



JOURNAL

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In Wake of Shortages, Staffing Remains Key FEA Concern

After a school year of dire educator shortages reported by members, a key concern going into SY 23-24 is the uncertainty of DoDEA staffing levels. As DoDEA leadership has repeatedly failed to inform FEA on whether staffing will be improved, FEA is calling upon members to keep the Association informed of shortages in their schools this year.

Many FEA members reported that the 22-23 SY saw deep shortages of certified educators in their schools. This led to teachers covering other classes during their planning time, administrative staff teaching classes, and an overreliance on long-term subs, some of which are very recent high school graduates. Other members reported a sub shortage on top of the certified educator shortage.

While DoDEA has not provided total figures, FEA was able to ascertain, through edu-

cator input, there were 164 certified educator vacancies and 232 long-term subs employed in the Pacific at beginning of last school year.

With the lack of transparency from DoDEA, information shared from FEA members is crucial in enabling the Association to advocate for change.

If your school is experiencing a shortage this year, let your school FRS know as soon as possible so they can elevate it to FEA HQ.

More Subs Means More Work for Teachers

A member from the Pacific explained the dire shortage in their school:

“Almost half of all teacher and support staff positions were filled by long-term subs. And I’m not talking about a class having a sub for a week. We had a whole semester where we had a substitute teaching core classes.”

As a result of the shortage, certified teachers often had to volunteer to cover classes and do extra work such as grading and planning. One member in Europe explained the added work:

“We had a lot of different substitutes filling in for multiple teaching and aide positions. This lack of permanent educators and consistent subs created a problem because teachers ended up spending a lot of time explaining the routines and the expectations to those subs or aides. Also, the duty day for subs starts when the kids come and ends basically when the kids leave. So, the classroom teachers who are on that same grade level are putting in data for the substitute’s class, they are creating lesson plans, they’re doing like double, triple duty with the data, the scoring, grading. Teachers end up carrying a heavy burden for those long-term subs and positions not being filled.”

continue reading about this issue, see “Educator Shortages, Staffing Remain Major Concerns” on page 4

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

Curriculum, Bargaining Committees Forming Soon

As I mentioned in our last FEA Journal, FEA is forming standing committees so our members can have greater involvement in negotiations and advocate for programs and issues that benefit students. This fall, the Association will seek volunteers for a range of committees in which members can have their voices heard by management.

Educational programs serve students the best when they have educator input. Our educators often come to DoDEA with teaching experience and have advanced degrees in education and the subjects they teach. They know what programs work and why.

Serving on a committee is a way to ensure educator voice is reflected in DoDEA programs and educator contracts. In the past, FEA members have served on curriculum-focused committees related to career and technical education (CTE), elementary

education, and advanced placement programs, and more. We have often been able to keep negative impacts from hitting the field through educator input.

Matt Binfield, a member from Korea, has served on several committees and spoke on the importance of educator input on DoDEA programs:

"It's important for educators to be involved in DoDEA program committees because if they don't, people who don't work in classrooms make decisions. Those decisions often have negative consequences without teachers having some input.

"The educators know what is truly happening in classrooms, many of the decision makers aren't aware of what truly happens daily in our classrooms, and this should motivate us, as educators, to want to be involved in these committees."

Adele Collins, another member from Germany who has served on committees, echoed this importance:

"I found that my attendance on FEA committees gave me the opportunity to bring forth issues from the classroom that DoDEA HQ may not have been aware of. I was also able to solicit from my colleagues their input on the various issues and bring these to the committee."

Bargaining committees are important for members in communicating to management the daily challenges they face and how an improved contract and other agreements can help educators better serve students. This committee was crucial in negotiating stronger working conditions in the new Overseas contract, such as guaranteed planning time and duty-free lunch.

FEA's Board of Directors will soon be soliciting names for standing bargaining committees. I encourage members to consider nominating themselves for the team when the time comes. I hope to see your name.



Association Business

Richard Tarr
FEA Executive Director

Be Prepared For New Contract Implementation Issues

Last spring, Overseas members voted by a wide margin to approve a new contract agreement with DoDEA, the first since 1989. Now that this agreement has been reached, FEA will fight to ensure faithful implementation. Members should familiarize themselves with the contract changes and notify their school FRS if they believe administrators are incorrectly implementing these changes.

The new contract for Overseas employees took effect on August 1, 2023. As a reminder, the agreement provides several beneficial guarantees to employees, such as, but not limited to, minimum planning time to elementary educators, duty-free lunch breaks for all employees, changes to the performance evaluation system, and more. Members can view the full contract by visiting feasonline.org/resources/contracts.

Given this is the first new contract in thirty-four years, we anticipate issues with interpretation and implementation. For example, the new contract guarantees 225 minutes a week

of planning time, during the duty day, to elementary educators. FEA reminds educators that this should be regularly scheduled prep time. Please contact your FRS with any issues.

In another change to the duty day, all Overseas educators are now guaranteed a 30-minute duty-free lunch every workday, meaning they cannot be assigned duties during this period. Please elevate issues immediately to your FRS as they occur.

Another contract change is regarding the performance evaluation system, which will go from a three-point system to one with simply two steps: fully successful and unacceptable. According to the contract, DoDEA should be using this new system this school year.

Additionally, contracts for Extra Duty Assignments (EDAs) will be formalized and included in the contract, and language will be included to ensure the selection of most qualified applicant, based on skills and experience.

The new contract also retains the current grievance rights and procedures, including the Goodbye Grievance that protects employees from false debt claims after leaving the Overseas bargaining unit.

There will be ongoing training and discussion on the new agreement throughout the year. As we do not know where potential problems arise, ongoing meetings allow FEA to address them. These meetings will be a mix of in-person and virtual as needed.

FEA will fight to ensure that DoDEA complies with all the changes made in the recent Overseas agreement. However, we rely on our members to inform us of when management is not complying.

If you have an issue, contact your FRS as soon as possible. If needed, your FRS will elevate the issue up the FEA chain of command so we can raise the issue with DoDEA and take necessary actions.

