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New DoDEA Director Outlines Vision To FEA Members

On July 1st, DoDEA's new Director Dr. Beth Narvaez spoke to a group of FEA members at the 2024 FEA Annual Meeting in Philadelphia. Narvaez, who stepped into the role on June 1st after the ten-year tenure of former Director Brady, outlined her vision for the agency while FEA members raised the top issues they and their colleagues are facing.

Dr. Narvaez introduced herself by providing insight into her 30-year education career. As a Fulbright Scholar, she taught at a public school in South Korea before volunteering in the Peace Corps. She went on to serve as a principal and superintendent in other school systems in the U.S. She joined DoDEA management in 2016 and has been with DoDEA HQ since 2020.

Narvaez then outlined her vision for DoDEA to FEA members. She began by stating that DoDEA has achieved success and received recognition because of what its educators do every day, and the most important work happens in the classroom. Her vision is to sustain DoDEA's excellence and take it to the next level.

She outlined three main priorities to achieve this: 1) having a qualified teacher in every classroom on day one; 2) improving Multi-Tiered Systems of Support (MTSS); and 3) implementing the recently launched

Universal Pre-K program. She closed by saying that she wanted to hear from educators and work collaboratively with them.

Following her remarks, FEA members had the opportunity to ask how DoDEA would address the top issues educators are facing.

Narvaez was asked if DoDEA was going to end the soft roll outs of programs that happen with no notice or input from employees. She stated that communication is something DoDEA must work on, that programs should not be announced before they are ready, and that there is a way to incorporate employee input.

Narvaez then responded to a question on Renewal Agreement Travel (RAT), which was so badly mismanaged this past school year that it led to widespread delays and complications in summer travel for many Overseas employees. She stated that she does not want these RAT problems to occur again. DoDEA management is conducting an after-action deep dive and gathering solution recommendations.

On addressing the chronic educator shortage issue, Narvaez shared that DoDEA recently moved back the hiring time line and implemented a new 100% reciprocity policy with educator licenses from other U.S. states. While

DoDEA has temporarily filled some vacancies with ISSs, she believes that using ISSs is not an ideal solution.

Regarding the over-testing of students, the new Director said the Agency has put in place an assessment review board so districts need to get permission before adding more testing beyond what DoDEA is doing system wide. They are also considering using existing curriculum-based resources for alternative testing.

When asked if DoDEA might reverse the unpopular and unpaid 24 hours per quarter imposed on Stateside educators, she replied she could not address the topic since it is currently being bargained in contract negotiations. When asked about the need for greater Special Education (SPED) services and staff, Narvaez said program consistency and educational aide training is important to ensure student needs are met.

Narvaez responded to FEA members' questions for roughly an hour before she had to leave. Near the end of the conversation, Narvaez explained two of her core principles: 1) "leadership matters" and 2) "better together." As we begin a new school year, DoDEA educators will soon learn if our new Director can stand by these principles.

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

Potential For Change With New DoDEA Director

After a decade of Agency missteps and an antagonistic attitude toward educators, Director Tom Brady retired this June. DoDEA's new Director, Dr. Beth Narvaez, is a former educator with thirty years of experience in education. With cautious optimism, I believe there is potential for DoDEA to move in a positive direction and improve its relationship with its educators.

As the new Director steps in, it is important to reflect on former Director Brady's top-down approach, which showed little regard for educator input. He rarely met with me to discuss educator issues, and when he did, his answers were often terse, or he would say, "I owe you an answer," only to repeat this in our next meeting months later.

For example, when a DoDEA working group on diversity hiring and retention, which grew out of a request from the FEA's Human and Civil Rights Coordinator (HCRC), presented data and recommendations to Director Brady in February 2020, nothing came of it despite my repeated requests for follow-up on the issue.

Furthermore, when speaking to the media about DoDEA's successes, he rarely

acknowledged the hard work of educators as a contributing factor.

When Director Brady last attended the FEA Annual Meeting, he made a commitment to include the Association on an important initiative – just weeks later DoDEA was moving this forward without discussions with the previous FEA President. The initiative failed due to Association push back but would have harmed educators if he had been successful in implementation.

Throughout Brady's tenure, DoDEA educators experienced many problems. Educators have been burdened with unpaid hours, unhelpful training sessions, over-testing of students, and severe educator shortages that impact their work. Despite the Association suggesting solutions to recurring Renewal Agreement Travel (RAT) problems, Brady repeatedly refused to implement them. Consequently, this spring and summer saw the worst delays and errors in travel bookings yet. In a likely related outcome, DoDEA also now ranks near the lowest among subcomponent agencies in employee engagement and satisfaction. He has left a lot of issues for his successor to address.

However, there are hopeful signs of change with the new Director. Since the spring, I have had multiple and frequent meetings with Dr. Narvaez, discussing many major issues that DoDEA educators face. She also spoke to FEA members at the 2024 FEA Annual Meeting in Philadelphia and answered questions. In her introduction, she acknowledged the contributions of DoDEA educators to the quality of DoDEA schools and expressed her desire to work collaboratively with educators, a sentiment rarely, if ever, heard from her predecessor.

