



JOURNAL

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FEA Helps Members Save On Course Credits New FEA Member Benefit: Discounted Recertification Courses Available

As a benefit exclusively for Association members, FEA is now working with Virtual Education Software (VESi) and the accredited Augustana University to provide members with reduced pricing on courses approved for DoDEA teacher recertification and Academic Salary Lane (ASL) changes.

This new member benefit amounts to significant savings every recertification period.

DoDEA teachers must recertify every six years, completing six semester hours of undergraduate or graduate-level coursework from a U.S. regionally accredited institution.

FEA members can access an annual VESi subscription for \$200, saving \$645 compared to standard fees. This subscription allows enrollment in up to three graduate courses annually from over 30 online options, meaning members can recertify by taking two three-hour courses for just

\$200, a significant reduction compared to traditional college costs. VESi's DoDEA-recognized courses also offer a cost-effective way for members to accumulate credit hours that may advance them on their pay scales.

Courses are entirely virtual and asynchronous, allowing students to learn at their own pace from home. Participants can enroll in one course per term (fall, spring, and summer), with the option of two summer courses if they haven't taken one in either the spring or fall.

Educators can choose from over 30 online courses tailored for DoDEA recertification and pay raise purposes. While six credits suffice for recertification, a 2006 MOU permits up to three credits earned in the last four months of the renewal cycle, but not required for that cycle, to carry over to the next cycle.

To enroll, members create a VESi account using their FEA membership ID

and personal details. After paying the \$200 subscription fee, members can enroll in three courses within a year at no extra cost. To get started or to find more information, including a list of available courses, visit this page: www.feasonline.org/vesi/

FEA staff and leadership are thrilled to offer this new benefit to members, enabling educators to achieve significant savings on their recertification.

**LEARN MORE AND
SIGN UP BY GOING TO
FEAONLINE.ORG/VESI/**

**SEE THE ADDRESS
AREA ON PAGE 12 OF
THIS NEWSLETTER
FOR YOUR FEA ID
NUMBER TO LOG IN**

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

New DoDEA Leadership Is An Opportunity

As you may know, DoDEA Director Brady is retiring this May after ten years in leadership. DoDEA's new Director will be Dr. Beth Schiavino-Narvaez. As with any change in leadership, adjustments in the labor-management relationship can occur. We hope that this change will bring about necessary improvements and communication will improve.

As the President of the Association, I've already had multiple meetings with the incoming Director in which I raised several educator issues. One of these is the need for a transfer program. Many of our members have expressed the desire to transfer between areas in the DoDEA system after some time, which was possible in the past before the program ended. My hope is that DoDEA's new leadership can see the importance of a new, equitable system that allows for a reasonable number of transfers every year. We are continuing to discuss this issue.

Another important issue I have raised with the new Director is the implementation of the Universal Pre-K program. As many members are aware, DoDEA will begin implementing full-day, universal prekindergarten in

all DoDEA schools over a five-year period, starting with 80 locations in School Year 2024-2025. While I am thrilled to see many young military-connected children getting access to Pre-K, DoDEA has not provided the Association with some important program information we requested after the pilot phase. Members have also expressed concerns about the new Pre-K teachers getting adequate lunch and planning time.

I have also raised other pressing issues related to staffing. Members continue to report shortages of certified educators in their schools, with open positions being filled with noncertified hires. There are ways DoDEA could address the issue. Many of our paraeducators need or want to do student teaching and get their teaching credentials. They could use DoDEA assistance in doing so. Many military spouses also seek to get their teaching credentials, and I have raised the possibility of educator apprenticeships as a pathway.

An issue related to staffing is diversity. Insufficient diversity in hiring remains a problem and DoDEA has so far failed to adequately work with



educators to find solutions. In 2017, a study, prompted by the FEA HCR Coordinator, was done on the issue. In 2020, the diversity work group presented a report to Director Brady, which stressed that lack of diversity in hiring was a widespread problem. Since then, whenever I asked Brady about the topic he would merely say "I owe you an answer".

