



JOURNAL

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Inside

FEA ELECTION 2025

Find details of the three proposed amendments to the FEA constitution and biographies of the candidates for at-large offices to serve on the FEA Board of Directors.

See pages 3-11 for information!

Ballots will be mailed directly to all FEA Active Members on or before January 14, 2025.

Completed ballots must be received by FEA no later than March 25, 2025, to be part of the election tally.

Your Voice, Your Choice

Take Action Now To Keep Your Union Working For You

The incoming administration and Congress will be the most anti-federal-worker and anti-public-education in history. It is a certainty they will attempt to silence workers by attempting to cut them off from the voices that represents them – their unions.

There are things you can do right now to show your belief in employee rights and to make sure the voice FEA and NEA provide you and your students is not silenced. The most urgent action you can take is to enroll in NEA's AutoPay system to make sure your membership is not interrupted by political action.

Following the playbook outlined by the radical Project 2025 and building upon efforts undertaken in his first administration, President-elect Trump is expected to sign a flurry of Executive Orders on his first day, many of which are likely to be aimed at federal workers, their rights and their working conditions.

Among those could be attempts to circumvent federal law by seeking to restrict or eliminate bargaining rights, due process protections, and

access to employee unions through payroll deduction of union dues.

Eliminating payroll deduction has been a first step in many state legislatures hostile to public employees and the unions that represent them.

By enrolling now in AutoPay, you send the message that you will continue to stand together with your fellow DoDEA employees, despite efforts to isolate you.

Hundreds of FEA members are already on AutoPay and find it an easy way to

maintain their Association membership. Submitting your information takes just a few minutes.

Those enrolling now in AutoPay will only be switched to EFT or Credit Card payment this school year if payroll deduction is taken away immediately. If not, you'll remain on payroll deduct for now and your EFT or Credit Card pay method will be activated next school year.

Don't wait! Follow the guidance below and make sure your voice is not silenced.

Signing Up For AutoPay Is Quick and Easy

STEP 1 - Go to feaonline.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

You'll need your membership ID number to enroll; find it next to your address on page 16 of this newsletter.

Association Business

Richard Tarr
FEA Executive Director



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

FEA and You: Standing Stronger Together

Since 1956, FEA has been the voice of employees in the Department of Defense school system.

There are those coming to power who want to silence that voice.

The new Congress and Administration have made their negative views of federal employees abundantly clear.

Rather than recognizing you for your years of service and dedication, those taking the reins of government cast federal workers in the harshest light possible: calling you lazy and threatening to do away with thousands of government positions in the name of “efficiency.”

The unions that represent federal workers are viewed even more negatively. The anti-union, anti-public-education extremists mislabel organizations like FEA as being “radicals,” just because we believe the federal government, like any employer, has an obligation to treat its employees fairly and equally.

These gross mischaracterizations are not based upon facts or reason; they are Orwellian doublespeak meant to justify whatever action they take against us, no matter how illegal or unconstitutional.

For anyone who believes employees should have a voice and who feels com-

pelled to resist efforts to frighten and intimidate you into silence, it has never been more important to stand united with your fellow education employees.

We expect a barrage of attacks in the coming years on employees’ rights. The very guardrails of civil service protection against the corrupt spoils system of the 19th century will be tested.

Whether those protections remain intact, are significantly weakened, or are done away with altogether, your inalienable right to assemble and to petition the government for redress of grievances will remain the bedrock principle that governs FEA as your professional association.

Regardless the roadblocks put in our way, FEA will continue to fight for the rights and interests of our members and their students – so long as members like you support us in that mission.

Now is the time we must redouble our efforts to protect what we collectively have built since 1956: an environment in which employees always have a voice and a hope of bringing about change for the better.

No, we have not always enjoyed respectful treatment from management. But for nearly 70 years, we have compelled them to hear our collective voice – even in times

before collective bargaining was the norm in the federal sector.

Since its inception, FEA has existed to provide a voice for employees of the DOD school system. How that voice has been exercised has changed over time – from simple letter writing in the 1950s to contractual negotiation and enforcement in the modern day. But, because of the support and active participation of our members, the voice FEA provides has never been silenced.

It will not be silenced now, either.

