



Inside FEA

Winter 2026

Vol.69 • No.2

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United We
Stand,

Divided
We Fall



Message from Sharon Manuel, President of the Federal Education Association



Sharon Manuel, President

I've been a Miami Dolphins fan my entire life.

Win or lose, they are my team, please don't tell my Carolina relatives. As of this writing, the Dolphins are 5-7, and it has been another rough season. Injuries, inconsistent offense, turnovers, penalties, a porous run defense, and questionable coaching decisions have all made parts of this year hard to watch. And yet, despite all of that, the Dolphins are gaining momentum. They have won their last three games. Things are starting to click, and there is a sense that with enough grit and belief, the season can still mean something.

As FEA President, I see many parallels between this Dolphins season and the year our union has been navigating. Major obstacles have been thrown in our way. FEA has been challenged from multiple directions, and both our "offense" and "defense" have had to respond to new and unexpected plays that demand quick adjustments. Like the Dolphins earlier in the season, we have taken some hits, made mistakes, and been forced to rethink

parts of our game plan. But also like the Dolphins, we are still standing. We are persevering. We are beginning to put some wins on the board again. To keep that momentum going, we are going to need one another.

First, just as loyal fans show patience during a rebuilding stretch, I am asking for patience with one another and with the process. The challenges we face do not have quick or easy solutions, and the conditions we are working under limit how fast change can happen. There may be moments when it feels like we are backed up on our own 10-yard line. Even then, we are moving the ball forward, yard by yard, meeting by meeting, conversation by conversation. Progress is being made, even if it does not always look like a highlight play.

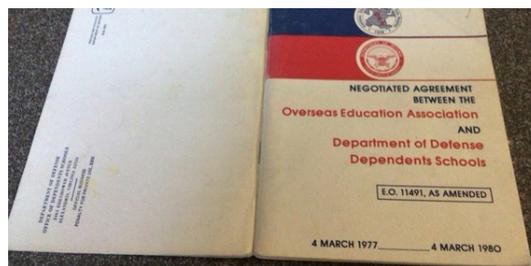
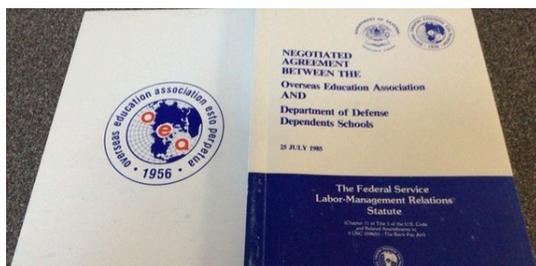
Second, just as fans hold onto faith in their team, I am asking for faith in your union. FEA is working hard, often behind the scenes, to address concerns, defend rights, and improve conditions for our members. We are studying the field, adjusting the playbook, and doing our best to anticipate what comes next. We are not standing still. Even when the scoreboard does not yet reflect it, meaningful work is happening.

Third, just as fans need compassion for players and coaches during tough stretches, I am asking for compassion for one another as colleagues and as people. This is a difficult time, and stress and frustration are real. It can be tempting to direct that frustration toward one another when things go wrong. But turning inward weakens us. Instead, we must support one another, listen with care, and assume good intent, like fans who stay in the stands and keep cheering even when the team is down.

There is a quote I return to often, because it captures how I understand union work at its core: United we stand, divided we fall. It is not just a saying, but a reminder that our strength comes from showing up for one another, especially when the work is hard.

FEA remains committed to doing everything possible within our current limits, and we will continue to fight for improvements. But just as a football team cannot win if only a few players give their all while others stand on the sidelines, our union cannot move forward without collective effort. We need your engagement, your patience, your compassion, and your belief as we move forward together.

Message from Lynne Holland, Former President of the Federal Education Association



Former FEA President Lynne Holland reflects on unit consolidation, the 1977 contract, and the power of communication.

Former FEA President Lynne Holland still remembers how different union life felt before the 1977 worldwide contract, when the Overseas organization (then known as the Overseas Education Association) operated as three separate bargaining units across the Pacific, Atlantic, and Europe. In those days, educators had contracts, but only within their respective regions. A win in one area did not necessarily translate to gains elsewhere, and disparities could follow members as they transferred between regions. For Holland, that patchwork reality shaped a clear conviction that would define her leadership: FEA needed a single, unified contract that applied worldwide.