There are several other issues I have raised related to educator engagement on program implementation, past certification reciprocity, educator surveys, and more.

Many veteran and retired members can tell you that DoDEA was the best version of itself when management and educators worked together. Leadership listened to the concerns of its skilled and passionate employees and collaborated with them to find solutions. I believe this can once again be our reality. This change in leadership is an opportunity for an improved relationship. By working together, we can create the best working and learning environment possible, one worthy of the military-connected students we strive to educate.



Association Business

Richard Tarr
FEA Executive Director

FEA Acts to Defend, Protect Educator Rights

A number of issues affecting both Overseas and Stateside educators relating to the workday, employee benefits, and more have been the subject of grievances filed by both Stateside and Overseas as FEA fights to uphold/defend the rights of educators.

For Overseas educators, since the new Negotiated Agreement became effective on August 1, 2023 a number of disputes have resulted in the filing of grievances, in addition to the grievances that had previously been filed under the prior Negotiated Agreement, that are now pending and awaiting scheduling, subject to any settlements of these grievances before the hearing stage.

One recent Overseas grievance of note concerns pay for work management has directed be done outside the workday. FEA filed a grievance alleging management is requiring Overseas educators to work outside the work day, such as attending after school activities like sports games and dances, and has not granted educator requests for

proper compensation. FEA maintains that educators should be properly compensated for this work performed.

FEA also filed an Overseas grievance alleging that management changed the agreed-upon procedures for reconciliation for Living Quarters Allowances (LQA). FEA's position is that the parties previously signed MOUs on the process and procedures for LQA reconciliation, including that educators were required to reconcile only after the first year of living in new quarters. However, management is now taking a position requiring educators to reconcile every two years.

FEA Stateside has filed over 30 Association Grievances this year alone. Unless DoDEA agrees to settle, Stateside intends to proceed to hearing on a number of grievances beginning this fall including (but not limited to) DoDEA's requirement that educators use their own paid accrued leave during the stringent early COVID quarantine requirements (as opposed to admin leave or telework options), scores more

debt collection cases, DoDEA's failure to provide contractual release time from duties for reassignments, and DoDEA's failure to compensate unit employees for partially completed EDAs.

In addition, Stateside is awaiting a decision from the US Court of Appeals for the District of Columbia Circuit over an appeal filed concerning DoDEA's unilateral implementation of an unsigned, bogus MLA as well as awaiting a decision from an FLRA Administrative Law Judge over a ULP complaint issued by the FLRA General Counsel concerning DoDEA's unilateral changes made to the Southeast District Schedule in SY 21/22.

FEA will keep our Stateside and Overseas members informed of the progress of these grievances, arbitrations, decisions and implementation should we prevail in these grievances. As always, FEA and its staff will continue to fight for educators, whether they are Overseas or Stateside and advocate for the best possible DODEA.

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

Work Continues On New Agreements for Stateside Units

Certified Master Labor Agreement (MLA) Bargaining

As this issue of the FEA Journal was going to press, bargaining on a successor MLA for Certified employees in the FEA Stateside Region continues, with FEA-SR and DoDEA having signed off on 11 articles thus far.

FEA-SR Bargaining Team members collaborated to develop initial bargaining proposals, which were submitted to the Agency on February 20th. The process involved reading through the 2005 and bogus 2019 MLAs multiple times to revise portions of the existing contract language and to create new language to address problems and inconsistencies in DDESS schools.

From March 4th-8th, the parties bargained in-person at the DoDEA Americas Regional Office, followed by virtual bargaining from March 18th-22nd. Management and FEA-SR then returned to the bargaining table multiple times in April. As this newsletter was going to press, the two sides were scheduled to meet again in Peachtree City from May 6-10th.

ESP/Classified MLA Bargaining

At the time of this newsletter's publication, FEA-SR is hopeful that bargaining for a new Classified MLA is entering its final stages.

FEA-SR's ESP (Education Support Professionals) Bargaining Team and management have thus far tentatively agreed to 17 contract articles, but 12 articles remain in dispute.