Time will tell if the new Director can lead DoDEA in a more positive and collaborative direction. I will be regularly checking in with Dr. Narvaez to discuss the major challenges educators are facing. At the Annual Meeting, Dr. Narvaez committed to my invitations to meet virtually with me and the FEA delegates, so they can hear updates on the initiatives mentioned in Philadelphia. We will see how the new Director acts on these urgent issues.

Veteran educators can attest that many years ago, DoDEA worked collaboratively with its educators to overcome challenges. It is possible for DoDEA leaders to do so again.



Association Business

Richard Tarr
FEA Executive Director

Protect Your FEA

FEA's very existence is now at risk. In many states, anti-public education, anti-union forces have been targeting public sector unions by eliminating employees' ability to pay union dues directly from their paychecks.

If the November elections have a specific result, these forces will likely seek to eliminate dues deductions for all federal employee unions, including FEA.

As such, the Association is calling on all current members to protect their union by signing up for NEA's AutoPay, a secure electronic method for paying FEA dues not dependent upon government agencies.

For some state educator unions, losing dues deductions has been sudden and deeply damaging.

In some states, it has meant that educator unions had only 30 days to sign up members to their AutoPay equivalent.

Some states have reported losing a significant portion of members after losing dues deductions. This has likely impacted the services they can provide for their members and bargaining units and affected how they can advocate on their members' behalf.

If the federal elections this November go a certain way, we would likely lose dues deductions very quickly and with little advance warning. There is already a bill in the U.S. House of Representatives, the deceptively named The Paycheck Protection Act (H.R. 4971), which anti-public education forces are ready to advance.

The Association relies upon members' dues dollars to provide a range of services and advocate for positive change. Union dues help pay the salaries of the attorneys upholding educators' legal rights across the Stateside, Europe, and Pacific regions. Those attorneys file grievances with DoDEA to dispute and correct pay difficulties, litigate to protect and enforce your rights as a federal worker, and stand beside you in the face of unfair action by management.

Dues allow your local Association and Area to organize events, communicate with members, and run Association elections.

Union dues also enable FEA to negotiate new, better employee contracts, provide timely updates to FEA members, and advocate for a better school system that respects educators and provides the best education to students.

All these Association functions are threatened if we continue to rely on dues deductions that could be taken away from us in an instant.

Imagine what life in DoDEA would be like if there were no Association attorneys working to protect you, or your local Association had no funds to organize and support you.

Because of this threat, we need to get as many existing members as possible signed up for AutoPay, formerly known as eDues, to ensure your Association keeps functioning. Due to an unforeseen issue at the time of printing, new members will sign up using the existing dues deduction system, but we intend to soon have NEA's JoinNow system for new members in the near future. More information for new members will be forthcoming soon. For more information on AutoPay, see page 12 of this newsletter. You can sign up today at feaonline.org/autopay.

Protect your union by signing up for AutoPay. Together we can create the best learning and working environment possible in 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

FEA ELECTION 2025

NOTICE OF ELECTION For Election of Executive Officers and Constitutional Revisions Winter/Spring 2025

In accordance with the provisions of the Department of Labor Rules and Regulations governing elections, notice is hereby given to all reported members that an election for the purposes of amending the Federal Education Association Constitution and electing Executive Officers of the Federal Education Association is to be conducted in a secret ballot election by the members. Candidates and those who nominate them must be members in good standing. Nominations must be received by the Nominations Chair no later than October 15, 2024, via the mailing address or email listed on the nomination form. Balloting will be done by mail during the months of January, February and March and must be received by the Washington office not later than March 25, 2025.

The officers to be elected to the following positions will serve a three-year term of office commencing on August 2, 2025, as stipulated by the FEA Constitution and Bylaws:

- **President***
- **Vice-President/Secretary-Treasurer**
- **Human and Civil Rights State Coordinator**
- **Education Support Professional (ESP) Coordinator**
- **NEA Director* ****

* *The persons elected to the offices of President and NEA Director also serve as ex-officio delegates representing FEA at the NEA Representative Assembly each year of their term*

** *The term of office for the NEA Director will commence on September 1, 2025, as stipulated by Rule 10 of the NEA Standing Rules.*

Among the proposed Constitutional amendments to be voted on is one to create a new position of:

- **Alternate NEA Director**

Votes for the candidates for the Alternate NEA Director position will only be counted if the proposed amendment creating that position is approved by members. If the amendment creating the Alternate NEA Director is approved by members, the person elected to that position will serve a three-year term commencing August 2, 2025.

Each proposed amendment to the FEA Constitution will be voted on individually and will be deemed passed if the proposed change receives an affirmative majority vote of the members exercising their right to vote.

All officers will be elected by the worldwide active membership.

ATTENTION FRSSs, LOCAL PRESIDENTS AND OTHER SCHOOL LEADERS:

In the interest of fairness, FEA leadership including FRSSs, local presidents and leaders, area leaders, etc, must post/distribute all physical campaign materials received by Candidates in the same matter. FEA leadership, including local presidents, FRSSs, area directors, may not distribute campaign materials via email to members. Emailed campaign materials may only be distributed via FEA Washington.

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

1. Determine the office or offices for which you want to run, or think of a fellow FEA Active Member you'd like to nominate
2. Fill out the appropriate nomination form (see page 5). There are separate forms for self-nomination and nominating another member
3. Mail or E-mail the nomination form (or forms, if you wish to make more than one nomination) to the Nominations Chairperson at the address on the form

Important Information for Candidates

1. Candidates can send one flyer to the FEA Washington office for posting on FEAonline.org. A candidate's flyer must be a maximum of one page (not double sided) and no larger than 8.5 by 11 inches and may not exceed 2 MB in file size. The deadline to submit flyers to the FEA Washington office is November 20, 2024.

