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Hi Member,

In this newsletter issue, learn more about:

- AEAO Member Spotlight: Debt Letter Hearing Request Drop-Off Gala
- Erroneous Overseas Dues Deduction by DFAS
- Retroactive Pay Problems and What Members Should Do

[FEA Member Spotlight: AEAO Debt Letter Drop-Off Gala](#)



On November 7, the Executive Board of the American Educators Association Okinawa (AEAO) hosted a letter drop-off gala at the USO near Gate 2 on Kadena Air Base.

- A total of 128 members attended in person and submitted their debt letters hearing request.
- AEAO leaders and FRSs helped members:
 - log their debt information into a database
 - complete the Debt Letter Hearing Request form
- AEAO covered envelopes and postage at no cost to members.
- Over the following week, AEAO collected another 100 letters, bringing the total to 228+ hearing requests, representing over \$245,000 in alleged DFAS “debts” tied to the shutdown.

AEAO’s work ensured that every member had the support needed to challenge improper debt letters and protect their rights. Consider replicating AEAO’s successful member activation model in your area. This approach could be an effective organizing and member-support strategy across FEA. If you have any questions do not hesitate to reach out to feaadmin@nea.org.

[Erroneous Overseas Dues Deduction by DFAS](#)

DFAS has incorrectly deducted dues from Overseas members’ pay, similar to the issue Stateside members experienced during the October 3 pay period.

Although FEA had received assurances from DoDEA that this would not occur again, we are acting immediately to resolve the situation.

What FEA Is Doing

- Refund Process:
 - Refund checks will be issued directly, or
 - The deducted amount will be applied to your current dues balance.
- AutoPay Members:
 - Deducted funds will be credited toward your dues.
 - If your dues are already paid in full, you will receive a refund check.
 - No further action needed.
- Check Payers or Former Members:
 - Refund checks will be mailed to your confirmed address.
- Address Verification:
 - FEA will email affected members to confirm mailing addresses before sending refunds.
- Ongoing Monitoring:
 - Membership and deduction data are being reviewed to identify all impacted employees.

Reminder: Please take a moment to review your email and mailing address in AutoPay so FEA can contact you promptly if needed. You can also use this tutorial [here](#) to update your information.

[Retroactive Pay Problems: Widespread and Ongoing](#)

FEA sees and appreciates your dedication during the 43 days of the shutdown, when educators continued working without pay. Unfortunately, many educators—Stateside and Overseas—have since encountered significant errors in their retroactive pay from DFAS/DoDEA.

These issues include:

- Incorrect pay amounts
- Missing pay
- Sudden or inaccurate debt letters
- Other payment discrepancies

This is unacceptable after the professionalism and commitment educators showed during the shutdown.

What FEA Expects From DoDEA:

- Clear written guidance on:
 - how pay problems will be addressed
 - timelines for corrections
 - steps DoDEA/DFAS will take to fix errors

FEA continues pressing DoDEA HQ for updates.

What Members Should Do

[Stateside Members](#)

- Submit a ticket through the Employee Service Portal if your LES or deposit is incorrect.
- Keep:
 - recent and prior LESSs
 - copies of deposits
 - your own calculations (if applicable)
- If you received a shutdown-related DFAS debt letter, complete the FEA-SR Debt Letter Invoking Form (referenced in the FEA-SR Nov. 9 email).

[Overseas Members](#)

- Submit a pay inquiry for any discrepancy.
- If the response is unclear, request clarification.
- If no response within one week:
 - go to My Requests → CSR Payroll
 - reopen the ticket and ask for an update
- Keep all LESSs for the entire school year and maintain your pay organizer.
- Follow the guidance in the 2025-2026 Pay Problem Package. Ask your FRS for one.

Long-Term Action by FEA

- FEA has filed Association Grievances for both Stateside and Overseas educators.
- These coding issues have caused significant financial harm.
- FEA is evaluating additional actions to protect members.
- FEA will continue fighting until all educators are made whole and pay problems are fully resolved.

In solidarity,

Federal Education Association

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