From May 20th-23rd, the FEA-SR team is scheduled to engage in mediated bargaining with management to resolve the remaining articles the parties were unable to agree to during the initial bargaining. The Federal Mediation Conciliation Service (FMCS) will be mediating the talks.

Once bargaining is complete, FEA-SR will be sharing more information about how and when members can participate in a ratification vote on the Tentative Agreement for the Stateside ESP bargaining unit.

Overseas Members Reminded to File Goodbye Grievance

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

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

At-Large Officer Elections Taking Place Next School Year

During the 2024-2025 school year, FEA members worldwide will elect the following officers to three-year terms on the FEA Board of Directors:

- FEA President*
- FEA Vice President/Secretary-Treasurer
- NEA Director for Federal*
- Human and Civil Rights Coordinator
- Education Support Professional Coordinator

*the individuals elected to these offices also serve as Ex-Officio FEA State delegates to the NEA Representative Assembly.

Information on how to run for office, including how to nominate yourself or another FEA member for any of the above positions, will be included in the August 2024 FEA Journal. All Active Members of FEA are eligible and encouraged to run for office. Voting will take place over the early months of 2025. All Active Members of FEA next school year will be eligible to vote.

Please think now about running for an At-Large office next year. Your active involvement helps keep your Association strong!

Summer Time Is Meeting Time For FEA and NEA Members

FEA Annual Membership Meeting Taking Place July 1 and 2 in Philadelphia

FEA members will have reason to debate who makes the best cheesesteak, practice their Rocky impressions, and visit the Liberty Bell this summer – the FEA Annual Membership Meeting is being held in The City of Brotherly Love.

Philadelphia will host the annual gathering of FEA

members and leaders July 1 and 2, at The Element Hotel.

The FEA Annual Membership Meeting gives members an opportunity to hear directly from and to question FEA leaders about issues affecting them and the Association.

The FEA Annual Membership Meeting is open

to all current FEA members as well as FEA Retired members. Registration is not required for the FEA meeting, but persons planning to attend are asked to send notice to fea@feaonline.org to help us plan for sufficient seating and materials.

The FEA meeting will take place all day July 1 and



FEA members elected by their peers travel every summer to the NEA Representative Assembly, where they join thousands of their fellow NEA members to discuss, debate and vote on numerous issues that set policy for the national Association.

NEA Representative Assembly Runs July 3-7

Thousands of NEA members from across the country and – thanks to FEA – around the world will convene in Philadelphia this summer for the National Education Association Representative Assembly.

The Representative Assembly (NEA-RA) is the primary legislative and policymaking body of NEA and derives its powers from, and is responsible to, the membership.

The Representative Assembly adopts NEA's strategic plan and budget, resolutions, the Legislative Program, and other policies of the Association. Delegates vote by secret ballot on proposed amendments to the NEA Constitution and Bylaws. Those delegates with full voting rights elect the executive officers, Executive Committee members, and at-large members of the NEA Board of Directors, as appropriate.

As a state affiliate of NEA, FEA sends delegates to the NEA-RA each year. Those FEA delegates are elected by members whom they represent at the NEA-RA.

Approximately 6,000 delegates attend the NEA-RA each year from all the NEA state affiliates, making it the largest democratic deliberative assembly in the world.

Voting for FEA's delegates to this summer's NEA-RA was held earlier in SY 23-24. If you want to consider running in the future for a delegate seat, future NEA-RA locations are as follows:

- 2025 - Portland, OR
- 2026 - Denver, CO
- 2027 - Indianapolis, IN
- 2028 - Washington, DC
- 2029 - Kansas City, MO

Learn more at ra.nea.org

until roughly 1pm on July 2 at The Element, which is located on Chestnut Street in downtown Philadelphia.

Presentations will be made by FEA Board of Directors members on topics affecting FEA members.

In addition, staff and officers from the National Education Association are expected to stop by, to update attendees on issues directly and indirectly impacting FEA.

As is customary, this year's FEA Annual Membership Meeting is being held in the same city and just prior to the NEA's Representative Assembly (NEA-RA), making it possible for FEA members elected by their peers as delegates to the NEA-RA to also attend the FEA gathering.