FEA pledges to remain a strong voice and advocate for DoDEA employees. With the support we enjoy from NEA, our voice is amplified far beyond the several thousand members we have.

I urge you to remain committed to the cause of public education and employee rights. Showing your support by enrolling in the AutoPay system to protect against the loss of payroll deduction is one immediate step you can take (see page 1). FEA cannot exist without you.

Continue to stand with us. Protect your membership by enrolling in AutoPay; look for ways to become more involved in your Local Association; don’t be intimidated by those who threaten us. Make sure FEA remains your voice for years to come!

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.

Members to Vote on Amendments to Constitution, At-Large Officer Races

What are the proposed Amendments to the FEA Constitution?

Proposed amendments to the FEA Constitution are gathered into three groupings (Group A, Group B, and Group C). FEA members will vote on each amendment Group separately. Information on each amendment Group is presented on pages 4 and 5 of this newsletter.

Which offices are up for election this year?

Five at-large offices on FEA's Board of Directors are to be elected. Those offices are:

- **President**
- **Vice President/Secretary-Treasurer**
- **NEA Director for Federal**
- **Human & Civil Rights Coordinator**
- **Education Support Professional (ESP) Coordinator**

In addition, if Amendment Group B is approved by members, a new position of **Alternate NEA Director** will be created and votes cast for that position tallied as well.

Biographies of all the candidates can be found on pages 6-11 of this newsletter.

Where is my ballot?

Ballots will be mailed individually to each FEA Active member on or before January 14, 2025. Your ballot should arrive by early February or sooner, depending on your location.

What if my ballot never arrives?

Any time after February 14, 2025, Local Presidents, FRSSs and Area Directors may reproduce ballots for members who have not yet received theirs.

When is my ballot due back to FEA for counting?

Ballots must be received by the close of business on March 25, 2025, to be tallied.

When will the count take place?

Counting will be done on March 26 and (if necessary) 27, 2025, in Washington, DC.

How do I find out who has won?

Results will be posted on the FEA Web site within 24 hours of the tally being completed and printed in the Spring 2025 FEA Journal.

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.

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 shows 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 - 1) clarifies how the failure to pay membership dues may result in loss of Association membership until full dues are remitted; **2)** eliminates the obligation to include write-ins on ballots so that races with just one nominee may be declared by acclamation; and **3)** establishes the Bargaining Committee as one of FEA's Standing Committees.

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 - 1) creates an Alternate NEA Director position, which, if approved by members, would be created immediately. If Amendment Group B is approved, votes for the Alternate NEA Director position will be counted along with other offices during the March 2025 tally.

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

1. 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.

Proposed Constitutional Amendments

AMENDMENT GROUP C - Amendment Group C clarifies the practices regarding Associations charges and trials of FEA members with respect to: 1) setting a hearing to hear allegations and defense; 2) the process for placing a charged elected official on leave and assigning a replacement official; 3) the restriction of FEA staff from serving as counsel to any party; and 4) the penalty given to a charged member who is found to be guilty.

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.

~~e b.~~ Both the accused and the accuser shall be notified in writing of the President's ~~deter-~~mination, **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** 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 ELECTION 2025

MEET THE CANDIDATES

CANDIDATE

FEA PRESIDENT

SHARON MANUEL

Present Location: Osan Middle/High School,
South Korea

Present Assignment: Middle School
Mathematics

Years in DoDEA: 22



Locations:

- OMHS, OMS, OAHS, South Korea (15 years)
- Lester Middle School, Okinawa, Japan (1 year)
- Pacific Area Office, Okinawa, Japan (2 years)
- Kubasaki High School, Okinawa, Japan (4 years)
- Bayside Middle School, Virginia Beach, USA (4 years)

Universities, Degrees, Certificates:

- Claflin College, BS, Mathematics, Minors: Computer Science and Business
- South Carolina State M.E.D. Mathematics

Awards:

- U.S. Forces of Korea, Scroll of Appreciation 2011

Offices and Committee Assignments:

- FEA Vice-President/Secretary/Treasurer (2 years)
- Local President (TEAK) South Korea (7 years)
- FRS, Osan Middle School, South Korea (7 years)
- FR, Kubasaki High School, Okinawa, Japan (3 years)