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

You can also follow us on Facebook or Twitter @FedEdAssoc

Educator Shortages, Staffing Remain Major Concerns

continued from page 1

Another teacher described how they might end up having to manage two classes of students at a time:

“We’re in a 21st century school, meaning it’s an open concept floor plan. There are normally two teachers that share a space together in the studio, but due to the shortage there were several times there’s was only one teacher. So that teacher would be with all the students from both classes, meaning you’d have to manage 42 or even 45 students at once.”

FEA-Stateside Region Director Alan Danahy shared how the shortage is affecting DoDEA educators Stateside:

“Staff are often required to step away from their actual job duties and responsibilities to provide coverage for vacant positions. This is especially concerning when someone is required to do a job they haven’t been trained and/or prepared for because it isn’t their real position. It can also create an additional burden on members

CONGRESS DEMANDING ANSWERS

The problem has gotten so bad that the U.S. Congress is now paying attention. In July, the House Committee on Armed Services put forward a bill that would require DoDEA to submit a report to the committee, no later than March 1, 2024, on its personnel practices, including hiring and reassignment.

who are ‘expected’ to share or make plans for a substitute.”

Lack of Subs

In addition to a certified educator shortage, several FEA members have expressed that their schools were also lacking enough long-term substitutes. This meant a patchwork of uncertified individuals often had to fill in, including front desk staff.

One Stateside member explained that in her school “subs were not guaranteed full time employment, which harmed hiring.” Another Stateside FEA member speculated on the cause of the shortages in their school:

“There are four or five long-term subs in our school, which is more than usual. This is because there have been a lot of teacher retirements recently, the hiring process takes too long, and it’s hard to get educators from Overseas due to lack of transfer program.”

Lack of transparency from management

The shortages of recent years have been met with a lack of transparency from management.

Despite this issue having started several years ago, when FEA President Brian Chance asked DoDEA Director Brady about the issue in May 2022, he responded that it was the first he had heard of the problem. In April of this year, Brady stated that it was his goal to “ensure that we have

ACTION NEEDED FROM DODEA

The failure to properly staff classrooms with certified educators is a huge disservice to students and the military community. Certified educators should be placed in every classroom. DoDEA’s HR department must take concrete steps to expedite their hiring process and consider more incentives or flexibility for educators to take positions abroad, especially since a lack of a transfer program means they could be Overseas for several decades. DoDEA’s failure to fully consider all these factors and act appropriately will harm student learning long-term.

a fully qualified teacher in every classroom at the start of the 2023/2024 school year.” However, as of the time of this Journal publication, management has failed to inform FEA of what steps they’ve taken to accelerate hiring and whether to expect significant shortages again this year.

Danahy also spoke on the wide-ranging effects on important school metrics:

“Above all, shortages negatively affect the pupil-to-teacher ratio (PTR). Bigger class sizes and increased workload have led to staff burnout, greater reliance on substitute teachers, cancellation of some classes and programs, delays in students’ learning progress, and decreased morale among both members and students.”

Sign Up For eDues Today And Keep DoDEA Out of Your Association Life

Returning FEA members who don't like the idea of management having any involvement with their membership in FEA and NEA are urged to make the switch to eDues as a way to keep DoDEA and DFAS out of your union business.

Switching your method of paying Association dues from payroll deduction (which is monitored and controlled by DOD) to EFT or Credit Card payment (which are completely independent of DOD) can be accomplished quickly and easily by signing up for NEA's eDues system.

With eDues, you can select from multiple payment options and payment schedules. Members can pay their FEA, NEA and Local dues as a lump-sum deducted from their checking or savings account via Electronic Funds Transfer (EFT) or charged to their credit card, or they can pay in installments via EFT.

Whichever option you choose, your membership will now be strictly between you and the Association, without DoDEA having any part in your membership. As a bonus, signing up for eDues gives DFAS and DOD one less way to potentially mess up your pay.

To sign up for eDues, go to feaonline.org/membership/e-dues/ and follow the steps to enroll. You will need your FEA membership ID and your ZIP code to access the system (find both in the delivery address section of page 16 in this newsletter).

At this time, eDues is available only for existing Association members switching from payroll deduc-

Signing Up For eDues Is Quick and Easy

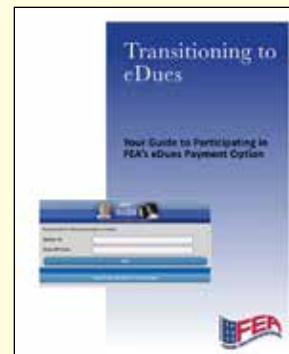
STEP 1 - Go to feaonline.org/membership/e-dues/ to find the link for NEA's eDues site

STEP 2 - Confirm/update your contact information on the eDues site

STEP 3 - Select the payment method and schedule you want to use

STEP 4 - Enter info needed to process your EFT or Credit Card payment

STEP 5 - Confirm and submit your eDues registration



Important: If you enroll in eDues but you paid your Association dues last school year via payroll deduction, you **must submit form SF-1188 to end those payroll deductions**. Signing up for eDues DOES NOT automatically end payroll deductions since eDues and payroll deduction are two separate systems.

For more detailed step-by-step instructions about signing up for eDues, view the **"Transitioning to eDues"** documents (one version for Stateside members and another for Overseas members) available at feaonline.org/membership/e-dues

tion or check payment. Brand new members are unable to sign up for eDues as their initial payment method.

Be aware that members who switch to eDues from payroll deduction must submit government form SF 1188 to turn off your payroll deductions and avoid being double billed. Instructions for doing

so are included in the guidance available at feaonline.org/membership/e-dues/.

Take control of your membership and take DoDEA and other agencies out of the equation: make the switch now to eDues.

Go to feaonline.org/membership/e-dues/ and take charge.

Teaching Time Eroded by Trainings, Collaborations, and Over-Testing

Educators both Overseas and Stateside have expressed DoDEA's excessive administrative requirements are negatively impacting the time educators have to teach.

Trainings with little to no value, focused collaboration, and over-testing mean less time devoted to meeting individual student needs. Management should reform these burdensome bureaucratic policies so educators can refocus their time on teaching.