2. Candidates will not ask for or utilize e-mail addresses received from FEA leaders, past and present, at any level of the Association.

3. Candidates can use their *PERSONAL* e-mail to correspond with and send election forms to the FEA Nomination Chairperson. The FEA Election e-mail address is: FEAelections@gmail.com. Candidates may forward their nomination forms, Official Acceptance and Biographical Information/Mailing Label and Mail Restrictions Forms, Campaign Flyer and Candidate Picture to this e-mail address. It is the candidate's responsibility to confirm this information is received by the Nomination Chairperson.

4. Please pay close attention to all deadlines. The nomination receipt deadline is **October 15, 2024**; the Official Acceptance and Biographical Information form is due **October 29, 2024**; and the deadline for campaign flyer and candidate photo is **November 20, 2024**.

5. Candidates **cannot** use the FREE MPS to send out campaign literature. Candidates may use the MPS only if appropriate postage is placed on each individual piece of mail. For more information, please see the FEA Election Procedures (available from your FRS or FEAonline.org).

6. The complete FEA Campaign Rules/Procedures, Nomination Forms and other election information are available at FEAonline.org

7. All campaign materials must contain the following disclaimer: "REQUIRED DISCLAIMER: This information is provided by [name of candidate], a candidate for [name of office]. This material does not constitute endorsement or recommendation by FEA, any FEA local or area, or by the NEA."

All campaign materials must credit the use of photos and artwork. Photos and artwork can only be used with express permission or licensing by the copyright holder of the work. Proper credit and attribution may be made underneath the work used, or with a disclaimer at the bottom of the materials.

8. In the interest of fair and equitable distribution of materials, and to reduce the volume of emails to members, **FEA leadership, including local presidents, FRS, area directors, may not distribute campaign materials via email to members.** Emailed campaign materials may only be distributed via FEA Washington, via the procedures listed herein:

Candidates may utilize FEA Washington's communications to send notice of campaign materials via email to members up to three times in email notices to be scheduled by FEA Washington. Candidates may submit up to three pieces of campaign material to be stored on FEA and/or NEA servers and linked to in each email notice.

NOMINATION FORMS FOR FEA AT-LARGE OFFICER POSITIONS

Any FEA Active Member may use these forms to nominate herself/himself or another Active Member for office. Simply clip along the dotted line, fill out the necessary information, and mail or e-mail your form. You can also download nomination forms at feaonline.org. Be sure to use the appropriate form and mail or e-mail it to the Nominations Chairperson at the address below, for receipt by the October 15 deadline. E-mail messages sent without a completely filled out nomination form will not count as a nomination. **The use of government e-mail or other equipment for any FEA election activity is prohibited. If a nomination form is sent from a government e-mail address it will be considered invalid.**

OFFICIAL OPEN NOMINATION FORM A (Self-Nomination)

I, _____, do hereby nominate myself for the office of

- ☐ President*
☐ Vice-President/Secretary-Treasurer
☐ Human and Civil Rights State Coordinator
☐ Education Support Professional (ESP) Coordinator
☐ NEA Director*
☐ Alternate NEA Director (this is a proposed new position. If members do not approve a constitutional amendment to create the position, votes for candidates for this position will not be counted)

** persons elected to either of these positions also serve as ex-officio delegates to the NEA Representative Assembly*

Signature

Date

Mailing Address

Home Phone

Personal E-mail Address (non DoDEA)

Requirements set forth for BOD officers: Must be an Active member of FEA (either full-time, half-time or part-time). Thus, each candidate must fulfill the requirements of unified membership in the United Education Profession.

SCAN AND E-MAIL THIS FORM TO: FEAElections@gmail.com

AS A BACKUP, YOU MAY ALSO MAIL
A COPY OF THIS FORM TO:

FEDERAL EDUCATION ASSOCIATION
ATTN: Elections
1201 16th STREET NW, SUITE 117
WASHINGTON, DC 20036

It is the responsibility of the sender to confirm any nomination sent is received. It is suggested that Nominators/Nominees confirm receipt at least a week before the October 15 deadline and, if the nomination has not been received by that time, to resend by email and confirm receipt.

FORMS MUST BE RECEIVED BY OCTOBER 15, 2024.

OFFICIAL OPEN NOMINATION FORM B (Nomination of Another FEA Active Member)

I, _____, do hereby nominate

_____ for the office of

- ☐ President*
☐ Vice-President/Secretary-Treasurer
☐ Human and Civil Rights State Coordinator
☐ Education Support Professional (ESP) Coordinator
☐ NEA Director*
☐ Alternate NEA Director (this is a proposed new position. If members do not approve a constitutional amendment to create the position, votes for candidates for this position will not be counted)

** persons elected to either of these positions also serve as ex-officio delegates to the NEA Representative Assembly*

Signature

Date

Nominee's Mailing Address

Nominee's Home Phone

Personal E-mail Address (non DoDEA)

Requirements set forth for BOD officers: Must be an Active member of FEA (either full-time, half-time or part-time). Thus, each candidate must fulfill the requirements of unified membership in the United Education Profession.