CANDIDATE

EDUCATION SUPPORT PROFESSIONAL COORDINATOR

TERESA BROWN

Present Location: Heroes Elementary
School, Camp Lejeune, NC

Present Assignment: SPED Aide LIMM

Years in DoDEA: 24



Locations:

Camp Lejeune, North Carolina (24 years)

Universities, Degrees, Certificates:

- Orange County Community College
- Miller Motte College
- Southern New Hampshire University

Awards:

Offices and Committee Assignments:

- ESP Coordinator
- HCR Coordinator FEA-SR
- HCR Representative Local (LESA)
- Vice President Local Union (LESA)
- Treasurer Local Union (LESA)
- Performing Arts Club
- CSI

FEA ELECTION 2025

MEET THE CANDIDATES

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CANDIDATE

VICE PRESIDENT/SECRETARY-TREASURER

MARISA STRICKLAND

Present Location: E.C. Killin Elementary School, Camp Foster, Okinawa, Japan

Present Assignment: Kindergarten Teacher

Years in DoDEA: 12

Locations:

- Okinawa, Japan (8 years)
- Ft. Jackson, SC (1 year)
- Camp Lejeune, NC (3 years)
- Virginia (3 years)
- California (4 years)

Universities, Degrees, Certificates:

- University of Maryland, College Park, BA in Journalism and Psychology
- The Johns Hopkins University, MA in Early Childhood Education and Development
- University of San Diego – Graduate Certificate in ESOL Education
- University of Phoenix, Doctoral Candidate in Educational Leadership with a Specialization in Curriculum and Instruction

Awards:

Offices and Committee Assignments:

- FRS, Pierce Terrace Elementary, Ft. Jackson (1 year)
- FRS, E.C. Killin Elementary, Okinawa (3 years)
- Vice President, AEAO (1 year)
- President, AEAO (2 years)
- Universal Pre-K Working Committee (1 year)
- Member of the Morongo Teachers Association (CA) 4 years, the Virginia Education Association 3 years



CANDIDATE

VICE PRESIDENT/SECRETARY-TREASURER

BRIAN CHANCE

Present Location: Zama Middle/High School, Japan

Present Assignment: Information Specialist

Years in DoDEA: 27

Locations:

- Kaiserslautern Middle School, Germany (7 years)
- Zama American High School, Japan (14 years)
- Marion County Schools, FL (5 years)
- Clay County Schools, Middleburg, FL (4 years)

Universities, Degrees, Certificates:

- University of Florida, M. Ed
- University of Florida, BA
- School for International Training, Brattleboro, VT/Guanajuato, Mexico
- Chesapeake College, Wye Mills, MD
- Eastern Washington University, Cheney, WA

Awards:

- NEA Foundation Award for Teaching Excellence- California Casualty Awardee
- Sallie Mae Teacher of the Year for Clay County Florida
- National Endowment for the Humanities Appointment to Summer Seminars

Offices and Committee Assignments:

- Federal Education Association President (6 years)
- NEA Director for Federal Education Association (6 years)
- FEA Secretary/Treasurer (3 years)
- Northeast Asia Teachers' Association (NEATA) Secretary (3 years) & Vice President (3 years)
- Education International NEA Delegate (5 appointments, 2 as Policy Delegate)
- NEA Resolutions Committee – Committee Member for FEA (2 years)
- Faculty Representative Spokesperson (12 years in FEA and 6 years in Florida)



FEA ELECTION 2025

MEET THE CANDIDATES

CANDIDATE

NEA DIRECTOR FOR FEDERAL

KORRY MIAL

Present Location: DoDEA Virtual High School, Quantico, VA

Present Assignment: DoDEA Virtual High School, Counselor

Years in DoDEA: 21

Locations:

- DoDEA Virtual School (13 years)
- Zama High School (2 years)
- Kadema High School (6 years)

Universities, Degrees, Certificates:

- College, Bachelor of Science
- Better College, Master of Arts

Awards:

- Presidential Physical Fitness Award
- Best Remote/Virtual Worker Award
- Time Off Award

Offices and Committee Assignments:

- DoDEA Virtual School Association – President (5 years)