TRAININGS

A key burden that educators consistently report is excessive training sessions, often of poor quality. One Europe member explained:

"Given that DoDEA has hired professionals to teach, the training they're giving us now is insulting. They used to bring in people who were experts in their content area and delivered fabulous trainings on topics like creative writing or having an interactive classroom. These were topics that recharged and motivated teachers. You could take this back to the classroom and teach exciting lessons. Now it's an online training or they bring in my ISS, which is even worse, and they teach me how to teach students to write a compare and contrast essay."

Educators in DDESS are required to complete even more training. A Stateside-Region member explained the impact of the '24-hr rule', which requires Stateside educators to complete 24 hours of additional, unpaid professional development every quarter:

"At my school, the duty day for teachers every Tuesday and Thursday is from 8-430 (the other days it is 8-330). During the extra hour we are often required to attend trainings put on by the ISS personnel, administrators, or CSI. Some days we are able to have extended collaboration with our team, but those are

not very often. Due to these meetings, we get home later and still have work to do that actually impacts our students (grading papers, writing lesson plans, looking at data, contacting parents etc.)."

FOCUSED COLLABORATIONS

Another DoDEA requirement that eats into teaching time is collaboration periods, which DoDEA's website describes as "a structured form of collaboration that empowers educators to make data-driven and input driven decisions while working together to improve teaching effectiveness." However, some educators feel the collaborations are taken over by administrators, as this member expressed:

"A lot of meetings take place during collaboration time, making them feel like forced collaborations instead of authentic to that grade level and what the needs of educators and students."

Another member feels the data input time is unhelpful and collaborations take away time from students:

"Forced collaboration is taking time away from teaching. I don't need to look at the data. I know the kids. They now have so many small schools, but they're trying to implement a large school program on all these tiny schools, and it just doesn't work. In collaboration time they want us to examine these focus groups and I've said many times, if they instead let me spend this hour and half to work with Student A ...guess what? Scores would go up."

OVER-TESTING

Lastly, educators report how over-testing is keeping them from teaching. As one educator described:

"There was so much testing during the fourth

quarter of the 2022-2023 year. They were testing so many disciplines that I doubt I had one day in the quarter with all students in my classroom. What you end up with is trying to modify instruction since kids are absent so much, but there's no modification that is as good as what you would do if you had your whole class in front of you, so you simply don't have the quality of instruction that you'd like. I teach less and less and less content each year. I'm probably teaching about 70% of what I taught when I came into DoDEA years ago."

After complaints about testing policies, the U.S. Government Accountability Office (GAO) is now conducting an assessment on DoDEA's student testing policies to gauge the extent of testing overlap and how testing is impacting instructional time. FEA will be watching for the assessment results.

LISTEN TO EDUCATORS

Educator voice matters. Management should listen to educators when they say their teaching time is being eroded. The agenda of collaboration sessions should be organically driven by educators (rather than administrators setting the agenda), sessions should be voluntary, and allow educators to instead use the time to tutor students. Training sessions should be differentiated to the experience level of educators and guided by educator inquiry. DoDEA should also drop the illegally implemented 24-hr rule. Lastly, management should stop over-testing and maximize learning.

Healthcare Problems Continue in Japan

Since DoD's fall 2022 decision to drastically restrict healthcare access for DoD civilians and contractors at base hospitals in Japan, DoDEA educators have expressed immense difficulty in meeting their healthcare needs.

In September 2022, the Defense Health Agency (DHA) restricted civilians' care at military treatment facilities (MTFs) to only acute, non-recurring health problems.

The change also made it impossible for civilians to make appointments until the day they wanted to be seen and only if there were openings on that day.

As access to off-base care is difficult to obtain due to language barriers and a lack of available appointments, many DoDEA employees are forced to forego care or return to the U.S. to obtain the care they need.

Since members informed the Association of the issue, FEA and the National Education Association (NEA) have urgently advocated for the DoD to restore access.

Congress has taken notice. In January, Senator Warren sent a letter to the DHA seeking answers regarding its decision to cease care, and in an April letter eleven members of Congress said the DoD needed to take immediate action to restore access.

A March memo partially reversed the policy, allowing civilian employees to make primary and specialty care appointments in advance, including for non-acute health conditions. However, it did not come close to restoring the level of care civilian employees in Japan enjoyed before the initial service cuts were enacted last year.

FEA members in Japan continue to report it remains difficult or impossible to get appointments – especially for specialists and pre-/post-natal care – at most locations. Importantly, FEA members express how the space available policy continues and keeps many civilians in Japan from receiving care.

One educator and FEA member from Okinawa explained how the lack of access requires them to travel back to the U.S. to treat their health issue:

"I've been having some health issues recently, but I don't have the freedom to go get a check-up if I feel like I need to. I can go to the navy hospital only on a space available basis and we never know if we'll get in and be seen. We can go to the Navy hospital emergency room, but the cost is incredibly high. For us in Japan, we have to go back to the U.S. in the summer for appointments."

FEA educators, who are a key piece of the fabric of military quality of life and who provide unique and essential support to the students and community, are rightfully angry over the lack of health care services.

The vast majority of DoDEA employees accepted employment with the expectation of healthcare access but are now in a difficult situation in which their families' health is at risk.

FEA continues to advocate for the restoration of healthcare. If you are a member in Japan who would like to share your healthcare story to help FEA advocate, please email fea@feonline.org.

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 (sent to schools along with membership materials) or go to nea.org/resource-library/educators-employment-liability-program for more information about NEA's professional liability insurance provided automatically to all Association members.

NEA RA Leaves Powerful Impression on 2023 FEA Delegates

FEA members from around the world joined their peers this summer at the 2023 NEA Representative Assembly in Orlando. Read about the RA at nea.org/professional-excellence/conferences-events/annual-meeting-and-representative-assembly/about-ral-ra-news/nea-ra-delegates-pledge-defend-freedom-learn-protect-all-students The FEA Journal asked some of our FEA delegates to tell us about their experiences at the RA. Their comments are below. If you are interested in running for a delegate seat to the 2024 NEA in Philadelphia, see page 9 for your Area's election schedule.