SCAN AND E-MAIL THIS FORM TO: FEAElections@gmail.com

AS A BACKUP, YOU MAY ALSO MAIL
A COPY OF THIS FORM TO:

FEDERAL EDUCATION ASSOCIATION
ATTN: Elections
1201 16th STREET NW, SUITE 117
WASHINGTON, DC 20036

It is the responsibility of the sender to confirm any nomination sent is received. It is suggested that Nominators/Nominees confirm receipt at least a week before the October 15 deadline and, if the nomination has not been received by that time, to resend by email and confirm receipt.

FORMS MUST BE RECEIVED BY OCTOBER 15, 2024.

2024-2025 FEA ELECTION SCHEDULE

October 15, 2024

Deadline for receipt of Nomination Forms.

October 29, 2024

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

On or Before November 13, 2024

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

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

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

On or Before November 20, 2024

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

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

On or Before December 5, 2024

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

December 13, 2024

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

January 10, 2025

Candidate flyers posted on FEA Website campaign page.

On or Before January 14, 2025

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

FEA Administrative Office mails Ballot Packets to active membership.

February 14, 2025

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

March 25, 2025

Deadline for receipt of ballots.

March 26 and 27, 2025

Votes tallied.

March 27 or 28, 2025

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

Proposed Constitutional Amendments

FEA members will be asked to vote on three groups of proposed amendments to the FEA Constitution in the upcoming election. Each group of proposed changes will be voted on separately.

The information on these pages show the proposed changes to the FEA Constitution.

FEA members can view the Association's full constitution in its present state by going to feasonline.org/who-we-are/board-leadership/fea-constitution/

AMENDMENT GROUP A - The first group of proposed Amendments cover failure to pay dues; Association committees; and eliminating the obligation to include write-ins on ballots so that races with just one nominee may be declared by acclamation.

Changes To Existing Wording in FEA Constitution (proposed deletions are struck through and **highlighted**; proposed additions are in **red type**)

Article Two, Section 5. Dues

f. Association Membership obligates each member to pay fully and completely the amount of membership dues required in these Bylaws that is applicable under the members' membership class. *The failure to pay dues fully and completely in accordance with the requirements of this Article and/or Section may result in procedures that result in the loss of membership until those full dues are remitted.*

Article Fourteen Standing Committees

The following committees shall be standing committees within the Association: (a) Elections Committee; (b) Budget Committee; (c) **Bargaining Committee**. **These committees may consist of any combination of Board Members, Association Staff or Association Active Members.**

Article Fifteen, Section 8. Write-in Nominations

Names of Candidates for any office may be placed on the official ballot by write-in nomination.

AMENDMENT GROUP B - The second group of proposed Constitutional amendments affect multiple Articles of the document to create an Alternate NEA Director position. If approved by members, this position would be created immediately and votes for the Alternate NEA Director position will be counted along with other offices during the March 2025 tally. If this amendment is not approved by members, votes for the Alternative NEA Director position will not be counted.

Changes To Existing Wording in FEA Constitution (proposed deletions are struck through and **highlighted**; proposed additions are in **red type**)

Article 5, Section 4. FEA President

l. Serve as alternate NEA Director; *if required in accordance with Article Six, Section 1.e.*

Article Five, Section 10. Alternate NEA Director

The number of NEA Directors shall be determined under the applicable provisions of the NEA Constitution and Bylaws. To ensure the Association has representation on the NEA Board in the absence of the elected NEA Director, an alternate NEA Director will be elected in the same manner, but separate from, that of the NEA Director in an at-large election. In the absence of the NEA Director, or in the event that the NEA Director resigns or is unable to perform the duties of the position, the alternate NEA Director will perform all duties listed in Article Five, Section 7 unless and until the NEA Director is able to resume their duties. The Alternate NEA Director shall hold no other executive office in the Association.

Article Six, Section 1.e.

e. If a vacancy in the Office of NEA Director occurs, it shall be filled in accordance with the applicable provisions of the NEA Constitution and Bylaws. *In the absence of the NEA Director, or in the event that the NEA Director resigns or is unable to perform the duties of the position, the alternate NEA Director will perform all duties listed in Article Five, Section 7 unless and until the NEA Director is able to resume their duties. In the event that the Alternate NEA Director replaces the NEA Director, the FEA President will act as the Alternate NEA Director until the elected NEA Director returns to office or a new NEA Director is elected.*

Article Fifteen - Association Elections Section 1. Electoral Body

a. The President, Vice President/Secretary-Treasurer, Human and Civil Rights Coordinator, Education Support Professional (ESP) Coordinator, **and** NEA Director **and Alternate NEA Director** shall be elected at large **from and** by the active members of the Association.

Article Fifteen - Association Elections Section 7. Elections Committee

The Elections Committee shall conduct the tally of ballots in the election of the President, Vice President/Secretary-Treasurer, Human and Civil Rights Coordinator, Education Support Professional (ESP) Coordinator, Area Directors/FEA Director for DDESS, **and** NEA Director(s) **and alternate NEA Director** in accordance with specific procedures determined by the Board of Directors and such other duties as may be incumbent upon it under specific nomination and election procedures developed by the Board of Directors.