No
Photo
Submitted

CANDIDATE

NEA DIRECTOR FOR FEDERAL

ESTELL DARBY

Present Location: Yokosuka Middle School, Japan

Present Assignment: Reading Specialist

Years in DoDEA: 13

Locations:

- Yokosuka Middle School, Japan (9 years)
- Sullivans Elementary School, Japan (1 year)
- Lajes E/HS, Portugal (3 years)
- Cobb County Schools, Atlanta, GA (6 years)
- St. Mary, Parish Schools, Louisiana (8 years)

Universities, Degrees, Certificates:

- Dillard University, B.S., Public Health
- Nicholls State University, Teaching Certificate
- University of Phoenix, Master of Healthcare Administration

Awards:

- Teacher of the Year, Cobb County, Georgia, 2008
- FEA “Plus 1” Membership Award

Offices and Committee Assignments:

- Faculty Representative Spokesperson (FRS), Yokosuka MS (4 years)
- NEA Representative Assembly Delegate (3 years)
- NEA Resolutions Committee Representative for FEA (2 years)
- OFT Treasurer (2 years)
- NEATA Human and Civil Rights Coordinator (1 year)
- Leaders for Just Schools, Denver Cohort (1 year)
- Human and Civil Rights Representative (HCR) Yokosuka MS (2 years)



FEA ELECTION 2025

MEET THE CANDIDATES

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CANDIDATE

NEA DIRECTOR FOR FEDERAL

STEPHEN JAMES

Present Location: Netwaberg Middle School,
Germany

Present Assignment: Teacher LIMM

Years in DoDEA: 20

Locations:

- Netwaberg MS (2 years)
- Netwaberg ES (4 years)
- Vilsek ES (5 years)
- Bamberg ES (3 years)
- Naples ES (4 years)

Universities, Degrees, Certificates:

- Framingham State University, MA in Educational Leadership
- Western Washington University, Special Education Certificate, K-12
- Western Washington University, BA English

Awards:

Offices and Committee Assignments:

- Europe East District Representative (6 years)
- FRS Vilseck ES (4 years)
- FRS Bamberg ES (1 year)



CANDIDATE

NEA DIRECTOR FOR FEDERAL

MATT BINFIELD

Present Location: Humphreys Central
Elementary School, South Korea

Present Assignment: 2nd Grade

Years in DoDEA: 15

Locations:

- South Korea (TEAK) (9 years)
- Okinawa (AEAO) (3 years)
- Omaha Public Schools (OPS) (4 years)
- Bellevue Public Schools (BPS) (3 years)

Universities, Degrees, Certificates:

- Western Governors University – Present MSCIN
- Concordia Uni. – Post Bacc. Masters Endorsement ESL
- Midland Uni. – B.A. Elem. Education/Early Childhood Educ.

Awards:

- NEA Foundation Excellence in Teaching Award
- 2015 Teacher of the Year – Korea District

Offices and Committee Assignments:

- RA Delegate (11 years)
- FRS (1 year)
- FR (8 years)
- Building Rep – Nebraska (7 years)
- Elementary Executive Board (5 years)
- FEA Rep to Resolutions Committee (2 years)



FEA ELECTION 2025

MEET THE CANDIDATES

CANDIDATE

HUMAN AND CIVIL RIGHTS COORDINATOR

MICHAEL E. JOHNSON

Present Location: Sollars Elementary School, Japan

Present Assignment: Elementary Strategic Mathematics Intervention

Years in DoDEA: 20

Locations:

- Misawa, Japan (20 years)
- Augusta, GA (5 years)
- Evans, GA (3 years)

Universities, Degrees, Certificates:

- Regent University, Master of Divinity, Christian Formation & Spirituality
- California Coast University, Master of Education: Administration
- Georgia Southern University, BS Early Childhood Education

Awards:

Offices and Committee Assignments:

- FEA Human-Civil Rights Coordinator (3 years)
- NEATA President – JP District (2 years)
- NEATA Vice President – JP District (6 years)
- Human-Civil Rights Coordinator – JP District (4 years)
- Local FRS – JP District (2 years)
- Local FR – JP District (5 years)