Cassandra Horne Korea  “I was nervous at first, but so far has been an amazing experience because I’ve learned so much. I’ve met teachers from all over the world and it’s very interesting to learn we have the same concerns and they’re not isolated to your school or complex. There’s also a lot of things we have in common. I’ve learned a lot and it’s motivating me to be more active with FEA and NEA.”	Kelly Dorsch Germany  “I was first a delegate in 2015 in Boston. This years’ experience in Orlando was better than the first one as I knew what to expect during the RA. With the climate of education, not only in the state of Florida, but throughout the U.S., it is incredible to be a part of the process, the discussions, and the decisions made to support the National Education Association.”	Patty Cleveland Fort Jackson, SC  “It has been wonderful getting to meet everybody and learn 1) about all the issues facing FEA and NEA, 2) how to fight on those issues, 3) how we can support each other, and 4) how to work together to make our Union stronger.”	Vickie Council Okinawa  “This opportunity helped me learn a lot of great things I didn’t know. I am excited to take back a lot of the good information that’s been given to us. It makes me more aware of what I need to be doing as far as fighting for education, and so the experience has been wonderful. I’ve been treated kindly and respectfully and I’ve met so many different new people.”
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The next NEA Representative Assembly is scheduled to take place July 3-7, 2024 in Philadelphia, Pennsylvania.

The FEA Annual Membership meeting is also scheduled for Philadelphia, tentatively set for July 1 and 2, 2024.



FEA is grateful to our delegates who attended this year’s NEA-RA in Orlando. We hope to see you again next year in Philadelphia!



Area Notices of Election for 2024 NEA-RA Delegate Positions

Notice of Election for Election of NEA Representative Assembly Delegates Representing **FEA-Stateside Region** SY 23-24

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

On or before January 15, 2024 - Nomination information posted via FEA-SR website

February 9, 2024 - deadline for receipt of nomination forms by FEA-SR

On or before February 19, 2024 - Ballots mailed to all Active members in Stateside unit

April 5, 2024 - Deadline for receipt of ballots

April 6, 2024 - Votes tallied/results announced within 24 hours

Notice of Election for Election of NEA Representative Assembly Delegates Representing **FEA-Europe** SY 23-24

October 11, 2023 - Nomination forms sent out

December 1, 2023 - Deadline for nomination forms received

December 6, 2023 - Announcement of candidates via update from area director

January 12, 2024 - Deadline to remove name from Ballot

January 29, 2024 - Unity mailed (electronically) with candidates' information

Jan 29-Feb 2, 2024 - Ballots mailed to FRSs

March 18, 2024 - Deadline for 'Received by' ballots from schools

March 19-21, 2024 - Votes Tallied/Winners Announced immediately afterward

Notice of Election for Election of NEA Representative Assembly Delegates Representing **FEA-Pacific** SY 23-24

RA Delegate Positions are considered District offices in the Pacific and will follow this procedure in 2024:

February 12, 2024 - Announce election

February 26, 2024 - Nomination forms will be distributed

March 1, 2024 - All nomination forms are due no later than 16:00

March 6, 2024 - Ballots distributed

March 12, 2024 - Completed ballots returned no later than 16:00

How To Halt Your Dues Deductions or e-Dues Payments for SY 23-24

Members who retired/separated from DoDEA at the end of SY 22-23 or who do not wish to continue paying Association dues in SY 23-24 by payroll deduction or eDues (EFT or Credit Card), take note: you may need to take action to avoid being billed for dues this school year.

If you are a current FEA member who paid your SY 22-23 dues via payroll deductions and you wish to end those dues deductions for SY 23-24, you must submit a Cancellation of Payroll Deduction for Labor Organization Dues, Form SF 1188, to the appropriate location. This should be done at the start of SY 23-24.

In Stateside, the forms should be submitted to the Customer Service Representative (CSR) at your District Office.

In the Pacific and Europe, submit the form to your FRS. The SF 1188 form is available from your FRS.

Returning FEA members who wish to end payroll deductions in SY 23-24 whether to terminate their membership or to switch to another payment method, need to submit form SF 1188.

Also, if you moved between any two of these FEA locations – Europe, Japan, Korea, or Okinawa – or between any of the above and DoDEA's Europe South district,

you should have submitted an SF 1188 prior to departing to end your dues deductions at your old location

Employees who retired or separated from DoDEA at the end of SY 22-23 and were on payroll deduction do not need to do anything, since your pay has ended.

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

Members who paid SY 22-23 dues by EFT or Credit Card and wish to end those payments for SY 23-24 should send a message to ghritz@nea.org informing

FEA of your desire to do so. This includes members who retired/separated at the end of SY 22-23. Failure to notify FEA will result in you being billed SY 23-24 dues.

Please note if you wish to halt payroll dues deductions for SY 23-24 in order to switch to EFT or Credit Card payments via the e-Dues program: ending payroll dues deductions does not automatically enroll you in e-Dues. To remain an Association member in SY 23-24 you will need to enroll in the e-Dues program in addition to submitting an SF-1188 to end payroll deductions. Members may begin enrolling in e-Dues for SY 23-24 on August 1, 2023.

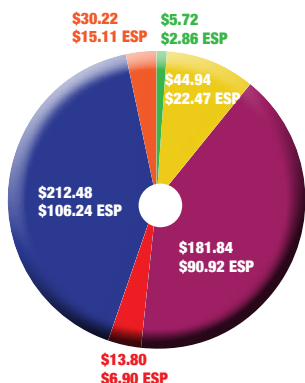
Breaking Down Your FEA/NEA Dues

Breakdown of FEA Dues (\$489; \$244.50 ESP) for 2022-2023*

FEA State Dues in SY 2022-2023 were \$489 (\$244.50 for ESP), equal to one percent of the salary figure for BA Step 1 on the DODDS teacher salary schedule the previous school year.*

From that \$489 amount, funds used to support the FEA Headquarters operating budget, averaged \$276.52 (\$138.26 for ESP).

