



Inside FEA

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United By
Purpose,

Driven
By Heart



Message from Sharon Manuel, President of the Federal Education Association



Sharon Manuel, President

In 1991, when my husband was deployed to the Persian Gulf,

I remained in South Carolina, expecting our first child. It was a period filled with uncertainty and real danger, yet I knew I had to remain steadfast. Each day, I made the conscious choice to hold on to hope and to focus on the belief that the days ahead would bring brighter possibilities.

As we face challenges today, I am reminded of that time. Once again, we are called to keep faith—faith in ourselves, in our profession, and in our shared mission. We must not waver in our commitment or our strength. Instead, we must stand strong, move forward together, and hold to the conviction that tomorrow will be brighter.

Our profession has always demanded resilience. Each day we bring our best to students, and each day we prove that our collective strength grows when we stand side by side.

Now more than ever, unity is essential. By coming together as one voice and one community, we build the support that carries us through obstacles and sustains us when the burdens feel heavy.

Progress does not come overnight. It is achieved through persistence, solidarity, and hope. When we support one another, there is no challenge we cannot overcome.

We must never forget that to yield is to lose—and losing is not an option. We cannot give up on ourselves, for doing so would jeopardize our ability to provide every child with the opportunity to succeed. By holding firm, we protect what matters most.

Together, we are resilient. Together, we are powerful. Together, we will endure and move forward.

**“Progress does not come overnight.
It is achieved through persistence,
solidarity, and hope.”**

Message from Richard Tarr, Executive Director of Federal Education Association



Richard Tarr, Executive Director

This fall marks an important turning point for the Federal Education Association (FEA).

For decades, FEA has stood strong as the worldwide voice of DoDEA educators, fighting for your rights and for the high-quality education our students deserve. Today, we stand at another moment of change: moving from a service model of presentation to an organizing model of action.

The service model has carried FEA far, but the organizing model gives us power. In the organizing model, members are the heart of the union. It is about talking with colleagues in your school, encouraging one another to get involved, and taking action together. Instead of waiting for leadership to fix issues, members step up, share responsibility, and use their collective voice to make change happen. It is about activating our most important asset, you, the member.

In the past, we have asked members to run for leadership positions. Today, we ask even more: speak up in your buildings, engage in conversations with your peers, and help us grow a culture where every voice is heard and every action matters.

This is not new for us. It is our history. FEA traces its beginnings back to the mid-1950s, when a group of Department of Defense educators in Germany organized against planned furloughs and cuts to the school year. They refused to be silent. Their organizing sparked what became the Overseas Teachers Association, and from that moment forward, wins began to build on wins.

Each of these milestones was possible because educators came together, spoke with a collective voice, and refused to back down. That is what organizing looks like. It is not passive, it is active, urgent, and powerful.

The past months have been difficult. But instead of letting pain divide or discourage us, let us transmute it into action. Let us look to our history and be reminded: when we organize, we win. When we speak with one voice, people listen.

The call before us is clear: let's start today. One conversation leads to one action. One action leads to one victory. And one victory lays the foundation for the next. Our success is attainable if we embrace this model, together.

The future of FEA is not just what leadership does. It is what all of us do, side by side, as colleagues, as advocates, and as organizers. Together, we can and we will build a stronger FEA.

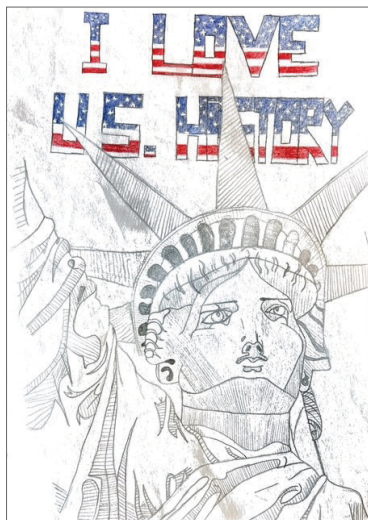
“Each of these milestones was possible because educators came together, spoke with a collective voice, and refused to back down.”

Spotlight: Nadine Davis Named 2025 DoDEA History Teacher of the Year



At SHAPE American Middle School in Belgium, history comes alive in Nadine Davis's classroom. A DoDEA educator since 2002, Davis was recently named the 2025 DoDEA History Teacher of the Year by the Gilder Lehrman Institute, an honor that recognizes her creativity, innovation, and commitment to student learning.

For Davis, teaching is in her blood.



Inspired by her grandmother and sister—both award-winning teachers—she first considered theater arts before finding her true calling in the classroom. “Theater, history, and a love of reading all came together in teaching,” she says. “I realized I could bring all of my passions into one space and inspire students at the same time.”

That inspiration shows in her lessons. Whether students are analyzing political cartoons to debate Andrew Jackson's legacy or donning 3D glasses to view restored Civil War photographs, Davis pushes her middle schoolers to think critically and see history as more than names and dates. “I want them to practice thinking like historians—evaluating evidence, weighing perspectives, and connecting the past to the present,” she explains.