FEA ELECTION 2025

Proposed Constitutional Amendments

AMENDMENT GROUP C - The third and final group of proposed Constitutional amendments affect Article Three of the FEA Constitution, which sets practices for charges and trials of Association members. If approved by members, Sections 3, 4 and 5 of Article Three would be amended as indicated below.

Changes To Existing Wording in FEA Constitution (proposed deletions are struck through and **highlighted**; proposed additions are in **red type**)

ARTICLE THREE - Charges and Trials of Members Section 3. Initial Consideration of Charges

a. ~~Upon charges being submitted, it is mandatory that a hearing be held unless the charges are withdrawn by the accuser or considered to be improper under this Article.~~

b. a. Prior to the notification to a member that charges have been filed against **him/her** them, the President, **along with the relevant Area Director and the General Counsel**, or in the case of a charge against the President, the Vice President/Secretary- Treasurer, shall review the charges and consider them improper if:

(1) The charges do not state the exact nature of the alleged offense as required by Section 2 of this Article;

(2) The charges are untimely under Section 2 of this Article;

(3) The charges allege a violation of the Code of Ethics of the Education Profession and are not made by an active member;

(4) The allegation does not sustain a charge of a violation of the Constitution or conduct which tends to bring the Association or local association into disrepute.

c b. Both the accused and the accuser shall be notified in writing of the President's ~~deter-~~ determination, **and a hearing set pursuant to the FEA Policy on Article 3 Hearings which will be passed, and from time to time amended, by the Board of Directors. The** and the accuser may appeal from such determination to the Board of Directors. Such an appeal must be limited to the question of whether the charges are proper

or improper under items (1), (2), (3), or (4) of this Section.

Section 4. Hearings

a. Notwithstanding other provisions provided for under this Article and Article Six, upon charges being filed against an elected official of the Association and pending the final determination of the charges, the FEA Board of Directors may place the accused under a leave status. An elected official who is placed on a leave status shall not exercise the powers and duties of the office.

In the event the Board votes to place an elected official on leave, the relevant Area Director will notify the charged elected leader. A replacement will be assigned via governing documents or by the Area Director in the absence of a governing document. The replacement will fulfill the elected official's duties during the pendency of the hearing. The Area Director will inform constituents that a temporary change of leadership has been made.

b. A member against whom proper charges have been filed shall be notified of such charges and the name of the member who initiated the charges by receipted registered or certified mail **within seven days after the charges have been reviewed**, as provided **by the FEA Policy on Article 3 Hearings, passed by the Board of Directors. in Section 3 of this Article.**

c. Except as otherwise provided in this Article,

the President, or in the event the charge is made against the President, the Vice President/ Secretary-Treasurer, **shall, within 30 days of the notification of the accused, will, pursuant to the FEA Policy on Article 3 Hearings, appoint a hearing committee of 3 or 5 members, not parties to the proceedings, one of whom shall act as chairperson and one of whom shall act as secretary. In the event that the charges allege a violation of the Code of Ethics of the Education Profession,** ~~o~~ Only active members shall be named to the **trial hearing** committee. **Within one week of its appointment, t** ~~t~~ The committee shall notify the member by receipted registered or certified mail of the rights of the accused in the hearing and of the time and place of the hearing. The time set for the hearing shall allow the accused a reasonable time (not less than 30 calendar days after notification) to prepare **his/ her** their defense.

d. If a member fails to appear for trial when notified to do so, the trial shall proceed as though the member were in fact present.

e. Both the accused and the accuser shall have the right to present evidence, cross-examine witnesses and be represented either in person or by a member to act as **their his/her** counsel. **FEA Staff cannot serve as counsel to any party in an Article 3 procedure.**

f. All witnesses shall testify under oath.

g. Notice of the decision and penalty, if any, shall be given to the parties to the proceedings

within 10 calendar days after the close of the trial.

h. The committee shall maintain a faithful and accurate record of the proceedings.

Section 5. Appeals

a. A member upon being found guilty by a hearing committee shall have the right to appeal the decision of the hearing committee to the Board of Directors within thirty days after the decision.

b. The appeal shall be directed, in writing, to the President who shall obtain the record of the case.

c. The Board of Directors shall review the case and by a majority vote to affirm or reverse the decision of the hearing committee, and may amend, reject, or substitute another punishment for that penalty imposed by the hearing committee provided. ***The penalty may be lesser than what the hearing committee provided for, but it may not be more severe. however, that a two-thirds vote of those voting shall be required to substitute expulsion as the penalty where a lesser punishment was imposed by the hearing committee.***

d. The thirty-day time limit provided in this section for filing appeals may be extended by the Board of Directors for an additional period not to exceed ninety days, upon a showing of good cause by the party making the appeal.

FEA Members Experience The 2024 NEA RA In Philadelphia

FEA members who attended the 2024 NEA Representative Assembly in Philadelphia share their impressions below. Find out more about the NEA’s annual legislative gathering by going to ra.nea.org.

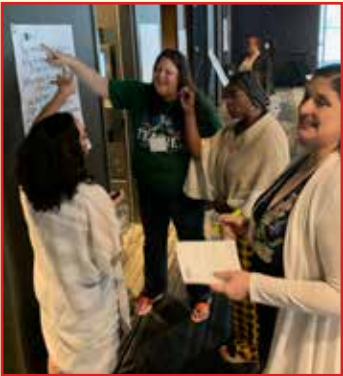
The 2025 NEA RA will be held in Portland, Oregon, July 2-6. The FEA Annual Membership Meeting, which elected delegates are also expected to attend, will take place June 30 and July 1 in Portland.