CANDIDATE

HUMAN AND CIVIL RIGHTS COORDINATOR

DIANNA MARTINEZ

Present Location: Vogelweh Elementary School, Germany

Present Assignment: K-5 AAPS-RT

Years in DoDEA: 14

Locations:

- Vogelweh Elementary School (14 years)

Universities, Degrees, Certificates:

- Gratz College. Master's Holocaust Studies
- American Military University. Master's Education: Gifted Education
- Ottawa University. Master's Education: Professional Development
- Ottawa University. Teacher Certification Program
- Grand Canyon University. Bachelors of Science: Human Biology

Awards:

- Arizona Governor's Pride Award for Environment Education
- Valley of the Sun Award for Excellence in Teaching (multiple years)
- Silver Apple Award (multiple years)

Offices and Committee Assignments:

- FEA Europe Human and Civil Rights Coordinator (1 year)
- Europe East Division 1 Human and Civil Rights Coordinator (4 years)
- Europe East Division 2 Interim Human and Civil Rights Coordinator (1 year)
- Europe West Interim Human and Civil Rights Coordinator (1 year)
- FRS, Vogelweh Elementary School (2 years)
- FR, Vogelweh Elementary School (4 years)
- FR-HCR, Vogelweh Elementary School (8 years)



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MEET THE CANDIDATES

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CANDIDATE

ALTERNATE NEA DIRECTOR FOR FEDERAL

MATT BINFIELD

Present Location: Humphreys Central Elementary School, South Korea

Present Assignment: 2nd Grade

Years in DoDEA: 15

Locations:

- South Korea (TEAK) (9 years)
- Okinawa (AEAO) (3 years)
- Omaha Public Schools (OEA) (4 years)
- Bellevue Public Schools (BEA) (3 years)

Universities, Degrees, Certificates:

- Western Governors University – Present MSCIN
- Concordia University – Post Bacc. Masters Endorsement ESL
- Midland University –Elem. Ed./ECE

Awards:

- NEA Foundation Excellence in Teaching Award
- 2015 Teacher of the Year – Korea District

Offices and Committee Assignments:

- RA Delegate (11 years)
- FRS (1 year)
- FR (8 years)
- Building Rep – Nebraska (7 years)
- OEA Elem. Executive Board (5 years)
- FEA Rep to Resolutions Committee (2 years)



CANDIDATE

ALTERNATE NEA DIRECTOR FOR FEDERAL

KITARA JORDAN

Present Location: Joan K. Mendel Elementary School, Fussa, Japan

Present Assignment: Advanced Academics Programs & Services

Years in DoDEA: 18

Locations:

- Joan K. Mendel ES, Japan (12 years)
- Jack N. Darby ES, Japan (6 years)
- C.H. Gullatt ES, Georgia (12 years)
- Conley Hills ES (1 year)

Universities, Degrees, Certificates:

- Nova Southeastern University, Ed.D. – Child and Youth Studies
- Troy University – MA – Elementary Education
- Fort Valley State University – BS Business Management, BA Early Childhood Education

Awards:

- DoDEA – Japan District – Teacher of the Year (2013)
- Coca Cola Teacher of the Year – C.H. Gullatt ES 2005-2006

Offices and Committee Assignments:

- NEATA – Elementary Vice President (2 years)
- Joan K. Mendel ES - FRS (4 years)
- Joan K. Mendel ES- FR (4 years)
- Jack N. Darby ES – HCR (1 year)



Area Notices of Election for 2025 NEA-RA Delegate Positions

PLEASE NOTE: Some dates for the mailing, receipt and tally dates have changed from the information published in the August FEA Journal. Please consult the information below for your Area to see the current timeline for the election of State delegates to this summer’s NEA Representative Assembly from your FEA Area.

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-March 10, 2025 - Voting Open

March 11-12, 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 6, 2025 - Announce election

February 21, 2025 - Nomination forms will be distributed

February 28, 2025 - All nomination forms are due no later than 15:00

March 11, 2025 - Ballots mailed

April 21, 2025 - Completed ballots must be received by the close of business

April 22, 2025 - Election tally

FEA Members Heading to Portland For This Summer’s Association Meetings

If you feel like getting a little weird this summer, we’ve got just the place for you.