Her classroom is a treasure trove of artifacts—covered wagon models, Revolutionary War uniforms, musket bullets, and even coins from conquistadors—all chosen to spark curiosity. “When students walk in, they immediately start asking questions. That sense of exploration hooks them,” Davis says.

Inclusivity is at the heart of her

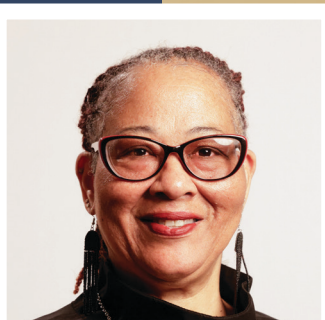
approach. With about half her students coming from international backgrounds, she adapts materials to ensure everyone can access U.S. history at their level. “My motto is: U.S. history is the history of us—all of us,” she notes. “I want every student to see themselves in the story.”

Though Davis did not advance to the national finalist stage, she views her recognition as a powerful statement about DoDEA schools. “It's humbling to represent our community, but it also highlights how deserving DoDEA teachers are of more national recognition,” she says.

For her students, the award is more than a personal honor—it's a shared achievement. “I want them to see it as a reflection of their own curiosity and creativity,” Davis says. “Their excitement and engagement are what keep me motivated year after year.”

Her advice for fellow educators? Teach through storytelling. “History is about people making hard choices in difficult times. When we share those stories, students see themselves in the narrative. Passion is contagious—when we bring ours to the classroom, students discover their own.”





Honoring Alesia “Ms. Lee” Gladden: 2025 ESP of the Year

This year, FEA proudly recognizes Alesia Gladden, known to her students and colleagues as Ms. Lee, as the 2025 Education Support Professional of the Year. With more than 25 years of service as a DoDEA educator, Ms. Lee has served DoDEA students with dedication and resilience, truly reflecting the FEA spirit that unites and strengthens our union family.

A Lifetime of Dedication to Students

As a Black woman, veteran, single mother, and educator, Ms. Lee brings many layers of service and identity to her work. Ms. Lee’s path to education began when she volunteered to help teachers while her ex-husband was in special training. What started as part-time assistance turned into a lifelong calling. “I continued, and 25 years later, I’m still here,” she says. She has taught across nearly every classroom setting but found her heart in the special needs program, inspired by her own parents’ work in special education.

Ms. Lee has devoted her career to working with special needs students in DoDEA’s autistic program. “Everyone is someone,” she explains. “Regardless of what your handicap is, you need to be treated the same.” Her work is deeply personal: her grandson

is also non-verbal and on the spectrum. “God put me in the right place where I needed to be.”

When asked to finish the sentence “My students deserve...,” Ms. Lee didn’t hesitate:

“My students deserve more support, more education with the most knowledge they can embrace. Knowledge is the key, and we must give it to them.”

Why Union Solidarity Matters

When asked what it means to be in a union at a time like this, Ms. Lee doesn’t hesitate: “The compassion of being in a family, to unite together and have someone that you can communicate with and bond with, that’s what we need most. Knowing that someone is there to stand up for you, for your rights.”

She acknowledges the sadness that comes when politicians try to strip collective bargaining rights. “It takes

away something inside your soul. But what holds me is that NEA has taken me through leadership programs that gave me the tools to support my union and myself. That inspires me, because now I can use those tools and instill others to uplift themselves.”

Empowerment for ESPs

Ms. Lee believes strongly in training and development for ESPs. “The training that NEA is developing is uplifting. We cannot let that go away. We need to continue to fight for it so that it can uplift us and our children of tomorrow. This empowerment is not just for us, but for all.”

With passion, resilience, and an unwavering belief in the power of collective action, Alesia “Ms. Lee” Gladden stands as a shining example of what it means to be an Education Support Professional and union leader.

“Everyone is someone. Regardless of what your handicap is, you need to be treated the same.”



Message from Ingrid Ahlberg, FEA Retiree Representative

Recently Mike Priser and I were part of an NEA Retired working group developing a training module for organizing retired NEA members for legislative action and membership recruitment. The group was an interesting mix of retired leaders from Arkansas, Rhode Island, Montana and Ohio. It included leaders who served not only with NEA, but also on state and local school boards as state NEA presidents and local leaders. Some had been law enforcement and public works union leaders and even a state NEA UNISERV leader and of course we brought our FEA Federal employee work experience.

Retired members have a crucial role to play in our organization because some of the constraints we were under as active employees no longer apply once we retire. Active members have various restrictions on how they can be involved in supporting change within the school systems they work for. As an example, I was the only educator on our local school board during the term I served because residents who were also employees of the local school district could not be elected to the school board. DODEA employees must be very careful about anything that could appear to be political activity.

Retired members not only have the time to be advocating for schools and students during a legislative session that also happens to be during a school day, but they no longer have the employee constraints. Retired educators can be important and valuable resources for educating government officials at all levels as well as alerting busy teachers of important issues that they may not have the time to sort through legislative records to find. They can volunteer in our classrooms and bring an experienced educator's eye to how the schools are working.