Holland came to the presidency with a rare, ground-level understanding of how many different roles and professional needs existed across the system. Before leading FEA, she served as a counselor and advocate for education specialists. In 1972, she was elected president of a group representing personnel who “didn’t teach,” including guidance counselors, social workers, speech pathologists, and other specialists. It was an early leadership experience that sharpened her focus on listening closely to members and translating their needs into concrete objectives.

Her path into broader union leadership also ran through the counseling profession itself. Holland served as president of the European Branch of the American Counseling Association, a structure that at the time was treated like a “state,” with members spread widely across Europe. That experience helped prepare her for the reach and complexity of overseas union representation, where building cohesion requires both organizational skill and consistent communication across distances. When Holland ran for FEA leadership in the mid-1970s, she had already served as a faculty spokesperson at the high school level in Nuremberg and had years of experience navigating member concerns from multiple vantage points. Once elected president, she found herself in a moment of significant opportunity. Unit consolidation, she explained, was the shift that allowed all three units to be covered under a single worldwide contract. In practical terms, it meant fewer duplicative negotiations, more consistent outcomes across regions, and a union better equipped to advocate efficiently and fairly for its members.

“It made things ever so much easier for everybody,” Holland said, describing the change as one of the most consequential improvements of that FEA era. With consolidation, the union could pursue solutions that benefited members broadly, rather than navigating the friction and inequity that came from three separate systems moving at different speeds. Holland recalls the 1977 negotiations as focused and professional, not the dramatic, high-conflict scenes often portrayed in popular culture. The negotiating teams were organized and prepared, with clear daily goals and consistent participation. Representatives from each area were present at the table, along with FEA leadership and legal support. Holland remembers the work as serious and steady, grounded in the understanding that both sides were advocating for their respective responsibilities.

Message from Lynne Holland, Former President of the Federal Education Association

Even when the issues were challenging, Holland emphasized that effective bargaining at that level depends on discipline and clarity rather than theatrics. The process, she noted, was built on preparation and ongoing dialogue, with each side explaining what they needed and why, and responding to constraints candidly.

Asked what workplace challenges were most pressing in the pre-contract era, Holland noted that salaries were set by law and therefore not the primary bargaining issue. Instead, persistent concerns such as pupil-teacher ratios reflected how the lived conditions of work could vary dramatically depending on location. Those differences, she suggested, are part of why union advocacy remains essential, even as the system evolves.

Holland also underscored the importance of member-facing infrastructure. She pointed to the value of having Uniserv support in the field, describing how “people on the ground” helped connect local issues to national representation. In Europe, she recalled, a small number of staff carried a tremendous workload to support schools spread across the region, reinforcing how critical it is to keep lines of communication open and responsive.

If Holland could offer today’s members one message about the era before the worldwide contract, it would be gratitude for what was built and an insistence that members not take it for granted. She described unit consolidation and a single worldwide contract as foundational achievements that continue to shape the union’s strength and coherence.

Her advice for the present is simple, and she repeats it with the conviction of someone who has lived the consequences of silence and fragmentation: communication matters. “Communication, communication, communication,” Holland said. You can never put enough information into circulation, she explained, because there will always be someone who did not receive it, did not understand it, or did not realize how it connects to their working life.

Over the course of her career, Holland also represented educators in management and later served as president of the Overseas Administrators Association for the European group. She describes her professional life as one rooted in representation and responsibility, always returning to the same guiding principle: understanding what a group needs, building a plan to pursue it, and doing the steady work of securing results.

For FEA, Holland’s legacy is not only the history she recounts, but the organizing clarity she models. Fairness across regions, disciplined negotiation, and relentless communication are not just artifacts of the past. They are the practices that continue to sustain a union serving educators across a global system.

Spotlight: Natalie Spark Johnson Named 2026 NEA Foundation Global Learning Fellow



Natalie Sparks Johnson has spent more than 35 years teaching, but she still approaches the work like a beginner in the best way: curious, reflective, and hungry to learn. That lifelong-learning spirit has taken her across classrooms in the United States, Australia, and Europe, including time teaching within the Navajo Nation, and now to SHAPE American High School in Belgium, a DoDEA school on a NATO base where students represent more than 30 countries. In a community shaped by constant movement, Natalie sees difference not as a challenge to manage but as the foundation for global learning.