FEA Retired News

Using Her FEA Leadership Background To Make A Difference In Retirement

For FEA Retired member Norma Sanders, the lessons she learned and experience she gained as an Association leader during her DoDEA career served as perfect training for her efforts in retirement to promote social justice causes.

"I passionately believe in the Federal Education Association and National Education Association providing vital information and trainings for members," Sanders says. "Educators can and will make a vital contribution in their retirement communities."

Sanders serves as FEA Retired Racial and Social Justice Chair, helping to engage retired members on those issues.

During her time as an FEA Active member, she held numerous positions, including FRS and Human and Civil Rights Coordinator, at locations Overseas and Stateside.

Since retiring, Sanders has been active in the Alabama Chapter of the National Association for the Advancement of Colored People (NAACP) and other groups. That activism has led to her being invited to speak on behalf of others regarding various issues in Alabama.

She says her FEA background helped prepare her to do so.

Sanders spoke at a press conference in front of the Federal Court House in Montgomery, Alabama, in protest of U.S. Senator Tommy Tuberville's hold on military appointments. She also spoke to the Alabama State Senate against a proposed state law to severely limit absentee voting rights, access, and assistance.

"My time in FEA, speaking up on behalf of others, gave me plenty of practice," Sanders says. "I strongly believe the trainings and mentorships provided through FEA and NEA have been worthwhile and most beneficial in my pursuit of fairness, justice, and equal rights under the law."

Sanders encourages all FEA members to be active parts of the Association and their communities, especially in retirement.

"Our background as educators and union members give us great training to get up in front of others and speak out for what we believe."



Norma Sanders after addressing the Alabama State Senate about absentee voting rights.

REMEMBER TO ACTIVATE YOUR RETIRED MEMBERSHIP

A reminder to members who are retiring or have retired: If you paid for an FEA/NEA Pre-Retired membership, you must notify FEA's Washington DC office when you actually retire so that we can activate your Retired membership. Do not assume we have learned of your retirement from your FRS or DoDEA: we must hear from you directly.

If you paid for a Pre-Retired membership and are not certain that membership has been activated, please send a message to Nereyda Jones-Luciano at njones@nea.org to inform her of your retirement and confirm your status. If you will be retiring at the end of this school year and have paid for a Pre-Retired membership, please send Nereyda a message at

the time of your retirement (not before) telling her to activate your Retired membership.

Also, if you know any members who retired in recent years, please pass this information on to them and urge them to contact Nereyda if they had paid for Pre-Retired membership but never contacted FEA about their retirement. Thank you!

FEA Retired News

GPO/WEP HIGHLIGHTED AT NEA RETIRED CONFERENCE

By Ingrid Ahlberg, FEA Retired Representative

Recently I had the opportunity to attend the annual NEA Leadership Summit and NEA Retired Conference. The workshop sessions I was able to squeeze into my days were ALL not only helpful but inspiring and clearly fine-tuned for teacher audiences – teachers teaching teachers! A wonderful reminder after 10 years of retirement of how teachers work hard not only for kids but also for each other in this vibrant organization.

For retirees or for teachers anticipating retirement, the “pay attention” sessions at both conferences were about repealing the WEP (Windfall Elimination Provision) and the GPO (Government Pension Offset). Both are penalties that negatively impact educators and other public employees who may or may not participate in the Social Security system and receive pensions from municipal government agencies and the Federal government, and therefore have their Social Security benefits reduced by up to two-thirds.

Social Security from second jobs, previous employment and spousal contributions are significantly reduced by these provisions. Check the states where you worked outside of DODDS. Some States are impacted more than others. Eighty three percent of those penalized by these two laws are women! Spousal benefits are also impacted.

The good news from the NEA legislative folks is that there's legislation in the works now to change things. Learn more at www.nea.org/resource-library/about-gpo-and-wep (but don't visit that site if you are on duty, on government property or using a government-provided device).