That amount does not include spending on UniServ attorneys, which is assessed directly to the Area where each UniServ attorney is assigned.



Professional Services \$30.22 (ESP \$15.11)
Negotiations, arbitrations, insurance and outside legal assistance when necessary.

Communications/Publications \$5.72 (ESP \$2.86)
FEA Journals and other publications, BOD minutes, FEA Web site and social media.

Governance \$44.94 (ESP \$22.47)
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.

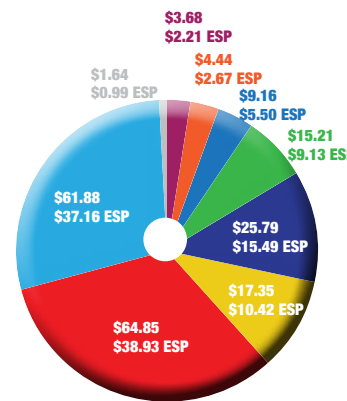
Personnel \$181.84 (ESP \$90.92)
Salary, benefits, and expenses for the staff in the FEA Washington office.

Administration \$13.80 (ESP \$6.90)
Office equipment, maintenance and supplies. It also includes audit services, legal publications, and membership promotional items.

Average Area Dues Allocation \$212.48 (ESP \$106.24)
These funds remain in the individual FEA Areas (Stateside, Europe, Pacific) to support their operations. The figure is the average amount across all three FEA Areas. 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 NEA Dues (\$204; \$122.50 ESP) for 2022-2023*

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.



Enhance Professional and Organizational Regard \$3.68 (ESP \$2.21)
Enhance member and public recognition of the positive contributions of the NEA, its affiliates and its members; demonstrate the value that the organization provides to educators, students and communities; and the positive outcomes to the public education system when professionals are in union with one another.

Build Safe, Healthy, Inclusive Learning Environments \$4.44 (ESP \$2.67)
Support the development of modern, safe and supportive learning environments that are affirming to all students and employees and resourced to meet the academic and developmental needs of today's students.

Advance Racial Justice and Social Justice \$9.16 (ESP \$5.50)
Support members in advancing racial justice and social justice in education and improving conditions for all students, families, and communities through awareness, capacity-building, partnership, and individual and collective action.

Support Professional Excellence and Respect \$15.21 (ESP \$9.13)
Enhance and maintain an enterprise-wide system of Association-convened, member-led professional learning and supports for all educators across their career continua to ensure student success, to diversify the professions, to continuously improve their professional skills and to secure professional authority, collective autonomy and compensation.

Strengthen Public Education as the Cornerstone of Democracy \$25.79 (ESP \$15.49)
Use all available means, including organizing, collective action, policy, legal, legislative and electoral, to safeguard the rights of students, communities and educators; to advance economic justice; to protect the future of public education; and to ensure that students are prepared in a learner-centered environment to participate fully in our democratic society.

Legal and Insurance Support \$17.35 (ESP \$10.42)
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 \$64.85 (ESP \$38.93)
Develop and leverage the collective organizational proficiencies across our Association to advance the mission of the NEA and its affiliates, with particular focus on Member Engagement; Organizing and Connectedness; Educator Voice, Autonomy and Leadership; Racial Justice Culture; Coalitions and Partnerships; Dynamic Alignment; and Enterprise/Affiliate Health.

Enterprise Operations \$61.88 (ESP \$37.16)
Ongoing functions across the enterprise that support the strategic objectives, build lasting strength, and sustain the organizational infrastructure.

Contingency \$1.64 (ESP \$0.99)
Provide funding for emergencies at the national, state, or local levels.

No dues dollars are used to support NEA Member Benefits programs

*2022-2023 figures are used because they were the most current numbers available at the time this publication went to press.

Union Member Rights and Officer Responsibilities Under the LMRDA and CSRA

The Labor-Management Reporting and Disclosure Act (LMRDA), which applies to the National Education Association and some NEA affiliates, and the Civil Service Reform Act (CSRA), which applies to members of FEA, guarantee certain rights to union members and impose specific responsibilities on union officers. The United States Department of Labor's Office of Labor Management Standards (OLMS) enforces many of the provisions of these laws, while certain provisions, such as the member bill of rights, may only be enforced by union members through private suits in federal courts.

The following is only a summary of the LMRDA and CSRA Standards of Conduct. A more detailed fact sheet from the U.S. Department of Labor's Office of Labor-Management Standards (OLMS), including contact information for OLMS, can be found at dol.gov/sites/dolgov/files/OLMS/regs/compliance/comp_pubs/LMRDAFactSheet2023.pdf

UNION MEMBER RIGHTS

BILL OF RIGHTS – Union members have:

- equal rights to participate in union activities
- freedom of speech and assembly
- voice in setting rates of dues and assessments
- protection of the right to sue
- safeguards against improper discipline

COPIES OF COLLECTIVE BARGAINING AGREEMENTS – Union members and nonunion employees covered by the agreements have the right to receive and inspect copies of collective bargaining agreements.

REPORTS – Unions are required to file information reports, copies of constitutions and bylaws, and an annual financial report with OLMS. Unions must make the reports available to members and permit members to examine supporting records for just cause. The reports are public information and are available from OLMS.

OFFICER ELECTIONS – Union members have the right to:

- nominate candidates for office
- run for office
- cast a secret ballot
- protest the conduct of an election

OFFICER REMOVAL – Local union members have the right to an adequate procedure for the removal of an elected officer guilty of serious misconduct.

TRUSTEESHIPS – Unions covered by the LMRDA may only be placed in trusteeship by a parent body for the reasons specified in the LMRDA or CSRA.

PROHIBITION AGAINST DISCIPLINE – A union or any of its officials may not fine, expel, or otherwise discipline a member for exercising any LMRDA or CSRA right.

PROHIBITION AGAINST VIOLENCE – No one may use or threaten to use force or violence to interfere with a union member in the exercise of LMRDA or CSRA rights.