At SHAPE, Natalie teaches engineering, CAD design, robotics, and career practicum, while also coaching robotics and serving as a year-level coordinator. She describes creativity as a life skill, not an “extra,” and her classroom is built around giving students tools to imagine, design, and communicate solutions that matter.

That belief deepened through her work with peace education, where she launched a Peace Tech Fair that asks students to identify problems close to home and design devices or innovations that support peace, care, and community well-being. Students often arrive wanting to “solve the whole world,” and Natalie honors the ambition while teaching focus: start local, make it real, then connect outward.

This year, her work expanded again through her selection as a 2025–2026 NEA Foundation Global Learning Fellow. Natalie says she was blown away by the recognition, especially because so much teaching can feel invisible outside the classroom. The fellowship’s emphasis on global competency and the United Nations Sustainable Development Goals has given her a powerful structure for project-based learning. Rather than treating sustainability as a separate unit, she uses the SDGs to anchor engineering challenges and student presentations, pushing students to see themselves as future leaders responsible for improving what adults have failed to fix.

To deepen students’ thinking, Natalie incorporates design tools that prompt ethics, empathy, and long-term consequences. She has students ask: Who is this for? Who might it leave out? What could this become over time? These questions show up in projects like designing tiny homes for different life scenarios, creating adaptive devices for amputees guided by empathy mapping, and producing documentaries on engineering failures that help students

confront corporate ethics and misinformation.

Natalie’s teaching is also shaped by storytelling and cultural responsiveness, grounded in humility and a willingness to be corrected. She speaks openly about how listening to students and communities has changed her, and she encourages educators to build classrooms where students’ lived experiences guide how learning happens, not just how curriculum is delivered.

Next summer, Natalie will travel to South Africa for the fellowship’s field study, hoping to learn from educators, connect classrooms across continents, and challenge lingering biases with firsthand experience. She wants students to leave her class with employability skills, strong communication, and the confidence to tackle problems using the engineering design process: research, ideate, prototype, test, and share. Natalie often returns to a quote that guides her practice: “I never fail. I either win or I learn.” In her classroom, that mindset becomes a promise to students to keep building, revising, and learning. And to also keep imagining a better world, because they will inherit it.

Spotlight: Nicole Parker Named 2026 NEA Foundation Global Learning Fellow



Nicole Parker's selection as a 2026 NEA Foundation Global Learning Fellow marks an exciting milestone in a career rooted in thoughtful, student-centered practice. Her initial reaction blended surprise, excitement, and nerves, which quickly turned into enthusiasm as the fellowship began. From the opening conference in Washington, DC, to early webinars and cohort meetings, Nicole describes the professional learning as some of the best she has experienced, rich conversations, inspiring peers, and deeply engaging speakers.

Nicole was drawn to the fellowship by her desire to help students see themselves as global citizens. As a literacy specialist at Yokota West Elementary, she already integrates global and culturally responsive learning through books, discussion, and storytelling that invite students to explore multiple perspectives and connect their own lives to the wider world. She creates space for students to share their backgrounds and experiences, reinforcing the idea that every story matters. A major focus of the fellowship has been the United Nations Sustainable

Development Goals, which Nicole has found both inspiring and practical. She is especially excited about the upcoming field study in South Africa, where she hopes to learn from educators, observe how schools support fair learning environments, and bring new ideas back to her classroom. Storytelling, she believes, makes global citizenship tangible by helping students see shared humanity across cultures.

After completing the fellowship, Nicole plans to bring new instructional practices, texts, and global partnerships to Yokota West Elementary. She hopes to share her learning with colleagues, build connections with educators abroad, and strengthen collaboration with local Japanese schools. Deeply connected to SDG 4, Quality Education, and SDG 10, Reduced Inequalities, she is committed to helping students think critically about equity and access in education.

For Nicole, global learning is especially vital for DoDEA students, many of whom are third culture kids navigating constant change. Her classroom message, "You Belong Everywhere," reflects her belief that global competency empowers students to feel rooted, capable, and confident. Motivated by curiosity and care for her students, Nicole sees global education as a source of hope and possibility, and she encourages fellow educators to pursue the fellowship for its powerful learning and connection.

"Every story matters, and every student deserves to see themselves reflected in the world."