The work session was a multi-faceted reminder of how important it is to be a retired NEA member and stay informed about what is happening in our country in education. Ask your FRS now about joining NEA Pre-Retired Life membership so you can stay involved and informed when you retire. You can join now at [this link](#) or through scanning this QR code.



“The work session was a multi-faceted reminder of how important it is to be a retired NEA member.”

FEA Business & Updates

FEA Lawsuit Update

FEA/NEA took action to stop enforcement of Executive Order 14251, which threatens to take away DoDEA educators' union rights. At stake is your ability to negotiate and enforce Collective Bargaining Agreements (CBAs)—the contracts that protect schedules, leave, safety, and other core workplace rights. Read on to learn more.

What Triggered The Lawsuit

- The Administration issued an Executive Order (EO), a written instruction from the President to parts of the federal government about how to operate.
- The FEA/NEA lawsuit concerns EO 14251, which tries to exclude DoDEA educators (among other Federal employees) from collective bargaining protections by labeling their work as “national security.” This EO was issued on March 27, 2025.
- The EO delegated the authority to exclude certain portions of DoD from coverage under the EO to the Secretary of Defense, but the Secretary did NOT include DoDEA in those exemptions.
- Furthermore, based on this EO, DoDEA has begun ignoring provisions in FEA's contracts and, in some cases, even claimed that FEA is no longer a union.

Why FEA/NEA filed the Lawsuit

- FEA, with NEA and ACEA, filed a federal lawsuit to stop the Executive Order from being enforced.

- The lawsuit argues that the EO is unlawful and directly violates educators' rights to organize, bargain, and enforce their contracts.
- The goal is to restore all workplace rights and protections that existed before the EO.

Why This Matters

- This lawsuit will decide whether DoDEA educators keep their collective bargaining rights, union protections, and ability to enforce contracts.
- If Executive Order 14251 is allowed to stand, it could strip away protections long guaranteed under federal law. Collective bargaining—the process where employees, through their union, negotiate binding agreements with management—covers critical issues such as schedules, leave, safety procedures, dispute resolution, and other workplace rules. These agreements, known as Collective Bargaining Agreements (CBAs), are the foundation of your workplace rights.

What's Happened So Far

- FEA, with NEA and ACEA, filed for a Preliminary Injunction (PI) in July which was granted in August by U.S. DC District Court Judge Friedman. While the lawsuit isn't over, FEA was able to pause DoDEA's actions under the PI so you, our members, would not lose important protections while the lawsuit is being decided.
- The government then filed a motion for an Emergency Stay of the PI in

the U.S. DC Circuit Court. Initially, the Court issued an Administrative Stay while it considered the government's motion. The DC Circuit has now issued its ruling: the Court denied the government's motion and dissolved the Administrative Stay, ruling in FEA's favor.

- Beyond the Courtroom, the Protect America's Workforce Act was introduced in April 2025. It's a bipartisan bill intended to nullify Executive Order 14251 and restore collective bargaining rights for federal employees.

What's Happening Now

- A discharge petition has been launched to force the Protect America's Workforce Act to the House floor for a vote. As of September 8, 2025, 214 members of Congress have signed on (211 Democrats and 3 Republicans). Four more signatures are needed to reach the required 218 to bring the bill up for an immediate vote.
- If the required signatures are obtained, the bill could be brought to the House floor as early as October 2025.

What Happens Next?

- FEA will share updates as the case moves forward via our weekly newsletter. If you are not already subscribed, email us at feaadmin@nea.org to get connected.

Autopay Update

Make sure your membership stays active and your benefits remain uninterrupted by signing up for AutoPay. Reliable dues collection keeps FEA strong and ensures you continue to have access to critical protections like liability insurance, legal support, and professional representation.

By enrolling in AutoPay, you:

- Prevent lapses in membership and benefits
- Reduce administrative burdens so leaders can focus on advocacy and support
- Provide financial stability for trainings, dispute resolution, and urgent issues

- Strengthen our collective voice at the bargaining table and across DoDEA



Under FEA's updated Board policy, memberships with two consecutive missed payments

will be automatically cancelled. Enroll in AutoPay today to protect your benefits and help FEA stay strong for the year ahead. Scan the QR code to enroll today.

FEA's New Website

We're excited to announce that FEA will be launching a brand-new website on or about October 15th. The

redesigned site will offer greater functionality, improved navigation, and tools to help members access resources more efficiently. Built with productivity in mind, the new platform will make it easier than ever to stay informed, connected, and supported. Please note that the old website is no longer updated or maintained and will be replaced shortly.