The FEA Annual Membership Meeting will take place this summer in Portland, Oregon, immediately before the NEA Representative Assembly.

“Keep Portland Weird” is a common phrase used to promote the city, known for its eclectic residents and neighborhoods.

The FEA Annual Membership Meeting will be held at the Hotel Deluxe, on the city’s west side. The meeting will take place June 30 and July 1.

The FEA meeting is open to all FEA members, Active and Retired, and provides an opportunity to hear directly from Association leaders about issues affecting members. Advance registration for the meeting is not required, but anyone planning to attend is asked to send notice to fea@feasonline.org to help with planning for adequate seating and facilities.

The FEA Annual Membership Meeting is scheduled to take place immediately before the NEA Representative Assembly. The NEA-RA will take place July 2-6 at the Oregon Convention Center.

The NEA-RA is open to all Association members, though only delegates elected by their fellow members may vote on the many resolutions and business items brought before the body. Information on delegate elections to represent FEA’s three Areas is provided above. Members wishing to attend as non-delegates will be able to register in advance through NEA or in person at the convention center.

With over 6,000 delegates typically in attendance, the NEA RA is believed to be the largest democratically elected deliberative body in the world. The decisions made by delegates govern NEA policies and practices.

FEA Pressing for Solutions to UPK Problems

The rollout of DoDEA's Universal Pre-Kindergarten (UPK) program has been chaotic, to say the least.

FEA continues to report to DoDEA Headquarters on the numerous reports we receive of the failings in the UPK implementation this year, with the goal of seeing DoDEA right the many wrongs so far associated with this program and providing students and educators with a more positive learning environment.

DoDEA Director Dr. Beth Schiavino-Narvaez visited the FEA Board of Directors meeting in Washington DC in November. While there, she heard from the FEA Board about the many problems with UPK reported to us by members.

Dr. Schiavino-Narvaez acknowledged there were many "lessons to be learned" from the UPK rollout and told the FEA Board she expects things will improve as everyone learns from the process.

The FEA Board emphasized to Dr. Schiavino-Narvaez the need for more staffing and training to support UPK classes. Among the concerns raised was the need for more custodial staff and joint training among certified and classified staff, so all employees are hearing the same messages and understanding what is expected of them when they are working as a team in UPK classrooms.

Educators Describe First Year of Universal Pre-K as a Crisis at Many Schools

Preschool educators across all three of FEA's regions have reported severe problems with the launch of the UPK program, which expanded to eighty schools this school year. Common and urgent issues include overcrowded classrooms, insufficient staffing, a lack of preparation time, student behavior issues, and unsanitary classroom conditions.

For context, DoDEA is now implementing a three-phase plan for UPK, adding an estimated 6,000

prekindergarten students across DoDEA schools. DoDEA piloted the program last year before this year's launch, with the remaining primary schools getting the UPK program over the next several years.

Packed classrooms, insufficient staffing, unsanitary conditions

Many UPK educators have reported that their classrooms are packed with students. There is often insufficient staffing of certified educators or educational aides, and a lack of support has led to unsafe and unsanitary conditions.

Teachers have reported they are often expected to manage up to 19 children, some with special needs, while cleaning up bodily fluids, preparing food without proper sanitation, and working without support.

Teachers have also reported minimal lunch and planning time, as well as a lack of classroom resources, such as food and utensils for student lunches, and cleaning appliances and materials needed to keep the classes clean.

The lack of resources, support, and planning time has impacted teaching, leading some educators to feel the DoDEA's UPK program is merely daycare, as opposed to education.

Keep Reporting UPK Issues to the Association

DoDEA educators deserve the support needed to provide students with a great education. FEA leaders across the Association are pressing DoDEA management to urgently fix the many problems with the UPK program. If you are a UPK educator, please continue communicating your issues with your school Building Rep/FRS and other leaders so they know how to advocate on your behalf. Thank you for all your work during this tumultuous time.

Retiring, Separating From Overseas Unit: File Your Goodbye Grievance

A reminder to Overseas bargaining unit members who are retiring or separating this year from FEA's Overseas unit, including those who are relocating to the Med or to a DoDEA Americas location: you should be certain to file and elevate your Goodbye Grievance well before the end of the school year.