Spotlight: Marangeli “Ms. E” Encarnación

Building Union Strength From the Ground Up



Marangeli Encarnación, known to many as Mrs. E, brings the same care and steadiness to union leadership that she brings to her work as a kindergarten educational aide at Kessler Elementary. For more than sixteen years, she has shown up for students, colleagues, and families in Fort Stewart, and for nearly six of those years, she has done so as a local union president who rebuilt trust and visibility from the ground up.

Her journey into leadership began through advocacy rooted in family. When her daughter received special education services, Marangeli learned firsthand how critical educational support professionals are to a child’s success. That experience shaped her purpose. She wanted her daughter, and all children, to receive what they needed to thrive. As she became more involved in the union, she realized how little ESPs were told about their rights and resources. She taught herself, asked questions, attended meetings, and shared what she learned. Even when colleagues were not union members, she supported them anyway. To her, care came first.

When Marangeli became local president, the union had only three members and little visibility. Rather than push membership, she focused on relationships. She showed up consistently, met with school leadership, attended area councils, and made herself available at all hours. Without a vice president, she carried nearly every responsibility herself while continuing her full-time work with students. Through one-on-one conversations and steady presence, she rebuilt trust. Membership grew, and with it, belief in what the union could be.

Marangeli believes ESPs are the heart and soul of schools. They are with students all day, providing safety, care, and stability, often in the most challenging circumstances. She speaks proudly of former students who still remember her years later, proof that the quiet work of ESPs leaves lasting impact.

Recent losses and job disruptions have been some of the hardest moments of her leadership, but even then, she remained grounded in solidarity and care. Looking ahead, her vision is simple and powerful. She wants ESPs to be recognized, respected, and prepared to lead. No matter her title, she plans to remain part of the union, offering support and guidance. Born in Carolina, Puerto Rico, and now living in Hinesville, Georgia, Marangeli leads with humility, gratitude, and deep respect for collective action. Her story is a reminder that unions are built not only through structures, but through trust, presence, and daily acts of care.

“Unions are built not only through structures, but through trust, presence, and daily acts of care.”



Message from Ingrid Ahlberg, FEA Retiree Representative

My Social Security 1099 arrived recently. As I went to file it with my other tax papers I stopped to compare it with last year's. I collected THREE TIMES as much Social Security as last year! It was a mini celebration for me about YEARS/DECADES of NEA efforts to change the law that had allowed the government to withhold Social Security benefits employees paid into or, for some people, benefits from those earned by a spouse. Public employees for the Federal (CSRS), state and local governments who paid into a government pension plan for any part of their career were impacted/penalized. The law that NEA and other public sector unions had worked so long and hard to get changed was the Government Pension Offset/Windfall Elimination Provision (GPO/WEP).

It was particularly painful for people who only worked part of their careers in the public sector and part in the private sector - people like our teaching military spouses who were required to change jobs each time their sponsors moved. This law also unfairly targeted our Educational Support Professionals, who often have more than one job, paying into Social Security on outside employment. If a member worked a combined 40 quarters in jobs where they paid into Social Security, they can collect Social Security, but if they worked long enough in a public sector job to collect even a small pension, their Social Security was reduced significantly-in my case by more than two-thirds!

That said, I had cobbled together the 40 quarters, but only with summer jobs, or summer workshops where I received some pay, working in the college cafeteria when I was a student, some part time jobs, and probably some other odd jobs I've forgotten about, so not high dollar value, but every little bit helps and two-thirds of that was withheld until the NEA supported legislation was signed into law in early January 2025.

All in all it was a great reminder for me of the value of unions and the combined power of standing together with other unions to get things done, especially when it requires the know-how and persistence of working to get legislation through. So check this year's 1099 and last year's and celebrate and remind your not yet retired friends who won't see that stark comparison when they retire, that being a member of a union pays in ways they may not be able to foresee. And if for some reason you didn't get this change in your Social Security check to see if the Social Security records are updated. Remember that FERS retirees ARE covered by regular Social Security benefits because they paid into Social Security instead of CSRS. Initial changes in monthly Social Security payments started early last March for me, probably because A is the beginning of the alphabet. Other CSRS retirees noticed theirs starting later in the year when I talked to them at the DODDS reunion in July.

This was a powerful reminder that being a member of a union pays in ways you may not be able to foresee.