Stay tuned for the launch via our newsletter. If you are not already subscribed, email us at feaadmin@nea.org to get connected. You can also follow us on social media for updates:

- Bluesky: @our-fea.bsky.social
- Instagram: @our.fea
- Facebook: @FedEdAssoc

FEA's New Staff



Yinka Philemon **Accounting Assistant and ULSP Coordinator**

I come to this role with a background in financial management in commercial real estate. My passion for service driven work is what has led me down this path. In this expanded role, I am looking forward to leveraging my experience to support both our financial operations and the smooth execution of our ULSP program. I'm excited to bring my skills to this team and contribute to the important mission of advocating for DoDEA educators.



Hellem Hernandez **Director of Membership Processing**

With a background in auditing and union membership work, I'm passionate about protecting the benefits you've earned. When I'm not at my desk, I tutor local students and lead Sunday school activities, both of which keep me connected to the heart of education. I deeply value the trust you place in me and look forward to supporting members like you in this new capacity!



Adesuwa Wilson-Iguade **Paralegal and Executive Assistant**

I bring a background in journalism as well as experience in legal and administrative support, which allows me to contribute a combination of strong research, writing, and organizational skills to the work we do. I am deeply committed to promoting equity, strengthening education, and fostering community in every aspect of my work. It is a privilege to serve within a mission-driven association that prioritizes the needs of educators and students, and I look forward to applying my skills, energy, and dedication in supporting you, our members.

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 (NEA) and some affiliates, and the Civil Service Reform Act (CSRA), which applies to FEA members, guarantee important rights for union members and establish responsibilities for union officers.

The U.S. Department of Labor's Office of Labor-Management Standards (OLMS) enforces many provisions of these laws. Some protections, such as the union member "Bill of Rights," may only be enforced by members themselves through private lawsuits in federal court.

This summary highlights key rights and responsibilities. For the full fact sheet, visit: [dol.gov/OLMS Fact Sheet](https://dol.gov/OLMS/FactSheet).

Union Member Rights

Bill of Rights: Members have basic rights of free speech and assembly within their union.

Collective Bargaining Agreements (CBAs): Members, and nonmembers covered by CBAs, have the right to receive or inspect copies of their agreements.

Constitution and Reports: Unions must file information reports, constitutions and bylaws, and annual financial reports with OLMS. Members may examine records (for just cause) to verify reports. These reports are public at unionreports.dol.gov.

Officer Elections: 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 members must have an adequate procedure to remove an officer guilty of serious misconduct.

Trusteeships: Unions can only be placed under trusteeship for reasons allowed under the LMRDA or CSRA.

Protection from Discipline: Unions may not fine, expel, or discipline members for exercising their rights.

Protection from Violence: No one may use or threaten force to interfere with members exercising their rights.

Union Officer Responsibilities

Financial Safeguards: Officers must manage union funds and property solely for the benefit of members, with proper accounting and financial controls.

Bonding: Officers or employees who handle union funds must be bonded if annual receipts or property exceed \$5,000.

Reports: Officers must:

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

Conflicts of Interest: Officers and employees may not have personal or financial interests that conflict with their fiduciary duties. They must report certain loans, benefits, or financial ties to employers or businesses that deal with the union.

Officer Elections: Unions must:

- Hold local elections by secret ballot at least every three years
- Follow their constitution and bylaws
- Preserve all election records for one year
- Mail a notice of election to every member at least 15 days in advance
- Permit candidates to distribute campaign material and observe elections
- Ensure no union or employer funds are used to promote candidates
- Allow candidates to inspect the membership list (once, within 30 days of the election) if a union security agreement applies

Restrictions on Office Holding: Individuals convicted of certain crimes cannot serve as union officers or representatives for up to 13 years.

Loans: A union may not loan more than \$2,000 total to any one officer or employee.

Fines: A union may not pay fines imposed on officers or employees convicted of willful violations of the LMRDA.

FEA Elections & Timelines

FEA Moves to E-Voting for 2026 Elections

Beginning with the 2026 election cycle, FEA will transition to an electronic voting system. This change modernizes our election process, increases accessibility, and helps ensure accurate and timely results.

What this means for you:

- Members in good standing will receive a ballot package electronically with instructions, candidate biographies, and approved campaign materials.

- Voting will take place online within the designated election period (please see below).
- Ballots will be tallied electronically by the FEA Elections Committee, with neutral observers in place to ensure fairness and compliance with federal law, FEA's Constitution, and bylaws.
- Results will be announced within 24 hours of the tally and published in the FEA Journal and on the FEA website.

This process complies with the Labor Management Reporting and Disclosure Act (LMRDA) and FEA's governing documents, while offering members a more efficient and reliable way to participate.

Stay tuned for more information on the nomination process, campaign guidelines, and key election dates via our newsletter. If you are not already subscribed, email us at feaadmin@nea.org to get connected.