There were also several inspiring sessions about working within our communities to support public education, to find parent support, to keep our libraries and books accessible to children, and to find ways to stop the siphoning of funds from public schools into vouchers for private schools. I think my favorite session was about techniques for “calling out, calling in, or calling on” people who say or do things we might disagree with and then finding a way to change the rhetoric without having to be a master of debate.

The Retired Conference is held each spring. I encourage all FEA Retired members to consider attending and remaining active in your Association.

JOIN FEA RETIRED

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

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

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

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

Completing your Pre-Retired Membership is easy.

Go to www.feaonline.org/retired-and-pre-retired-membership/ and follow the link for Pre-Retired Membership. You can purchase the membership for yourself or any other FEA/NEA Member.

If you have a suggestion for an issue affecting FEA Retired Members that you'd like to see the Association address, please send it to retiredfea@gmail.com

Killin Elementary School



Ryukyu Middle School



McCool Elem/Middle School



Robinson Barracks Elementary School



2024

FEA members love going above-and-beyond for their students.

This year's Read Across America event was no exception, as members staged fantastic reading events in every corner of DoDEA.

Congratulations and thank you to all the FEA members who celebrated reading during this year's Read Across America.

Learning and Leading Through Association Trainings



On Friday, January 26th, FEA leaders from Europe East 1 Division attended leadership and contract training in Kaiserlautern.

Sitting: (left to right): Krysta Fenton, Laura Brown, Jill Bracket, Pam Crowe, Sam Jablonski.

Standing: Jessica Yucel, Ray Siguenza, Gabriell Horton, Michael Cook, DiAnna Martinez, Justin Bates, Christopher Bradeen, Heather Majorwitz, Will Buckley, Andrew Miller, Adam Wright, Heather Bohon-Donalson, Marcy Grayson, Renee Stotz, David Tran.



Attendees to the NEA Retired Conference this March in Chicago were Norma Sanders, Michal Priser and Ingrid Ahlberg.



From March 1-3, FEA leaders attended the NEA Leadership Summit in Chicago (from left): Chad Jimison, Lee Gladden, Anita Lang, Mike Adair, Sharon Manuel, Teresa Brown, Michael Priser, Ingrid Ahlberg, Jessica Yucel, Brian Chance.



From March 22nd to March 24th, FEA members from multiple Education Support Professional (ESP) locals and Association leaders attended the 2024 NEA ESP Conference in Las Vegas.

Pictured in back row: Josten Browne, Leonard Sullivan, Alesia Gladden, Michael Priser, Brian Chance, and Marangeli Encarnacion.

Front row: Wanda Merritt, Teresa Brown, and Sonja Greene.

Changes To Dues Payment Options In Store For School Year 24-25

eDues Changing Name to AutoPay Next Year

The system available for existing FEA members to pay Association dues via EFT or Credit Card will be undergoing a name change next school year, but all other aspects of the payment system will remain the same.

Beginning with SY 24-25, the system will be known as AutoPay, rather than e-Dues, as it was first named when introduced five years ago.

Members presently enrolled in EFT or Credit Card payment will see no interruption to their service and do not need to take any action to continue paying Association dues by either method. Only the name of the service is being changed; the set up and operation of the NEA-run system used by members to sign up for and manage their payment information will remain the same.

Existing members of FEA have a limited time at the start of each new school year to enroll in AutoPay so they can pay Association dues by credit card or EFT, rather than by payroll deduction. Doing so provides members with direct control of their payments and removes DoDEA and CHRA from any involvement with your dues payments.

Members who had been paying dues by payroll deduction must submit form SF 1188 to the proper channel to end those deductions. Signing up for AutoPay will not automatically end them.

Online Enrollment Coming For New Members

FEA and NEA are developing an online enrollment system that will, for the first time, allow brand-new members of the Association to join instantly online.

The JoinNow system is undergoing testing at the time of publication for this issue of the FEA Journal and is expected to be ready for use by the start of School Year 24-25.

JoinNow will allow for enrollment of Active Certified and ESP members (ESPs may only join as Active members at certain FEA Stateside locations) via an online portal.

JoinNow is also being tested to allow online enrollment into NEA/FEA Pre-Retired and NEA/FEA Retired membership for current and retired Association members.