Important Contact Information

Please note that 202-822-7850 is no longer a reliable way to reach FEA staff directly. To connect with someone, we recommend emailing the appropriate address below. A staff member will follow up by phone or provide the best number to call if needed.

Please direct general concerns or issues for FEA Washington to Adesuwa Wilson-Iguade, FEA Executive Assistant and Paralegal, at FEAdmin@nea.org

Please include a brief description of the issue and any relevant details so it can be routed appropriately.

Please direct membership questions (joining FEA, updating your information, or checking your membership status) to Hellem Hernandez, FEA Director of Membership Processing, at FEAMembership@nea.org

Please direct retirement questions to: Federal.Retired@nea.org

Using the correct email helps ensure your question or concern is addressed as quickly and efficiently as possible. Thank you for your understanding.

Stay Connected!

Stay connected with FEA by subscribing to our newsletter. If you are not already subscribed, email us at feaadmin@nea.org and we will be happy to get you added to our distribution list. The newsletter is one of the best ways to stay informed about advocacy updates, member resources, upcoming deadlines, and opportunities to get involved.

You can also follow FEA on social media for timely updates, announcements, and highlights from across our community:

Bluesky: [@our-fea.bsky.social](https://bsky.app/profile/our-fea.bsky.social)

Instagram: [@our.fea](https://www.instagram.com/our.fea)

Facebook: [@FedEdAssoc](https://www.facebook.com/FedEdAssoc)

Following us and subscribing ensures you do not miss important information affecting federal educators and education support professionals.

FEA Elections & Timelines

Transition to Electronic Voting Beginning in 2026

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

Members in good standing will receive their ballot package electronically. The package will

include voting instructions, candidate biographies, and approved campaign materials. Voting will take place online during the designated election period.

Ballots will be tallied electronically by the FEA Elections Committee, with neutral observers present to ensure fairness and full compliance with federal law, FEA's Constitution, and FEA bylaws. Election 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 and FEA's governing documents, while offering members a more efficient and reliable way to participate.

More information about the nomination process, campaign guidelines, and key election dates will be shared in upcoming newsletters. If you are not already subscribed, please email feadmin@nea.org to stay connected.

Representative Assembly Delegate Election Timelines

Pacific

- **February 9, 2026**
Elections announced
- **March 3–10, 2026**
Voting open
- **March 11, 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

Stateside and Europe Area Director Elections Concluded



Anita Lang, Europe Area Director

As members may recall, earlier this year FEA members voted to approve Constitutional amendments that modernized our election procedures. One important change eliminated the requirement for a write-in vote when only one candidate is nominated for a position. Under the revised process, if a single candidate is nominated and no additional nominees come forward, that individual is declared the winner by acclamation and the election is concluded.

In accordance with these amendments, the elections for Stateside Area Director and Europe Area Director have now been finalized.

Alan Danahy, the sole nominee for Stateside Area Director, has been declared the winner by acclamation.

Anita Lang, the sole nominee for Europe Area Director, has also been declared the winner by acclamation.

Because each position had only one nominee, no balloting was required and both elections are now officially complete.

We congratulate Alan and Anita on their continued service to FEA and thank them for their leadership and commitment to our members.

To learn more about the Pacific Area Director election, including information about candidates Brian Chance and Adam Johnston, please turn the page.



Alan Danahy, Stateside Area Director



Brian L. Chance

Pacific Area Director Candidate

Present Location: Zama Middle High School, Japan

Present Assignment: Information Specialist

Years in DoDEA: 28

Locations:

- Zama Middle High School/Zama American High, Japan (21 years)
- Kaiserslautern Middle School, Germany (7 years)
- Marion County Schools, FL (5 years)
- Clay County Schools, 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/FEA Vice President Secretary Treasurer (4 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 (13 years in FEA and 6 years in Florida)



Brian L Chance

Pacific Area Director Candidate

Elect

Brian Chance

FEA Pacific Area Director

STANDING STRONG FOR EDUCATORS



The FEA Pacific Area Director must be passionate, experienced and ready to pivot strategies based on the dynamic environment in which we work. My passion as a teacher advocate, my Association experience at all levels of the Association and my experience as an educator in elementary, middle, and high school environments have provided me experience needed for FEA Pacific Area Director.