Representative Assembly Delegate Election Timelines

Pacific

- **February 9, 2026**
Elections announced
- **February 23–27, 2026**
Nominations open
- **March 3–10, 2026**
Voting open
- **March 5, 2026**
Winners announced

Stateside

(FEA-SR RA Delegate Election)

- **January 19, 2026**
Nomination information shared via email and posted on the FEA-SR website
- **February 16, 2026**
Deadline for receipt of nomination forms
- **February 17, 2026**
FEA-SR will email the names of the nominees to FEA-SR members
- On or before **March 30, 2026**
– Ballots mailed to all active FEA-SR members
- **April 11, 2026**
Deadline for receipt of ballots
- **April 12, 2026**
Votes tallied and results announced within 24 hours

Europe

- **November 9, 2025**
Nomination forms sent electronically
- **December 7, 2025**
Deadline for receipt of nomination forms
- **December 14, 2025**
Candidates announced
- **January 10, 2026**
Deadline to withdraw from ballot
- **January 31, 2026**
Unity mailed electronically with candidate information
- **February 23–March 15, 2026**
Voting open
- **March 16, 2026**
Winners announced

Notice of 2026 Election and Campaign Rules for Area Directors

Notice of Election

This is an announcement that FEA will run the election for the three Area Director positions. The Area Directors for Pacific, Europe and Stateside (FEA Director for DDESS) serve as the Chairs of their respective Area Councils, have a seat on the FEA Board of Directors and in accordance with the Collective Bargaining Agreements with DoDEA, work with their management counterparts at the Area level of representation.

Nominations for these positions can be found in this Journal if you wish to nominate yourself or another member for one of these positions. Please note that the nominee **MUST** be an active member in good standing and be a member in the Area nominated. For example, a Stateside member cannot be nominated for the Pacific Area Director, but can be nominated for the FEA Director for DDESS.

In a subsequent edition of the FEA Journal, nominees for these positions will be shared with the membership. Below are some of the FEA Election Procedures and Campaign Guidelines that apply to this election.

The nomination and election of FEA Area Directors will follow the Federal Education Association Constitution, bylaws, and the Labor-Management Reporting and Disclosure Act of 1959 (LMRDA). The officers to be elected will serve a three-year term beginning August 3, 2026 and ending July 31, 2029, as stipulated by the FEA Constitution and Bylaws:

- Europe Area Director
- Pacific Area Director
- Stateside Area Director

Eligibility:

Candidates must be active FEA members in good standing at the time of nomination and must remain so throughout the election. Members with certain disqualifications under federal law or who have served two consecutive terms in the same Executive Office are not eligible.

Nominations:

Nomination forms must be submitted electronically in PDF format to FEAelections@gmail.com no later than November 7, 2025. Nominees must return acceptance forms and candidate information by December 1, 2025. Candidate photos and biographies are due by January 12, 2026 for inclusion in the FEA Journal and ballot materials.

Campaign Rules:

Campaign materials must carry the required disclaimer (see below) and may not use government or Association resources. All campaign materials will be distributed in a fair and equal manner. Electronic flyers must be submitted to the FEA Washington Office by January 12, 2026.

Balloting:

Ballots will be mailed through Simply Voting on or before February 9, 2026 and must be received by March 3, 2026. Results will be certified within 24 hours from the end of the tally and published in the FEA Journal and on the FEA website.

Questions or Challenges:

Questions about the nomination or election process should be directed to the Elections Committee at FEAAdmin@nea.org. Formal election challenges must be submitted by June 1, 2026 following the procedures outlined in the official election rules.

ATTENTION: FRSSs, Local Presidents, and Other School Leaders

In the interest of fairness, all FEA leaders—including FRSSs, Local Presidents, Area Directors, and other leaders—must distribute physical campaign materials from candidates in the same manner for all candidates.

How to Nominate Yourself or Another Member

1. Decide which office(s) you wish to run for, or select an FEA Active Member you'd like to nominate.
2. Complete the appropriate nomination form (see page _). Separate forms are available for self-nomination and for nominating another member.
3. Email the completed form(s) to the Nominations Chairperson at the email address listed on the form no later than November 7, 2025.

Important Information for Candidates

1. Campaign Flyer: Candidates may submit a flyer to be submitted with election materials. Flyers must be no larger than one page (8.5 x 11 inches), single-sided, and under 2 MB in file size. Deadline: January 12, 2026.
2. Email Use: Candidates may not use email addresses obtained from FEA leaders (past or present) at any level of the Association.
3. Submitting Materials: Candidates may use their personal email to send nomination forms and campaign materials to the Nominations Chairperson at FEAelections@gmail.com. Candidates must confirm that their submissions have been received. Materials include:

- Nomination Forms
- Official Acceptance and Biographical Information
- Campaign Flyer
- Candidate Photo

4. Deadlines:

- Nomination forms due: November 7, 2025
- Official Acceptance and Biographical Information form due: December 1, 2025
- Campaign flyer and photo due: January 12, 2026

5. E-mailing Campaign Literature: Candidates may NOT use free MPS services. MPS may only be used if proper postage is applied to each individual piece of mail. See the FEA Election Procedures (available from your FRS or at FEAonline.org) for details.

6. Resources: Full campaign rules, procedures, and nomination forms will be available at FEAonline.org after November 1, 2025.