The Goodbye Grievance, developed by FEA UniServ Attorney Bill Freeman, helps to protect you against false debt claims the government may try to collect from you after you retire or leave the bargaining unit.

See your FRS if you need information on how to file and elevate your Goodbye Grievance prior to retirement/separation from the Overseas unit.

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

Virtually Attending The FEA Board

by Ingrid Ahlberg, FEA Retired Representative

I recently “attended” my first FEA Board of Directors meeting in years -VIRTUALLY. Did we ever think that seniors/retirees would be praising ZOOM (or the corporate version- Teams)? The advantages: no travel, no respiratory virus exposure, closed captions on screen and finishing my breakfast coffee in my PJ's.

What hasn't changed in those years is the FEA Board is still dealing with COMPLEX issues for our DODEA teachers overseas and in the States. Also NOT changed is the great support that NEA provides FEA with legislative issues because both DODDS and DDESS are Federal employees and among the first to feel the impacts of changes in Federal workforce and from education legislation. We had several detailed reports from NEA.

Richard Hirn reviewed his historical contracted work. He seemed pleased that I could remember the ENORMOUS win he had for both FEA members and ALL civilian employees overseas when he challenged the taxation of our housing allowance and both stopped the collection and forced the repayment of the taxes already collected.

The Board also voted to approve these two motions to make sure that more teachers are sure to get the support and information from FEA and NEA and to recognize the importance of having retired teachers involved.

First motion:

As soon as possible, at the end of the school year, FEA DC will provide to the FEA Retired Representative, a list of all FEA members moved into retirement.

Second motion was to adopt the following:

Resolution for FEA-Retired:

The FEA Board of Directors in recognition of the importance of its retired members to this Association and:

- *Whereas retired members often have a wealth of experience and institutional knowledge that can be passed on to active members, helping to maintain continuity and ensure a smooth transfer of knowledge,*
- *Whereas a multigenerational Association can bring together people with different experiences and perspectives, which can lead to better problem-solving and innovation,*
- *Whereas, retired members continue to demonstrate a commitment to their roles, which can contribute to team dynamics and productivity,*
- *Whereas retired members can encourage active members by volunteering, substituting and mentoring others to perform well and enjoy the comfort of long-term employment,*
- *Whereas retired members may be free to engage in political actions to ensure a lifetime of benefits for students and educators, and*
- *Whereas retired members often have a network of contacts that can be valuable in the furthering education equality and social justice to all persons,*

We do hereby commit ourselves to working together and strengthening the mission of lifetime involvement in this Association for all members.

JOIN FEA RETIRED OR PRE-RETIRED ONLINE

Current and Retired FEA members can now sign up for Pre-Retired or Retired membership by going to feasonline.org/joinnow. After completing your personal information on the first page of the Join Now application, select “Pre-Retired” or “Retired” on the second page as your membership category and follow the prompts. Quick and easy!

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

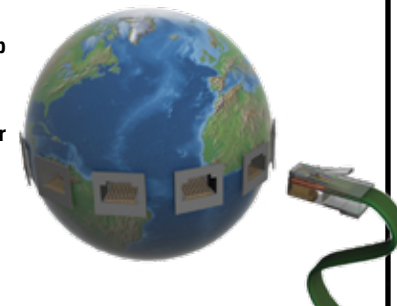
In **Japan**
00539-111

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

JANUARY

14 (on or before)
Ballot packets for FEA At-Large
Officer election and vote on proposed
Constitutional amendments mailed to all
FEA Active members

Sample ballot packets mailed to FRSSs,
Local Presidents and Area Directors

20
Martin Luther King, Jr. Day

Inauguration Day

FEBRUARY

14
Local Presidents, FRSSs and Area
Directors may reproduce ballots for
Active members who have not received
theirs

17
President's Day

MARCH

25
Deadline for receipt of ballots for tally

Locals Host ESP Trainings

FEA's ESP Locals at Fort Campbell (top) and West Point (bottom) held learning events this fall for the Education Support Professionals they represent. We are grateful to NEA for the support they have provided to the members at these locals and to FEA's ESP program in their efforts to bring these learning opportunities to the support staff at these and other locations. Congratulations to all those involved in planning these fantastic events.

