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Hi Member,

We want to share important information regarding probationary periods for certain new hires with prior military service. Robin Smith, Pacific UniServ Attorney, has provided the guidance below to ensure that you are aware that some veterans may qualify for a shortened one-year probationary term instead of the standard two-year term.

If you have questions about your eligibility, please reach out to your FRS first. If additional assistance is needed, Robin is available to support you.

Below is the full message from Robin:

[Robin's Message to FEA Members](#)

Veterans' Shortened Probationary Term

Greetings DoDEA Pacific Educators,

FEA Pacific wanted to advise you that although most new DoDEA educators must complete a two-year probationary term, certain United States military veterans are required to complete only a one-year term.

Veterans who are five-point preference eligible must serve only a one-year probationary period. This includes veterans whose discharge was honorable or general under honorable conditions, and whose service meets one of the following criteria:

- Service during a war
- Service between April 28, 1952 and July 1, 1955
- More than 180 consecutive days of active duty (excluding training) occurring after January 31, 1955 and before October 15, 1976
- Service during the Gulf War (August 2, 1990 through January 2, 1992)
- More than 180 consecutive days of active duty (excluding training) between September 11, 2001 and August 31, 2010
- Service in any campaign or expedition for which a campaign medal has been authorized (for example: OEF, OIF, Bosnia, Global War on Terrorism, Persian Gulf)

To qualify, the veteran must have been discharged under honorable or general conditions.

If you believe you may be preference eligible, check your SF-50, box 23. It should read "2-five point." If it does not, please send your DD214 to me at rsmith@nea.org.

In solidarity,
Federal Education Association

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