7. Required Disclaimer: All campaign materials must include the following statement:

“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.”

In addition, any photos or artwork must be properly credited and used only with permission or licensing. Attribution may appear under the image or in a disclaimer at the bottom of the disclaimer.

Event Recap

2025 FEA Annual Membership Meeting

Before the NEA Representative Assembly (RA) this past summer, FEA held our Annual Membership Meeting in Portland, Oregon. Members heard directly from NEA leaders Becky Pringle (NEA President), Princess Moss (NEA Vice President), and Noel Candelaria (NEA Secretary-Treasurer). Each spoke powerfully about the importance of unity and solidarity—reminding us that in these tumultuous times, our collective strength is what enables us to protect educators’ rights and advocate for students. The meeting was also a chance to connect, share updates, and prepare our delegation for the important work ahead at the RA. The delegates also received budget reports, a briefing on legal matters and some training.



2025 NEA Representative Assembly

Following our Annual Membership and Board Meetings, FEA sent a delegation of about 12 members to the NEA Representative Assembly (RA)—the largest democratic deliberative body in the world. At the RA, nearly 7,000 NEA members debated and voted on key policies, set organizational priorities, and charted the course for public education advocacy nationwide.

Ms. Lee, a proud union member for over 25 years who has attended three RAs, reflected on the experience: “It’s always exciting coming to the RA, especially with being with 7,000 people. It inspires you and enlightens you on what we’re doing.”

By participating, FEA ensured that the voices and experiences of DoDEA educators were represented on the national stage. From voting on new business items to networking with colleagues across the country, our delegation helped shape the conversation around leadership, collective bargaining rights, and the future of education for military-connected students.

Looking ahead, the 2026 NEA Representative Assembly will take place in Denver, Colorado. If you are interested in becoming a delegate, please reach out to your Faculty Representative (FRS) to learn how you can join us next year.



2025-2026 ELECTION TIMELINE

August 2025–The Board shall establish election procedures and approve the appointment of the Nominations Chairperson.

By October 15, 2025–The Notice of Election and general election information shall be published in the FEA Journal and posted on the FEA Website. Nomination Packets shall be disseminated to all local presidents, FRSs, and BOD members.

November 7, 2025–This is the deadline for the receipt of Nomination Forms.

November 14, 2025–The Nominations Chairperson shall notify the FEA Administrative Office of the official list of candidates.

December 1, 2025 This is the deadline for the receipt of Official Acceptance and Biographical/Mailing Label and Mail Restrictions Forms.

January 5, 2026 FEA Washington shall email the list of candidates to the BOD, FRSs, and all candidates. The candidate list shall also be posted on the FEA website. The Nominations Chairperson shall forward Official Acceptance and Biographic Information/Mailing Label and Mail Restrictions Forms to FEA Washington. FEA Washington shall then send all candidates notice of certification of their candidacy and election information. FEA shall send all candidates two sets of mailing labels for FEA leaders and guidelines for mailing campaign materials to leaders.

January 12, 2025–This is the deadline for the withdrawal of nomination if candidates do not wish to have their name printed on the ballot. This is also the deadline for receipt by FEA Washington of Candidate Pictures and Candidate Flyers.

January 16, 2025–FEA Washington shall send all candidates two sets of labels for the appropriate membership and guidelines for mailing campaign materials to members.

January 23, 2025–This is the deadline to submit a REVISED flyer if a candidate was notified that their flyer did not meet guidelines.

By January 27, 2026–FEA Washington shall mail a SAMPLE Ballot to all members, FRSs, Local Presidents, and Area Directors.

February 9, 2026–Ballots and election materials shall be emailed to members using the Board-adopted system.

February 16, 2026–This is the deadline to notify FEA if a member did not receive their ballot by email.

March 3, 2026–Votes shall be tallied.

March 4, 2026–Election results shall be posted on the FEA Website within 24 hours of the tally. Candidates shall be notified of the outcome at the time results are posted.

March 11, 2026–FEA Washington shall send a full report of the election results to each candidate and the FEA Board.

June 1, 2026–This is the deadline for filing an election challenge.

August 3, 2026–Newly elected Area Directors shall assume office.

OFFICIAL OPEN NOMINATION FORM A

(Self-Nomination)

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

☐ Europe Area Director

☐ Pacific Area Director

☐ Stateside Area Director

Signature: _____ **Date:** _____

Mailing Address: _____

Home Phone: _____

Personal E-mail (non-DoDEA): _____

Requirements: Candidates must be Active members of FEA (full-time, half-time, or part-time) and must fulfill the requirements of unified membership in the United Education Profession.

