marathon, not a sprint, at neamb.com/retirement-planning, and why you should start saving early at neamb.com/nest-egg. Then take advantage of this 5-minute retirement checklist tool at neamb.com/checkup.

Manage Retirement Savings & Income:

Plan with the NEA® Retirement Program.

neamb.com/retirement-program

Special Resources for Educators:

Find out why retirement planning is different for educators by going to neamb.com/educator-retirement

Choose Your Own Doctor:

The NEA® Retiree Health Program (to supplement Medicare)^{4,5} has options at member-only group rates and no provider lists. neamb.com/rhp

Your Member Benefits Checklist

☐ Subscribe to free newsletters filled with helpful tips and solutions at: neamb.com/newsletters

☐ Enroll in NEA Click & Save for e-mail alerts and advance notice of special offers that interest you: neamb.com/clickandsave

☐ Sign up for NEA Vacations to browse deals on hotels, resorts, cruises and more. Receive \$500 in Travel Dollars the first time you use it: neamb.com/neavacations

☐ Speak to a Member Advocate for benefits assistance when you call 1-800-637-4636

☐ Register a beneficiary for your no-cost NEA Complimentary Life Insurance coverage: neamb.com/complife

☐ Get more info that you can use on a range of topics. Text ALLFLYERS to 73915

No dues dollars are used to market NEA Member Benefits programs. Some programs are not available in all states. NEA, NEA Member Benefits and the NEA Member Benefits logo are registered service marks of NEA's Member Benefits Corporation. 1 For information about the rates, fees, other costs and benefits associated with the use of these credit cards, please visit us online at www.neamb.com/finance/credit-cards. These credit card programs are issued and administered by Bank of America, N.A. 2 NEA Life Coverages and Accidental Death and Dismemberment coverage are issued by The Prudential Insurance Company of America, Newark, NJ. The Booklet Certificate contains all details, including any policy exclusions, limitations and restrictions which may apply. 3 Transamerica Life Insurance Company, Cedar Rapids, IA, is a PDP plan sponsor with a Medicare contract. Enrollment in this plan depends on contract renewal. 4 Provided by the NEA Members Insurance Trust. 5 Deposit products are offered by Discover Bank, Member FDIC.