Experienced Leader

Association Experience

- ◆ FEA President 6 years
- ◆ FEA Vice President-Secretary-Treasurer 1 year
- ◆ NEA Director for FEA 6 years
- ◆ Education International Delegate for NEA -3 appointments, 2 as Policy Delegate
- ◆ FEA Secretary-Treasurer 3 years
- ◆ FRS 13 years in Federal, 6 years in Florida
- ◆ NEATA (North East Asia Teachers' Association) Vice President 3 years
- ◆ NEATA Secretary 3 years
- ◆ RA (Representative Assembly- NEA annual meeting) Delegate 23 years for FEA, 9 years in Florida
- ◆ Treasurer of Clay County Education Association, Florida
- ◆ Local President of Marion Education Association, Florida
- ◆ Contract Bargaining Chair, Clay and Marion Counties, Florida
- ◆ Legislative / Lobbying Committee, Membership Chair, Insurance/Benefits Committee Florida

Teaching Experience

- ◆ NEA Foundation Award for Teaching Excellence 2019 – California Casualty Awardee
- ◆ Sallie Mae Teacher of the Year Clay County, Florida
- ◆ Academic (Elementary, Middle & High School): Librarian, Spanish, AP Spanish, English, Gifted and Talented, MS Science, Yearbook, Journalism, Speech, Florida History, Emotionally Handicapped (EH)
- ◆ Extra Duty: Soccer, Yearbook, Newspaper, Video, Far East Journalism, Fine-Arts/Foreign Language Chair
- ◆ Foreign Language Materials Selection Committee, Florida; English Language Materials Selection Committee Chair, Florida

REQUIRED DISCLAIMER: This information is provided by Brian L. Chance, a candidate for FEA Vice President-Secretary-Treasurer. This material does not constitute endorsement or recommendation by FEA, any FEA local or area, or by the NEA.



Adam Johnston

Pacific Area Director Candidate

Present Location: Kubasaki High School, Japan

Present Assignment: 9th/10th English Language Arts

Years in DoDEA: 19

Locations:

- Okinawa, Japan (19 years)

Universities, Degrees, Certificates:

- Bachelors of Arts in English, University of Maryland University College

Awards:

- Air Force Sergeant Association STEM Teacher of the Year

Offices and Committee Assignments:

- American Educators Association Okinawa (2 years)
- AEAO VP Elementary (1 year)
- Kinser Elementary School FRS (6 years)
- Kinser Elementary School FR (2 years)



Adam Johnston Pacific Area Director Candidate

ELECT ADAM FOR FEA AREA DIRECTOR, PACIFIC JOHNSTON



Adam Johnston currently represents nearly **400** of the nation's **BEST teachers*** as **American Educators Association Okinawa** president.

*Based on the 2024 and 2022 NAEP scores of our students who scored the highest in the U.S.

EXPERIENCE: Local FEA President, 2 years; Local FEA Vice President for Elementary, 1 year; School level FEA FRS, 6 years, and School level FEA FR, 2 years. 19 years as a classroom teacher. Believes **strong action, commitment & advocacy** rather than vast experience is what is needed in Pacific.

As a FEA local president, Adam Johnston:

- **Reversed an added unpaid 20-min. to Oki teachers work day**
- **Forced rollback of unnecessary 20-min. extra instruction time**
- **Rebranded AEO into a member-focused union with FREE members-only workshops VS. the "I only need a lawyer" model**
- **Retained 90% of AEO membership despite our contract dispute**
- **Secured \$5,000 annually in professional development stipends for members of the Okinawa union and plans to expand this program across the Pacific to other unions like NEATA and TEAK**
- **Halted \$250K+ in debt letter collection errors for 230+ Oki teachers**
- **Worked tirelessly to ensure no member lost legal help or representation, even when DoDEA refused to recognize & honor our bargaining rights**
- **Pushed FEA successfully to restart weekly communication with our members**
- **Promoted solidarity & respected what you pay in annual dues.**

Please don't leave your rights to chance, VOTE Adam Johnston for FEA area director, Pacific

REQUIRED DISCLAIMER: This information is provided by Adam Johnston, a candidate for FEA Area Director, Pacific. This material does not constitute endorsement or recommendation by FEA, any FEA local or area, or by the NEA. The photo above was shot by Adam Johnston as a selfie and I'm only stating this as part of the required rules of the campaign which requires all photos to be credited.

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.

