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Hi Member,

[In This Issue:](#)

- FEA Statement on DoDEA Outstanding Civilian Employee Awards Notification
- Winter 2026 FEA Journal
- Retiree RA Nominations Form Now Available
- Reminder: 2027 NEA Foundation Awards for Teaching Excellence

[FEA Statement on DoDEA Outstanding Civilian Employee Awards Notification](#)

FEA has been made aware that some Department of Defense Education Activity employees recently received notifications indicating they were selected for recognition as Outstanding 2025 Department of Defense civilian employees. These notifications reference a Department-level initiative authorizing monetary awards for a select percentage of civilian employees.

FEA wants to clearly state that the Association had no involvement in the development, selection process, implementation, or administration of this award initiative.

While FEA strongly supports recognizing and rewarding the exceptional work of educators and education support professionals, transparency, fairness, and consistency are critical whenever compensation-related programs are implemented. Members deserve to understand how decisions affecting pay, recognition, and workplace equity are made.

It is also important to be clear: **the members who received these awards did not create this program, request these bonuses, or solicit this recognition.** This initiative was developed and implemented by DoD and DoDEA. We should not direct frustration toward colleagues who received payments. Doing so only divides us. If anything, these awards reflect a bit of good fortune for those selected. Our focus must remain on ensuring fair processes and equitable treatment for all members, not allowing management to divide and weaken our collective strength.

To ensure member interests are protected, FEA is submitting an information request to DoDEA and Department leadership seeking clarification on several key areas, including:

- The criteria and standards used to determine award eligibility and selection
- The decision-making process and level of local versus centralized authority involved
- How funding allocations and award percentages were determined
- Whether bargaining unit employees were evaluated using consistent and equitable standards
- How this initiative interacts with existing awards, performance systems, and negotiated agreements

FEA will carefully review all information received, monitor the implementation of this program, and work to prevent similar situations in the future that create confusion, inequity, or division among members. Our strength lies in solidarity.

Members who have questions, concerns, or who have received notifications related to this initiative are encouraged to contact their local association leadership or FEA directly at FEAdmin@nea.org.

[Coming Next Week: Winter 2026 FEA Journal](#)

The Winter 2026 edition of the FEA Journal will be released in digital format and available to members on Friday, February 13.

Be sure to look for next week's newsletter, where we will share the full digital edition and details on how to access it online.

[Retiree RA Nominations Form Now Available](#)

The nominations form for retirees interested in participating in the Representative Assembly (RA) is now available. The form is a fillable PDF, allowing you to complete it electronically and submit it online. To support members who may need additional guidance, we have also included step-by-step instructions on how to attach and submit the completed form by email.

Completed nominations forms are **due by February 28, 2026.**

You can download the nominations form [here](#).

You can download the step-by-step submission guide [here](#).

If you are interested in submitting a nomination, please review the form and follow the included instructions for email submission. Our goal is to make the process as simple and accessible as possible.

If you have any questions or need assistance, please don't hesitate to reach out to federal.retired@nea.org. Thank you for your continued engagement and participation.

[Reminder: 2027 NEA Foundation Awards for Teaching Excellence](#)

There are about two weeks left to submit nominations for the 2027 NEA Foundation Awards for Teaching Excellence.

These awards recognize outstanding educators who demonstrate excellence in teaching, strong advocacy for the profession, and a deep commitment to equity, inclusion, and community engagement. Award recipients will be honored in February 2027 in Washington, DC.

Who Can Apply

All current members of an NEA local affiliate or bargaining unit are eligible, including teachers, education support professionals, and higher education faculty and staff. While FEA may submit only one nominee to NEA, all Active FEA members are encouraged to apply for internal review.

Awards and Recognition

Recipients receive expenses-paid travel to Washington, DC for the NEA Foundation's Salute to Excellence in Education Gala. Five Horace Mann Award recipients will each receive \$10,000, and one recipient will also receive the NEA Member Benefits Award, which includes a \$25,000 cash award.

FEA Submission Deadline

All nomination packets must be submitted to FEA by **Monday, February 23, 2026.**

How to Apply

Nomination materials and the full application packet are available here: <https://feaonline.org/member-resources/grants-awards/nea-awards-teaching-excellence>

Completed nomination packets should be submitted via email to:

- Adesuwa Wilson-Iguade, FEA Executive Assistant and Paralegal, at FEAdmin@nea.org and
- Brian Chance, FEA Vice President and Secretary-Treasurer, at bchance@nea.org

If you've been considering applying, now is the time.

In solidarity,
Federal Education Association

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