Development of JoinNow has been a longstanding goal of FEA. The system will greatly speed up the process of entering new members into our membership database, which will allow those new members to access benefits such as NEA Member Benefits programs much quicker.

In addition to the speed of online enrollment, implementation of the JoinNow system will help FEA reduce the number of printed membership forms we print and distribute each year.

FRSs and Local Leaders will receive more information on JoinNow with membership materials distributed at the start of the 24-25 school year.

How To Halt Your Dues Deductions or AutoPay Payments for SY 24-25

Members who are retiring/separating from DoDEA at the end of SY 23-24 or who do not wish to continue paying Association dues in SY 24-25 by payroll deduction or AutoPay (EFT or Credit Card), take note: you may need to take action to avoid being billed for dues next school year.

If you are a current FEA member who paid your SY 23-24 dues via payroll deductions and you wish to end those dues deductions for SY 24-25, you must submit a Cancellation of Payroll Deduction for Labor Organization Dues, Form SF 1188, to the appropriate location. This should be done at or before the start of SY 24-25.

In Stateside, submit the SF 1188 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 24-25 whether to terminate their membership or to switch to another payment method, will need to take this action.

Also, if you move 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 must submit an SF 1188 prior to departing to end your dues deductions at your old location.

Employees who retire or separate from DoDEA at the end of SY 23-24 and were on payroll deduction do not need to do anything, since your pay has ended. Members going on LWOP should submit an SF 1188 prior to departure.

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

Members who paid SY 23-24 dues by EFT or Credit

Card and wish to end those payments for SY 24-25 should send a message to ghritz@nea.org informing us of your desire to do so. This includes members who are retiring/separating at the end of SY 23-24. Failure to notify FEA will result in you being billed SY 24-25 dues.

Please note if you wish to halt payroll dues deductions for SY 24-25 in order to switch to EFT or Credit Card payments via the AutoPay program: ending payroll dues deductions does not automatically enroll you in AutoPay. To remain an Association member in SY 24-25 you would need to enroll in the AutoPay program in addition to submitting an SF-1188 to end payroll deductions. Members may begin enrolling in AutoPay for SY 24-25 on August 1, 2024.

nea **Members**
Insurance Trust



NEA Member^{*} Exclusive

A Trusted and Valuable Benefit

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 can have some peace of mind that your loved ones will receive their benefit in a time of need. This unique benefit helps ensure educators like you have additional coverage beyond what may be provided through your district. It's just one of the many ways your union membership works hard for you.

Scan the code or go to
neamb.com/mycomp for a
quick and easy path to update
your beneficiary information.



*Must maintain NEA membership. This coverage is offered to Active, Reserve and Staff members, as well as to Life and Retired members who are actively employed in education.
DT680524

Questions About NEA Member Benefits? Call or Go Online!

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

Stateside

1-800-637-4636

Overseas

First dial the AT&T Direct Access Code

In **Germany** and **UK**

0800-2255288

In **Japan**

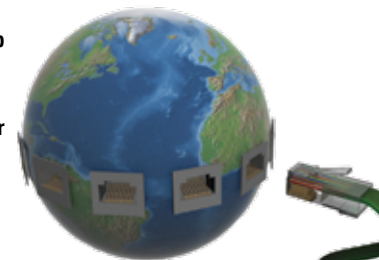
00539-111

Then dial Member Benefits at

800-893-0396

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

www.neamb.com



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

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FIRST CLASS MAIL

Calendar of Events

MAY

27
Memorial Day

JUNE

29-30
FEA Board of Directors Meeting
Philadelphia, PA

JULY

1-2
FEA Annual Membership Meeting
Philadelphia, PA

3-7
NEA Representative Assembly
Philadelphia, PA

FIND YOUR EDCOMMUNITIES GROUP

Where can you share, collaborate and network with educators from across FEA and across the country?
NEA360 edCommunities
Find communities of practice to expand your learning and build your skillset to help students succeed. Explore these edCommunities groups and more at MyNEA360.org