Nomination Instructions: Use this form to nominate yourself or another eligible retired FEA member for Retired Representative Assembly Delegate. Candidates must be a Retired member of FEA and meet unified membership requirements.

OFFICIAL RETIRED NOMINATION FORM

(Nomination of an FEA Retired Member)

I, _____, do hereby nominate
_____ (can be self) for the office of:

Retired Representative Assembly Delegate

Signature: _____ **Date:** _____

By typing your name, you agree this serves as your electronic signature.

Mailing Address: _____

Home Phone: _____

Personal E-mail (non-DoDEA): _____

Requirements: Candidates must be a Retired member of FEA and must fulfill the requirements of unified membership in the United Education Profession.

Submission Instructions:

Scan and e-mail this form to: Federal.Retired@nea.org

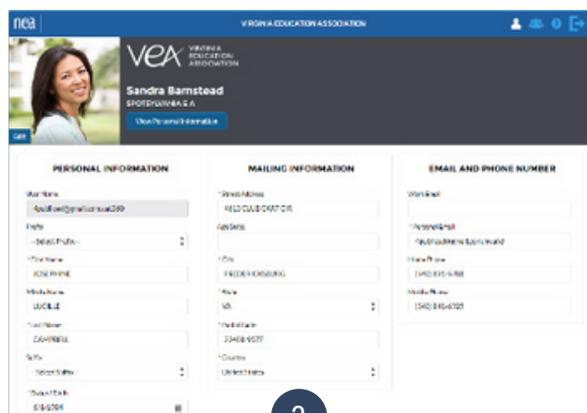
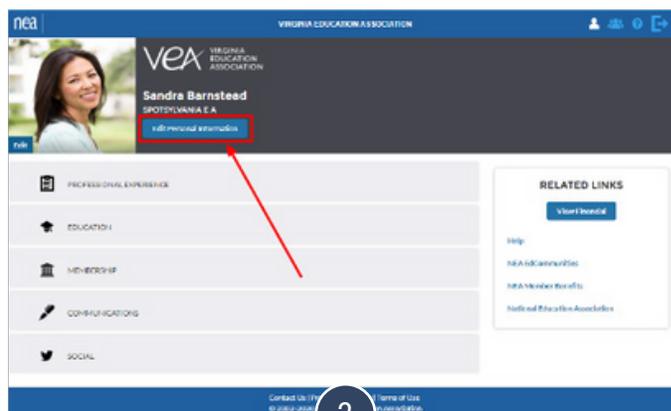
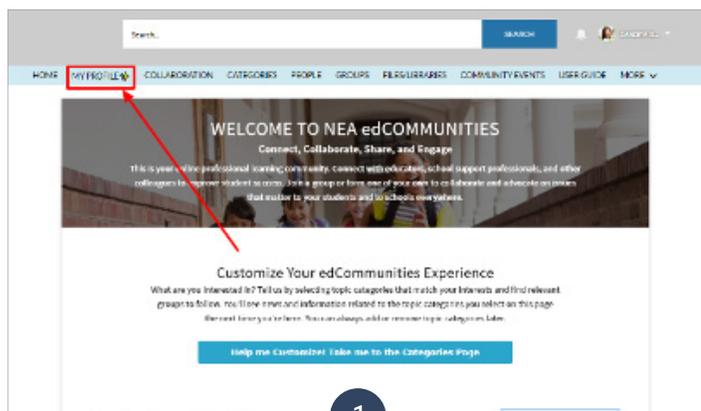
Deadline: Forms must be received by **February 28, 2026.**

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Keeping your profile updated ensures that you continue receiving important FEA communications, including the print Journal and other pertinent information, directly in your inbox and at your home address.

How can you update your profile? It's easy!

1. Scan the QR code or go here: <https://www.mynea360.org/s/member-portal> and log in or sign up. If you need your NEA Member ID, you can find it in this journal or in FEA's newsletter. If you need assistance email feadmin@nea.org.
 2. Click on the My Profile link near the upper right portion of edCommunities.
 1. Click on the My Profile link near the upper right portion of edCommunities.
 2. Click on the Profile badge in the upper right portion of [MyNEA360.org](https://www.mynea360.org) to see what details are missing.
 3. Then click **View Profile Details** to finish completing your profile.
- You can also click on **Edit Personal Information** under your name to access your profile.





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**Scan the code or go to
neamb.com/mycomp for a quick
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