If you are interested in running for a delegate seat to the 2025 FEA and NEA meetings in Portland, see page 9 for your Area’s election schedule.

Marisa Strickland Japan  I’m really enjoying the RA. I love being here with all the NEA members from other states and getting to talk about our shared issues. All of us in education are experiencing the same issues and difficulties in education in America. We have the same concerns and face the same struggles. I think it’s very important to have these opportunities to express solidarity with each other.	Alesia Gladden (Ms. Lee) Fort Campbell, KY  Being at the RA has been an overwhelmingly positive experience. As an upcoming leader in FEA, this is where I need to be because it helps me to understand the ins and outs of the union. It’s also beautiful to be here with NEA members from around the country. It’s like falling in love but falling in love with the union. You see how there are educators from around the nation who are experiencing the same problems and standing up for the same principles. You see that you have a family.	Olga Sims Germany  It’s been outstanding and inspirational to see so many educators from around the country. Living in Germany, it’s also interesting to understand the issues educators face in the U.S. It’s great to collaborate with other educators on issues, talk to member caucuses from other states, and learn how they work with their local districts and school boards to resolve the issues they have.	Matt Binfield South Korea  I love attending the RA and FEA annual meeting. Being able to network with people from across the US, whether it’s new state members, or new caucus members. The energy & excitement that surround the RA are like none other that I have ever experienced.
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Annual Meeting Attendees Shape Questions For New DoDEA Director

Members attending the FEA Annual Meeting had a limited time to ask the new DoDEA Director questions, so they took time to identify the top issues they faced and strategized which questions they would ask Dr. Narvaez.



To help brainstorm issues, members took large sheets of paper and taped them around the walls of the meeting room. Then members raised their hands to speak on the top issues they and their colleagues have been facing in their schools and districts. Problems ranged from Renewal Agreement Travel (RAT) order delays and errors, unpaid hours in Stateside schools, educator shortages, over-testing, a lack of SPED staff and student support, and much more.

After all the topics were written on the papers, there were about forty to fifty issues identified. Members then took about ten minutes to walk around the room with colored markers and note their top issues with check marks. Members then agreed to group the top related



issues and prepare concise questions they would ask the new director.

Area Notices of Election for 2025 NEA-RA Delegate Positions

Notice of Election for Election of NEA Representative Assembly Delegates Representing **FEA-Stateside Region** SY 24-25

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

On or before January 20, 2025 - Nomination information posted via FEA-SR website

February 17, 2025 - deadline for receipt of nomination forms by FEA-SR

On or before February 27, 2025 - Ballots mailed to all Active members in Stateside unit

April 11, 2025 - Deadline for receipt of ballots

April 12, 2025 - Votes tallied/results announced within 24 hours

Notice of Election for Election of NEA Representative Assembly Delegates Representing **FEA-Europe** SY 24-25

October 10, 2024 - Nomination forms sent out electronically

November 9, 2024 - Deadline for nomination forms received

November 16, 2024 - Announcement of candidates

December 6, 2024 - Deadline to remove name from Ballot

January 8, 2025 - Unity mailed (electronically) with candidates' information

January 27-February 21, 2025 - Voting Open

February 24-26, 2025 - Votes Tallied/Winners Announced Immediately Afterward

Notice of Election for Election of NEA Representative Assembly Delegates Representing **FEA-Pacific** SY 24-25

RA Delegate Positions are considered District offices in the Pacific and will follow this procedure in 2025:

February 13, 2025 - Announce election

February 28, 2025 - Nomination forms will be distributed

March 7, 2025 - All nomination forms are due no later than 15:00

March 11, 2025 - Ballots distributed

March 18, 2025 - Completed ballots due no later than 15:00

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

Members who retired/separated 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 this 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, need to submit form SF 1188.

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 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 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 FEA of your desire to do so. This includes members who retired/separated 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 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. See page 12 for information on enrolling in AutoPay.

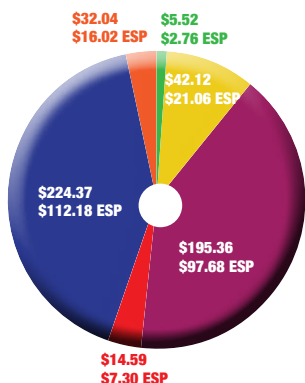
Breaking Down Your FEA/NEA Dues

Breakdown of FEA Dues (\$514; \$257 ESP) for 2023-2024*

FEA State Dues in SY 2023-2024 were \$514 (\$257 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 \$514 amount, funds used to support the FEA Headquarters operating budget, averaged \$289.63 (\$144.82 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 \$32.04 (ESP \$16.02)

Negotiations, arbitrations, insurance and outside legal assistance when necessary.

Communications/Publications \$5.52 (ESP \$2.76)

FEA Journals and other publications, BOD minutes, FEA Web site and social media.

Governance \$42.12 (ESP \$21.06)

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 \$195.36 (ESP \$97.68)

Salary, benefits, and expenses for the staff in the FEA Washington office.