Submission Instructions:

☐ Scan and e-mail this form to: FEAelections@gmail.com

Deadline: Forms must be received by **November 7, 2025.**

OFFICIAL OPEN NOMINATION FORM B

(Nomination of Another FEA Active Member)

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

- ☐ Europe Area Director
- ☐ Pacific Area Director
- ☐ Stateside Area Director

Signature: _____ **Date:** _____

Mailing Address: _____

Home Phone: _____

Personal E-mail (non-DoDEA): _____

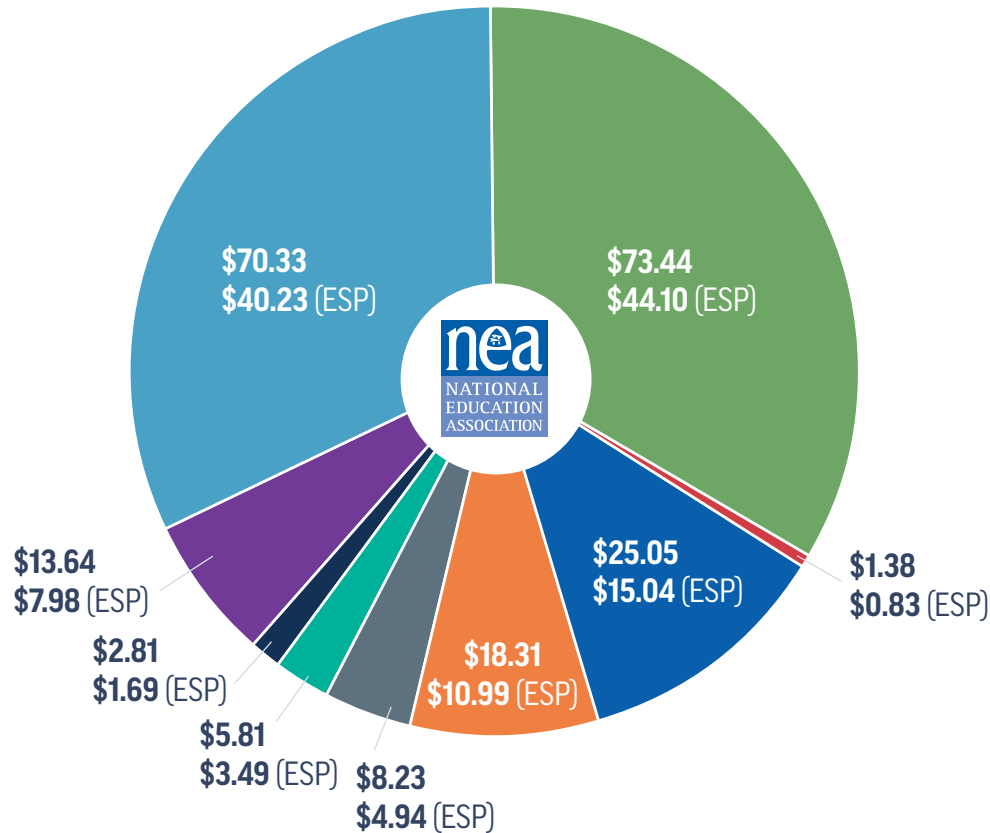
Requirements: Candidates must be Active members of FEA (full-time, half-time, or part-time) and must fulfill the requirements of unified membership in the United Education Profession.

Submission Instructions:

- ☐ Scan and e-mail this form to: FEAelections@gmail.com

Deadline: Forms must be received by **November 7, 2025.**

NEA Dues



\$25.05 (ESP \$15.04)

Strengthen Public Education as the Cornerstone of Democracy

Build a movement that promotes, protects and strengthens public education; safeguards the rights of students, communities and educators; advances economic justice; increases public regard for educators and their public schools from pre-K to higher education and ensures that students are prepared to participate fully in our democratic society.

\$18.31 (ESP \$10.99)

Legal and Insurance Support

Implement member advocacy programs including the Unified Legal Services Program, Fidelity Bond, Association Professional Liability Insurance and a 1 million dollar per member Educators' Employment Liability Insurance program.

\$8.23 (ESP \$4.94)

Advance Racial Justice and Social Justice

Support members in advancing racial and social justice in education, and improving conditions for all students, families and communities through awareness, capacity building, partnership and individual and collective action.

\$5.81 (ESP \$3.49)

Promote Safe, Healthy, Inclusive, Collaborative and Future-Focused Public Schools

Support the development of modern, safe and supportive public schools that are affirming to all students and employees, resourced to meet the academic and developmental needs of today's students and that serve as beacons of pride and support in their communities.

\$1.38 (ESP \$0.83)

Contingency

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

\$2.81 (ESP \$1.69)

Improve Professional Respect and High Quality Working Conditions

Enhance the well-being, satisfaction and respect of our members (aspiring, active and retired), ensuring they receive fair compensation (salary, benefits and retirement); cultivate favorable working conditions for aspiring, new and experienced educators; amplify opportunities for authentic voice and safeguard the freedom to teach in the most effective manner for their students.

\$13.64 (ESP \$8.19)

Support Professional Excellence and Student Learning

Enhance the education professions and the pride that all educators throughout their careers experience in their work by supporting educators' growth in the professional knowledge, skills, and competencies necessary to maximize students' academic and social-emotional learning and shape the future of learning.