UNION OFFICER RESPONSIBILITIES

FINANCIAL SAFEGUARDS – Union officers have a duty to manage the funds and property of the union solely for the benefit of the union and its members in accordance with the NEA Constitution and Bylaws. Union officers or employees who embezzle or steal union funds or other assets commit a federal crime punishable by a fine and/or imprisonment.

BONDING – Union officers or employees who handle union funds or property must be bonded to provide protection against losses if their union has property and annual financial receipts which exceed \$5,000.

LABOR ORGANIZATION REPORTS – Union officers must:

- file an initial information report (Form LM-1) and annual financial reports (Forms LM-2/3/4) with OLMS.
- retain the records necessary to verify the reports for at least five years.

OFFICER REPORTS – Union officers and employees must file reports concerning any loans and benefits received from, or certain financial interests in, employers whose employees their unions represent and businesses that deal with their unions.

OFFICER ELECTIONS – Unions must:

- hold elections of officers of local unions by secret ballot at least every three years.
- conduct regular elections in accordance with their constitution and bylaws and preserve all records for one year.
- mail a notice of election to every member at least 15 days prior to the election.
- comply with a candidate's request to distribute campaign material.
- not use union funds or resources to promote any candidate (nor may employer funds or resources be used).
- permit candidates to have election observers.
- allow candidates to inspect the union membership list once within 30 days prior to the election.

RESTRICTIONS ON HOLDING OFFICE – A person convicted of certain crimes may not serve as a union officer, employee, or other representative of a union for up to 13 years.

LOANS – A union may not have outstanding loans to any one officer or employee that in total exceed \$2,000 at any time.

FINES – A union may not pay the fine of any officer or employee convicted of any willful violation of the LMRDA.

SF-50 Document Now Critical to Set Up Base Access During Retirement

With DoD no longer issuing Civilian Retiree ID cards or allowing previously issued cards to be used for base access, the employee SF-50 document is critical for setting up base access Overseas and Stateside.

Additionally, REAL IDs cannot be used for enrolling in access at Overseas bases, so former and current employees should see what IDs their local base accepts.

RETIRING EMPLOYEES

“Educators and ESPs should try to get a copy of their SF-50 as they retire.

If you are retiring and your retirement date comes after your final day at school this year, please talk with your school secretary and ask to leave an addressed envelope and ask the secretary to mail you your retirement SF-50. If the secretary cannot do that, ask for additional options.

Be sure to keep that SF-50 and all records pertaining to your pay and benefits permanently in case you ever need them in the future to disprove an incorrect debt allegation or other false claim made against you. Online access to those records by the employee usually ends within a year of their being issued, so you should keep copies of everything yourself as a precaution.

FEA provides folders for all members at the start of each school so you can keep those records together.

FORMER EMPLOYEES

If you are already retired but don't have your SF-50, it's not too late to get it. This DoDEA website page (<https://www.dodea.edu/offices/hr/verification.cfm>)

has guidance on how to request your SF-50 from the National Personnel Records Center (NPRC).

Note that the NPRC cannot email documents, so you must include a mailing address or fax number. Also, the NPRC requires a signature, so if you are emailing your request, you can sign a blank sheet of paper, take a picture, and upload that picture to your email. See the DoDEA page for more information.

STATESIDE V. OVERSEAS ACCESS

For all installation and MWR activity, access was and continues to be extended to all DoD Civilian Retirees at the discretion of and as authorized by the installation commander. However, DoDEA has informed FEA that a REAL ID may be used as proof of identification to enroll individuals in the U.S., its territories, and D.C., but for Overseas bases **IDs are not limited to the Real ID drivers' license** – access requirements are at the discretion of the local commander. See the message from DoDEA below:

“For the United States, U.S. Territories and the District of Columbia, a REAL ID ACT compliant ID or Driver's License, and the individual's retirement SF-50 Notification of Personnel Action (or other official DoD agency civilian employee retirement document), may be used to enroll the individual's REAL ID Act-compliant ID or driver's license for future use. Enrollment is required at the installation Visitor Control Center upon an initial visit to an installation and may be required to be periodically (annually) renewed. Enrollment at one installa-

tion does not convey to another installation, as extension of these privileges is at the individual installation commander's discretion.

“For Overseas, the individual's retirement SF-50 Notification of Personnel Action (or other official DoD agency civilian employee retirement document) is required for enrollment, but there is no single universal ID document requirement, as REAL ID Act compliant IDs are not applicable, and installation access requirements are at the discretion of the local installation commander.”

Overseas retirees and employees should check what ID is accepted at their local base for retiree access.

FREE LIFE INSURANCE FROM NEA

Did you know that, as an FEA/NEA member, you are automatically covered by a free policy providing life and AD&D insurance?

You should, however, go to the NEA Member Benefits site to name a beneficiary, since doing so would make it easier to expedite payment in event of a tragedy.

Go to neamb.com/complife

Planning Ahead Is An Important Part Of Your Retirement

by Michael Priser, FEA Retired Representative

Most of the time, educators only think about retirement planning as they get within a few years of retirement. But it is probably best to keep retirement in the back of your mind when making financial and career decisions. FEA-Retired is here to help one begin the planning process no matter whether you are a first year teacher or one ready to relocate to your dream home in retirement.

Here are a few points to consider:

1. The Department of Labor recommends that **every employee should start saving and keep saving--and stick to your goals.** If you have not started a retirement account, you may need to start small if you have to, and then try to increase that amount each month. The sooner you start saving, the more time your money has to grow. One should make saving for retirement a priority. Devise a plan and stick to it.
2. **Know how Federal laws may affect your retirement income.** If you are under the Civil Service Retirement System (CSRS), you should be aware that your Social Security benefits may be significantly reduced by two Federal laws.

The **Windfall Elimination Provision** may penalize Federal employees who were covered by a pension plan and did not pay into Social Security while under that plan. It does not matter that one had already worked under Social Security in previous employment and had earned all their work credits.

The **Government Pension Offset** law penalizes the amount of money your heirs may receive.