Administration \$14.59 (ESP \$7.30)

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

Average Area Dues Allocation \$224.37 (ESP \$112.18)

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 (\$208; \$124.50 ESP) for 2023-2024*

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 \$3.70 (ESP \$2.22)

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 \$4.45 (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 \$9.18 (ESP \$5.50)

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.

Support Professional Excellence and Respect \$15.45 (ESP \$9.25)

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 \$25.78 (ESP \$15.43)

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 \$21.33 (ESP \$12.77)

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 \$62.64 (ESP \$37.49)

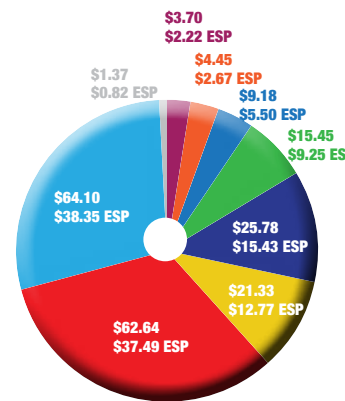
Develop and leverage the collective organizational proficiencies across our Association to advance the mission of the NEA and its affiliates, with particular focus on Member Engagement; Organizing and Connectedness; Educator Voice, Autonomy and Leadership; Racial Justice Culture; Coalitions and Partnerships; Dynamic Alignment; and Enterprise/Affiliate Health.

Enterprise Operations \$64.10 (ESP \$38.35)

Ongoing functions across the enterprise that support the strategic objectives, build lasting strength, and sustain the organizational infrastructure.

Contingency \$1.37 (ESP \$0.82)

Provide funding for emergencies at the national, state, or local levels.



*2023-2024 figures are used because they were the most current numbers available at the time this publication went to press.

No dues dollars are used to support NEA Member Benefits programs

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, fees, and assessments
- protection of the right to sue
- safeguards against improper discipline

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

CONSTITUTION, BYREPORTS – 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 the records necessary to verify the financial reports for just cause. The reports are public information and are available from OLMS and at unionreports.dol.gov

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. The union must provide accounting and financial controls necessary to assure fiscal integrity.

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.

PROHIBITION OF CONFLICTS OF INTEREST – A union officer or employee may not (1) have any monetary or personal interest or (2) engage in any business or financial transaction that would conflict with his or her fiduciary obligation to the union. 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 subject to a union security agreement 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.

Sign Up For AutoPay Today To Protect Your Membership From Outside Threats

Anti-public-education forces seek to eliminate payroll deduction as a means for Association members to easily pay their annual dues.

Education employees in numerous states have seen payroll deduction taken away from them overnight. Opponents of public education hope to do the same to federal employees.

FEA/NEA members can easily thwart those attempts by pro-actively switching from payroll deduction to EFT or credit card payment of their Association dues via NEA's AutoPay system.

With AutoPay, 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 AutoPay gives DFAS and DOD one less way to potentially mess up your pay.

To sign up for AutoPay, go to feasonline.org/autopay 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).

AutoPay was formerly known as eDues. Any FEA member who had been enrolled in eDues remains

Signing Up For AutoPay Is Quick and Easy

STEP 1 - Go to feasonline.org/autopay to find the link for NEA's AutoPay site

STEP 2 - Confirm/update your contact information on the AutoPay 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 AutoPay registration



Important: If you enroll in AutoPay 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 AutoPay **DOES NOT** automatically end payroll deductions since AutoPay and payroll deduction are two separate systems.

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

enrolled in AutoPay. There is no need to switch from eDues to AutoPay since they are the same system.

Be aware that members who switch to AutoPay from payroll deduction must submit government form SF 1188 to turn off payroll deductions or you'll be double billed. SF 1188 submission information is

included in the guidance available at feasonline.org/autopay.

Take control of your membership and take Do-DEA and other agencies out of the equation: make the switch now to AutoPay.

Go to feasonline.org/autopay and take charge.

A Pair Of Meetings Make For An Active Retired Summer

by Ingrid Ahlberg, FEA Retired Representative

This summer I had the opportunity to see FEA and DODDS twice from a retired perspective.

First I was your FEA retired delegate at the NEA Representative Assembly in Philadelphia. Ten days later I attended the DODDS reunion in Lexington, KY.

It was amusing to have one FEA delegate at the RA comment as we were exchanging stories, “that was before I was born” when I told about my transfer to Okinawa!

As another delegate and I were exchanging stories, we realized that I had been a counselor at a summer camp when her mother was there as a camper!

Needless to say, we brought some different perspectives to discussions.

What did NOT differ was the delegates’ dedication to help make education and DODEA a better place for children and adults!

Stateside (where we also represent Education Support Personnel) and Overseas delegates shared insights about issues that are common across both systems.

I was also impressed with the pre-Representative Assembly NEA online information sessions.

One of the benefits of the pandemic is our ability to use digital technologies to our benefit. Delegates had two weeks of alternate evenings of online information sessions just prior to the RA. I felt more prepared as I arrived in Philadelphia.

Both organizational topics, such as budget, as well as content issues, such as the NEA policy about the use of Artificial Intelligence in the classroom, had focus time during sessions.