Notice for Members Wanting to Cancel Dues Deduction

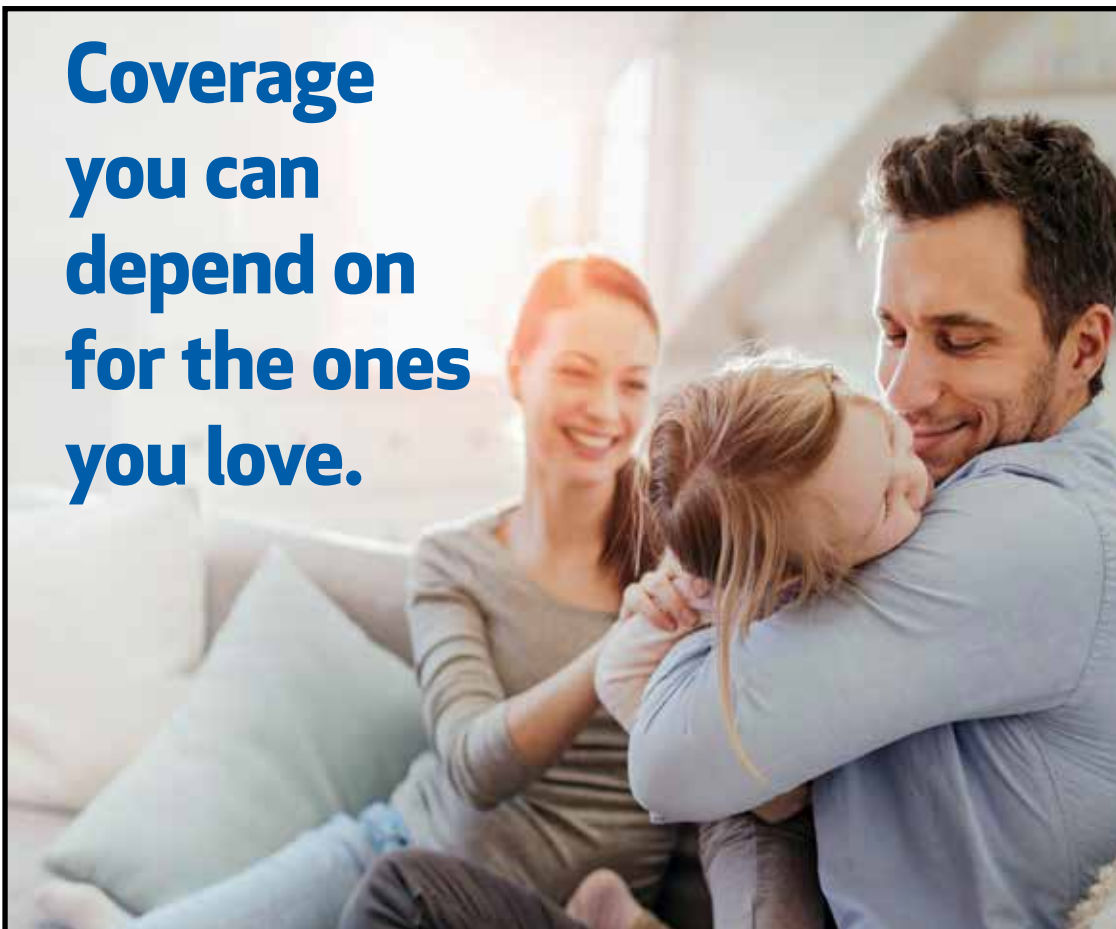
Any FEA member who wishes to cancel payroll deductions for their SY 2020-2021 Association dues must submit a Cancellation of Payroll Deduction for Labor Organization Dues, Form SF 1188, to the appropriate location.

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 deductions for the current school year.

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

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**

nea *Members*
Insurance Trust



Visit neamb.com/protect to learn about all the solutions available to help meet your insurance needs.

*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**

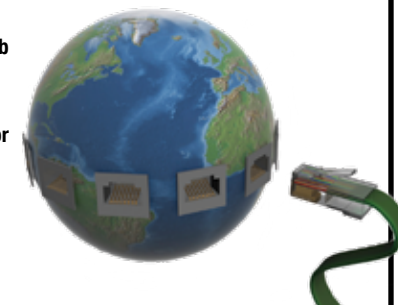
00539-111

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 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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Richard Tarr, *Interim Executive Director*

Brian Chance, *President*

Mike Adair, *Vice President/Secretary-Treasurer*

Anita Lang, *NEA Director for FEA*

Alina Rozanski, *Human & Civil Rights Coordinator*

Amy Sweeney, *Pacific Area Director*

Diane Gibbs, *FEA Director for DDESS*

Terry McClain, *Europe Area Director*

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Take Advantage of These Resources From NEA



edCOMMUNITIES™
www.nynea360.org

EdCommunities is a place to connect, collaborate, engage, and share with other educators. Joining NEA edCommunities means sharing your commitment and dedication through an open exchange of strengths and resources with thousands of other education professionals. Free and open to all, NEA edCommunities requires visitors to register.
www.nynea360.org/login



Real-Ready

Are you a new or early career educator? Then we have resources for you! Our new School Me series features tips, advice, life hacks, and guidance from veteran educators to help you feel comfortable and confident in your first few years on the job. Check out podcasts, videos, blogs and more at nea.org/schoolme



Supported

Supported is a leading voice for educators, providing the essential tools, resources, and support to help you as an educator. It delivers the best professional development opportunities, articles, events, communities from across the universe of NEA online properties.
supported.nea.org

nea Member Benefits

NEA Member Benefits proudly serves the 3 million members of the National Education Association who are linked by a common thread – their unwavering dedication to their students. Whether you're planning a well-deserved vacation, want to take advantage of everyday discounts, or you're purchasing a vehicle, NEA Member Benefits is there to help maximize your hard-earned dollars.
NEAMB.org