If you are under the Federal Employee Retirement System (FERS), be aware that during retirement, **your cost-of-living raises are reduced by 1 per cent whenever the cost-of-living adjustments are 3% or higher.** This reduction, of course, continues to reduce your buying power in subsequent years. The Federal Education Association-Retired is working with our NEA partners to change all 3 of these laws.

3. **Understand your health insurance options.** The laws on Medicare are constantly changing and if you have access to U.S. television services, you will be bombarded with commercials on a variety of Medicare plans. One should weigh the pros and cons of having Medicare along with your Federal Employees Health Benefit plan. Do you want to have both, or do you want to have just Medicare or just FEHB? Will you be residing in the United States or overseas when you retire? These are all factors that need to be considered.

Because the retirement process may be confusing and will affect you for years to come, FEA-Retired is working to make sure our active members stay informed. We will be working with your FEA Area leaders to provide informative virtual meetings with FEA-Retired members who have already navigated the process and are willing to share their insights on what worked best for them. FEA-R will work with local leaders in setting up these webinars.

Also, FEA will continue to push management in providing retirement seminars in the field. While this



FEA Retired representative Michael Priser with former FEA President Jan Mohr and former FEA Europe Area Director Ingrid Ahlberg at this summer's DODDS Reunion. To join FEA Retired, go to www.feaonline.org/retired-and-pre-retired-membership/

was routinely done in the past, management has not been as pro-active in assisting members with the information they need to make an informed decision about when to retire, and what needs to be done to get ready for that day. Human Resource specialists in DoDEA need to provide in-person seminars and be available to answer questions so employees get the information they need. Retirement can be a great chapter in your life, when you are ready to do so. FEA-Retired is here to help make that happen.

2023-24 PROGRAMS & SERVICES

Get More Out of Membership

ACCESS YOUR BENEFITS
KNOW YOUR BENEFITS
USE YOUR BENEFITS


Register on
neamb.com/
account/registration


Update your NEA® Complimentary Life Insurance
Name a beneficiary²
neamb.com/products/nea-complimentary-life-insurance


Apply for the NEA® Customized Cash Rewards Card²
Learn more
neamb.com/products/nea-cash-rewards

FINANCIAL WELLNESS

Helping You Achieve Your Financial Goals

Carefully selected financial benefits designed to help members reduce debt, plan for big expenses, and get more cash back.

CREDIT CARDS

- NEA® Customized Cash Rewards Credit Card²
- NEA RateSmart® Card²

STUDENT LOAN DEBT

NEA Student Debt Navigator powered by Savi saves participating members an average of \$2,000 annually

PAYING FOR COLLEGE

Undergraduate, graduate, and parent loans in partnership with College Ave

LOANS

Consolidate debt with low, competitive rates¹

INSURANCE PROTECTION

Protect the Life You've Built

From complimentary coverage, to policies that offer member-exclusive, historically low group rates – your membership truly allows you to protect the life you've built for less.

LIFE INSURANCE

- Update your NEA® Complimentary coverage by naming a beneficiary
- Choose from a range of quality life insurance plans, all at member-only group rates³

AUTO & HOME INSURANCE

- Plans designed for educators

DISABILITY INCOME INSURANCE

- Up to two-thirds of your income
- Short- and long-term disability plans⁴

RETIREE INSURANCE

- Supplement to Medicare program^{5,7}
- Dental and Vision⁵
- Hospital, Disability, and Long-Term Care^{4,9}

EVERYDAY SAVINGS

Discounts That Make Your Money Go Further

Life expenses can add up – let our discount programs save you more on the things you want and need!

DISCOUNT PROGRAMS

- NEA Discount Marketplace – Get discounts with 3,500+ brands and retailers
- NEA Discount Ticket Program – Get up to 40% off ticket prices
- Get a free, up to 12-month subscription to Sanvello, a self care app
- AT&T and Costco
- NEA® Auto Buying Program – Buy and sell your next car with confidence and ease
- NEA Magazine Service – Save up to 85% on more than 800 magazine titles

RETIREMENT PLANNING

A Retirement Program Designed for All Educators

Whatever your investment style, the NEA Retirement Program can support you.

SELF-GUIDED PLANNING

- An intuitive, digital platform with educational videos and resources
- Enroll digitally in 20 minutes or less
- 24/7 access to your account (online/app)

PROFESSIONAL PLANNING

Access to personalized planning and support with an NEA Retirement Specialist who walks you through the entire process

TRAVEL DISCOUNTS

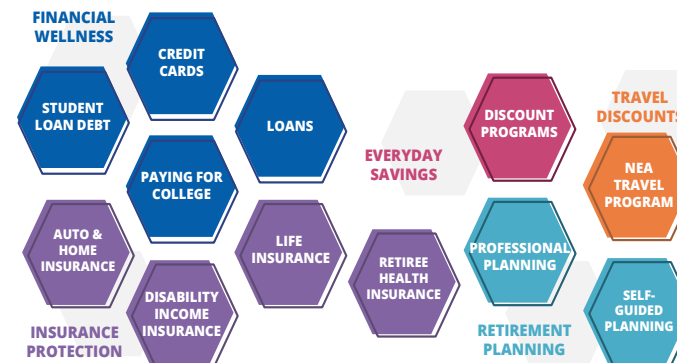
More Ways to Make Your Travel Budget Go Further

Use the NEA Travel Program to book hotels, car rentals, airfare, resorts, guided tours, and cruises at amazing, low prices.

NEA TRAVEL PROGRAM

Get \$500 Travel Dollars⁸ to use on domestic or international travels!

We've curated a benefit portfolio designed to support members through every stage & phase of life...



...and we're here to help with tools & resources

CALCULATOR TOOLS:

- Financial Wellness:**
[Debt Consolidation Calculator](#)
- Insurance Protection:**
[How Much Life Insurance Do I Need?](#)
- Retirement Planning:**
[NEA Retirement Income Calculator](#)

QUIZZES:

- Financial Wellness:**
[Are You Financially Fit?](#)
- Insurance Protection:**
[What's The Right Coverage for Educators?](#)
- Retirement Planning:**
[Test Your Retirement IQ](#)



Use the search bar on neamb.com to look up the tools and resources noted above.