I was amazed that in just one year’s time (school years 22/23 to 23/24) both student AND educator use of AI in schools has doubled! It made NEA’s position and policy about AI very relevant as guidance for teachers and for our organization at all levels across the country! It reminded me of the Board meeting over 30 years ago, when I said to Jack Rollins and Ron Austin when they were negotiating the use of computers in our classrooms, “Don’t let DODDS turn teachers into data input clerks!” Scary the resonance when the younger delegates can’t envision a time when there were 0-2 computers in a school!

I went from that to 4+ days with 400+ DODDS veterans who made the effort to catch up with friends they had known in multiple places around the world despite their personal life complexities.

We enjoyed exploring yet another place and culture many of us had not visited – Kentucky horse country! The bourbon and horse country tours were great draws. There were also historical sites to visit. The Mary Todd Lincoln house was within walking distance of the hotel.

The AFSPA briefing about what to expect with this year’s health care open season was, as ever, VERY informative.. A side trip and tour of Churchill Downs on the drive home rounded out our visit to horse country.

Next year’s reunion will move farther west to a resort just outside Reno, NV to make it easier access for our DODDS folks based farther west. Check out the DODDS reunion website for details. mydoddsreunion.com/reunion-information.html



FEA Retired Members (from left) Chuck McCarter, Debra Degalis, and Michael Priser at the FEA Retired table that was set up during the DODDS Reunion in Louisville this summer

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

After Summer's Overseas Travel Disaster, FEA Pressing DoDEA for Change

DoDEA's Inaction and Issues

Renewal Agreement Travel (RAT) allows eligible civilian employees and their dependents to receive travel and transportation allowances for returning home between tours of duty Outside the Continental U.S. (OCONUS).

Overseas members are typically eligible for RAT every two years and the first year after starting a new position Overseas. In the past, DoDEA educators typically received accurate and timely travel orders, with large-scale delays and errors being rare.

However, in recent years, errors and delays have become more frequent.

In response, FEA leadership suggested solutions such as hiring and training more new dedicated staff to supplement the existing staff to manage travel arrangements for educators and their families. Despite these suggestions, DoDEA management did not take action until very late in the school year, leading to last summer's RAT disaster.

Last Summer's Travel Disaster

Over the last spring and summer, many Overseas members reported significant delays and errors in their summer travel orders, either for themselves or their dependents.

FEA is urgently pressing DoDEA to implement changes to prevent these problems from recurring.

Starting in late April, Overseas members began experiencing issues with their travel orders. Young dependents, including toddlers, were sometimes assigned plane seats far from their parents and next to strangers.

In other cases, educators' tickets had incorrect names or birthdates. Members reported travel delays for college-age dependents and concerns about missing important appointments in the U.S.

As spring turned into summer, these errors and delays worsened. Many members reached out to FEA leadership, who informed DoDEA of the severity of the problem and urged them to find solutions.

FEA will be gathering information from educators about these issues in case further action is needed. FEA leadership has heard reports of educators having scheduling challenges or possibly having their dependents' Ed Travel delayed. FEA asks educators to share any problems they encountered with RA or Ed Travel.

The Association may follow up with members for additional information, so please check the email you have on file with FEA.

FEA Urgently Pressing for Change

FEA is urgently pressing for change. At the FEA Annual Meeting in Philadelphia, Overseas members shared their experiences with new DoDEA Director Narvaez, who attended the meeting. Members proposed several common-sense solutions to address these issues.

Now is the time for DoDEA management to take swift action to resolve these problems. If DoDEA does not act and travel issues persist, the Association is considering other ways to advocate for change.

In the meantime, all members are encouraged to keep detailed records of their travels and inform the Association if they encounter issues with vouchering for their travel upon returning to school. If you need assistance, please contact FEA President Brian Chance at bchance@nea.org. FEA will remain focused on this issue.

Educators work hard to teach military-connected children throughout the school year. They should be able to rely on DoDEA to arrange their travel so they can enjoy their well-earned summer breaks.

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 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.
DT680824

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

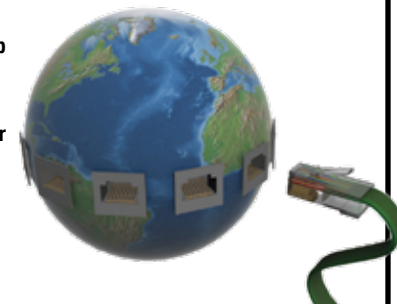
In **Japan**
00539-111

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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Calendar of Events

SEPTEMBER

- 12-14 TEAK FRS Training
- 16-17 AEAO FRS Training
- 19-20 NEATA FRS Training
- 21-23 Pacific Area Leadership Council Tokyo
- 25-29 FEA Stateside Region Area Council

NOVEMBER

- 18-22 American Education Week
- 18-22 FEA Board of Directors Meeting Washington, DC
- 20 Education Support Professionals Day

Thank You FEA Delegates



FEA's delegation to this summer's NEA Representative Assembly in Philadelphia pose for a group shot prior to the start of the gathering. Delegates from every Area of FEA were elected by their peers to represent them at the annual gathering. The Association is extremely grateful to these members for giving up a part of their summer to attend the NEA RA as well as the FEA Annual Membership meeting, where they heard presentations from FEA leaders and were able to pose questions to incoming DoDEA Director Dr. Beth Narvaez (see page 1 and page 8). Next year's FEA and NEA meetings will be held in Portland, Oregon, between June 30 and July 6, 2025. FEA members interested in serving as delegates should view their Area's delegate election schedule, on page 9.