\$70.33 (ESP \$42.23)

Fuel the Transformation of Affiliate Organizational Capacity

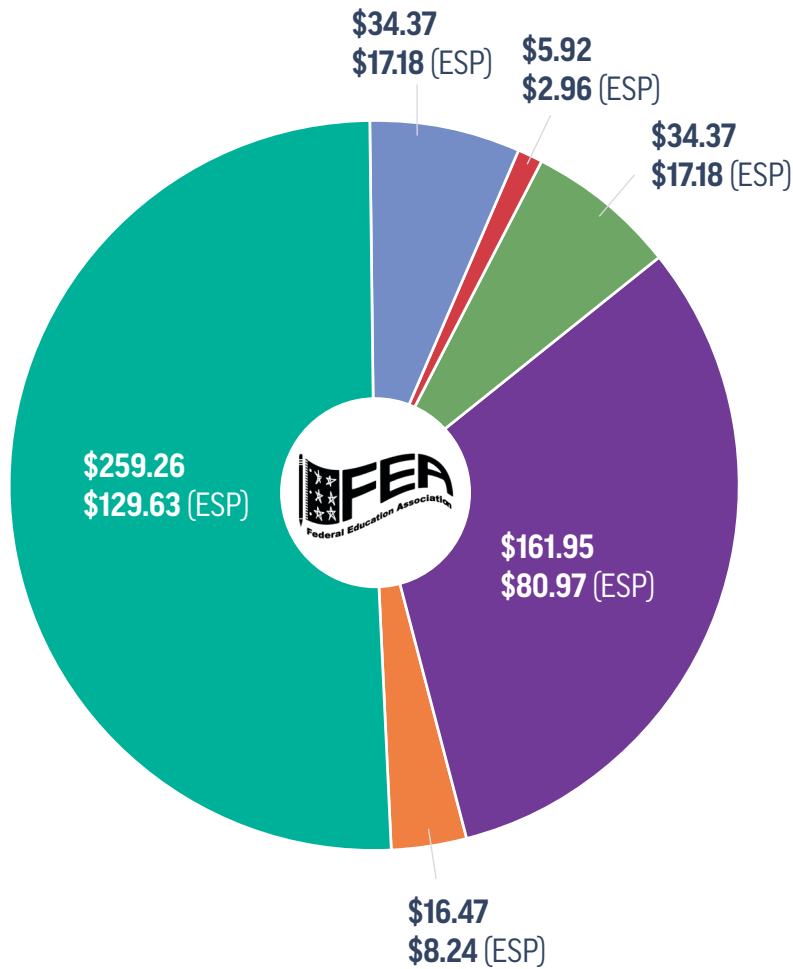
Build the capacity of state and local affiliates for growth, collective action and agenda-driving power with particular focus on: a Dynamically Aligned Leadership Development System; Membership Growth and Engagement, Organizing and a Culture of Connectedness; Racial and Social Justice Culture; Modern Affiliate Communications; Data and Technological Advancement and overall Affiliate Health and Strength.

\$73.44 (ESP \$44.10)

Enterprise Operations

Ongoing functions that sustain the organizational infrastructure and nimbly adjust to the changing nature of the external environment; advance organizational learning and effectiveness; implement responsible business practices and promote a positive, just and innovative culture across NEA.

FEA Dues



\$34.37 (ESP \$17.18) **Professional Services**

Funds negotiations, arbitrations, insurance, and outside legal assistance.

\$34.37 (ESP \$17.18) **Governance**

Covers leadership meetings, elections, conventions, and officer expenses.

\$16.14 (ESP \$8.24) **Administration**

Covers office equipment, maintenance, audit services, and promotional materials.

\$5.92 (ESP \$2.96) **Communications/Publications**

Supports the FEA Journal, website, social media, and official communications.

\$161.95 (ESP \$80.97) **Personnel**

Provides salary and benefits for FEA Washington office staff.

\$259.26 (ESP \$129.63) **Average Area Dues Allocation**

Remains within each FEA Area (Stateside, Europe, Pacific) to fund operations and local support.



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. DT680825

FEA Member Benefit: VESi Online Courses

The background of the graphic is a dark, textured surface, possibly a desk or table, covered with various school supplies. These include colorful pens and pencils, paper clips, a wooden ruler, and a watercolor palette. The supplies are scattered around the edges of the central text area.

ONLINE COURSES *for* K-12 EDUCATORS



EARN UP TO NINE
CREDITS FOR \$250

Through FEA's partnership with Virtual Education Software, Inc. (VESi) and Augustana University, members can access over 30 graduate-level, online courses for just \$250 total—with no additional fees. These courses can be applied toward recertification or pay advancement and are designed for flexibility, allowing educators to learn at their own pace, from home.

Topics include classroom management, diversity and inclusion, mental health, early childhood, special education, and more. A new course on Ethical Leadership & Leading Teams in Schools is now available. Stay current, earn credits, and save money—thanks to your FEA membership.