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Hi Member,

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Update on DoD-Directed Monetary Awards

Earlier this year, the Department of Defense directed agencies to issue monetary awards recognizing what was described as the “top 15 percent of performers” among civilian employees. Because this directive came from DoD, the process was implemented by management without negotiation with the Federal Education Association.

FEA has raised concerns about both the process and the lack of transparency surrounding these payments. Our Association opposed the program because management did not share clear or measurable criteria for how educators were selected, and the process raises concerns about fairness and equity.

FEA also submitted a formal request for information to better understand how selections were made. In its response, management indicated that schools were asked to identify 15 percent of their civilian workforce based on “performance and impact.” However, no measurable standards or specific evaluation tools were provided to clarify how those determinations were made. Management also confirmed that the awards were not based on DPMAP performance ratings and stated that the funding came from the DoD budget rather than DoDEA’s incentive awards budget.

While FEA continues to review the information provided by management, we want to emphasize an important point: members who received these payments should not be blamed. Educators did not apply for or request these awards and were notified by management only after selections had already been made.

FEA is currently reviewing the information received from management to determine the Association’s next steps. We will continue advocating for transparency, fairness, and negotiated processes that protect all educators.

We will keep members informed as additional information becomes available.

Organizing and International Solidarity Update

In February, leaders from NEA and FEA traveled to Japan to meet with members and host a weekend training focused on strengthening organizing efforts and increasing member engagement within FEA.

During a meeting with JTU President Takashi Kajiwara, leaders shared mutual respect for each organization’s work in the labor movement and discussed the similar challenges educators face regarding government education policy. NEA and JTU also reaffirmed their commitment to continued collaboration and international solidarity in the years ahead.

FEA President Sharon Manuel and others visited Yokosuka Naval Base, where they connected with FEA members working at a local high school.

The following day, more than 80 FEA members from schools in Okinawa, Japan, and Korea gathered for the 2026 Inaugural FEA Organizing Convening. The convening focused on strengthening organizing skills and building a stronger network of member leaders across the Pacific region.

Together, the sessions equipped members with practical tools to strengthen their worksites and deepen union engagement.

Flip through the photos below to get a glimpse of this impactful moment for FEA and our members across the Pacific.



Election Update: Adam Johnston Elected Pacific Area Director

The Federal Education Association FEA is pleased to announce that [Adam Johnston has been elected as FEA’s Pacific Area Director](#).

Johnston currently teaches 9th and 10th grade English Language Arts at Kubasaki High School in Okinawa, Japan, where he has served DoDEA students and families for 19 years. Throughout his career, he has demonstrated strong leadership and commitment to union advocacy.

He served as President of the American Educators Association Okinawa (AEO), as well as AEO Vice President for Elementary, and has held several roles as a Faculty Representative and Faculty Representative Spokesperson.

Johnston will officially take office as Pacific Area Director in August 2026.

FEA congratulates Adam Johnston on his election and looks forward to his leadership in the years ahead.

New Website Feature: Past Newsletters Now Available

We are pleased to share a new feature on the FEA website. Past editions of our newsletters are now archived and available online for easy access [here](#). This allows members to revisit important updates at any time.

Whether you are looking for a previous announcement or simply want to stay informed on past developments, you can now find all archived newsletters.

We hope this added accessibility makes it easier for members to stay connected and informed.

In solidarity,
Federal Education Association

Stay connected and informed—follow FEA on social media: [Bluesky](#) | [Instagram](#) | [Facebook](#)