For more resources, tips, articles, and tools, visit:
www.neamb.com/start

Estos materiales también están disponibles en español. También puede hablar con un representante de servicios para miembros que hable español. Nuestros representantes están capacitados para responder en su idioma cualquier duda que tenga sobre los programas y servicios disponibles como miembro de la NEA.

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 Member Benefits.

¹Applications and other important information may be available in English only. ²For information about the rates, fees, other costs, and benefits associated with the use of these credit cards, please visit us online at <https://www.neamb.com/finance/credit-cards>. These credit card programs are issued and administered by Bank of America, N.A. ³NEA Life Insurance coverages are issued by The Prudential Insurance Company of America, Newark, NJ. 1057233-00001-00. ⁴LTIC Partners, LLC, (LTIC Partners) acts as an agent for select insurance companies to provide long-term care insurance under this program. The long-term care insurance policy describes coverages under the policy, exclusions and limitations, what you must do to keep your policy in force, and what would cause your policy to be discontinued. ⁵NEA Dental and Vision Insurance Program is underwritten by Renaissance Life & Health Insurance Company of America, Indianapolis, IN, and in New York by Renaissance Life & Health Insurance Company of New York, Binghamton, NY. Both companies may be reached at PO Box 1596, Indianapolis, IN 46206. Dental and vision products may not be available in all states or jurisdictions. ⁶Provided by the NEA Members Insurance Trust. ⁷Your rate depends on your particular circumstances; not all members will save. ⁸Travel Dollars not applicable to airfare. You will receive \$100 Travel Dollars once you complete the flight. ⁹Insurance underwritten by American Fidelity Assurance Company.



Lower your student debt
with the NEA Student Debt Navigator
neamb.com/products/nea-student-debt-navigator



Enroll in NEA Travel
to claim your \$500 Travel Dollars⁸
neamb.com/products/nea-travel-dollars



Never miss a discount, sign-up for the
NEA Member Shopper's Guide
neamb.com/landing-pages/sign-up-for-the-nea-member-shoppers-guide



Check out our newly enhanced Retirement Program
We have a retirement path for every educator
neamb.com/products/nea-retirement-program



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Twitter:
@NEABenefits

 /neamemberbenefits

 @NEABenefits

 1-800-637-4636

 **Member Benefits**




NEA Member Exclusive

Get this benefit at no cost to you

As an NEA member, did you know you receive \$1,000 of term life insurance at no cost to you? You're already enrolled in the NEA® Complimentary Life Insurance Plan, but it's a good time to make sure you've selected a beneficiary.

When you do, you'll not only get peace of mind that your loved ones will receive their benefits in a time of need, but you'll also get our new tote bag—free!



Scan the code or go to
neamb.com/free-tote to
review your beneficiary
and claim your tote!



DT680823

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

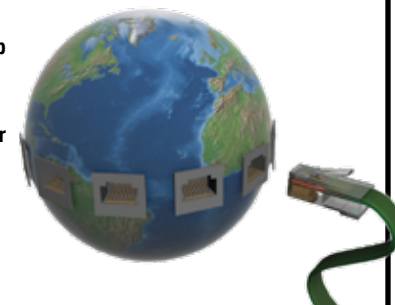
In **Japan**
00539-111

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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FIRST CLASS MAIL



Use this ID Number to Log in
to www.feaonline.org

FIRST CLASS MAIL

Calendar of Events

SEPTEMBER

- 14-15**
NEATA FRS Training
- 18-19**
AEAO FRS Training
- 21-22**
TEAK FRS Training
- 22-23**
FEA Stateside Region Area Council
- 23-25**
Pacific Area Leadership Council
Korea

NOVEMBER

- 13-17**
American Education Week
- 13-17**
FEA Board of Directors Meeting
Washington, DC
- 15**
Education Support Professionals Day

Keep Your Records Straight

MAINTAIN YOUR PROFESSIONAL RECORDS

FILE CONTENTS

As a minimum, the Association recommends you keep the following documents and materials handy:

- All forms and documents that contain your student progress or your LEA's data (e.g., your LEA's annual report, your student's progress report, your personnel file for a copy of your ID card, etc.)
- All LEA (Local Education Agency) records and reports, including all forms and documents that contain your student's progress or your LEA's data (e.g., your LEA's annual report, your student's progress report, your personnel file for a copy of your ID card, etc.)
- All LEA (Local Education Agency) records and reports, including all forms and documents that contain your student's progress or your LEA's data (e.g., your LEA's annual report, your student's progress report, your personnel file for a copy of your ID card, etc.)
- All LEA (Local Education Agency) records and reports, including all forms and documents that contain your student's progress or your LEA's data (e.g., your LEA's annual report, your student's progress report, your personnel file for a copy of your ID card, etc.)

Additional documents that you should keep:

- Your student's record of progress, including all forms and documents that contain your student's progress or your LEA's data (e.g., your LEA's annual report, your student's progress report, your personnel file for a copy of your ID card, etc.)
- Your student's record of progress, including all forms and documents that contain your student's progress or your LEA's data (e.g., your LEA's annual report, your student's progress report, your personnel file for a copy of your ID card, etc.)
- Your student's record of progress, including all forms and documents that contain your student's progress or your LEA's data (e.g., your LEA's annual report, your student's progress report, your personnel file for a copy of your ID card, etc.)
- Your student's record of progress, including all forms and documents that contain your student's progress or your LEA's data (e.g., your LEA's annual report, your student's progress report, your personnel file for a copy of your ID card, etc.)

FEA strongly urges members to maintain complete records of all their payroll and personnel information, in case you ever need it to combat a false debt notice or pay problem. To encourage members to do so, FEA created the above folders, which were sent to all schools with membership materials. Get your folder from your FRS/Building Representative and use it to keep copies of the materials suggested on the folder, as well as anything else related to your pay, benefits and working conditions throughout the 2023-2024 school year. Plan to keep the folder and the records it contains indefinitely – many records are not available online and you may need them in the future to settle a claim made against you.