



Europe Newsletter

November 2, 2025

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Dues Deductions

As you may have seen in FEA's Friday updates, FEA will not be collecting dues until after the government shutdown ends and educators begin to get reimbursement for salary missed during the shutdown. There will continue to be the same number of deductions for those utilizing either EFT (electronic funds transfer) or credit card. If you are paying by credit card, dues will be deducted in one payment. Options exist for EFT deductions to be made in one payment or 10 increments. All members will receive notification 10-14 days prior to any payment taken.

If you are aware of anyone who intends to sign up but is postponing doing so because of finances related to the government shutdown, please share this information with them. We want to make sure each person has attorney access as needed and EEL insurance coverage in this challenging time.

Upcoming Elections

This school year will see many elections in FEA-Europe. The first, the Europe-Area Director election, was advertised in the FEA Journal available on the [FEA website](#) (create an account to login) and also attached to this email if you haven't received your hard copy yet. The **deadline** to fill in and email the form (page 13 for self-nominations and page 14 to nominate another member) is **NOVEMBER 7**.

Below you will find the dates for the election for four of the members of the Europe Area Council. Three District Representatives and the Europe Human and Civil Rights Coordinator. District HCR, Representative Assembly, and FRS elections will be announced later in the school year.

<u>Action</u>	<u>on/about Date</u>
Announcement of Election:	1 November
Request for Nominations:	15 November
Nominations Closed	5 December
Check Membership Status	6 December
Date to remove name from ballot	13 December
Publication of nominees	14 December
Request for Bio/photo	15 December
Guidelines sent out	15 December
Deadline for bios/photos	23 January
Publication of nominees' bios- UNITY	6 February
Information of email address for voting	13 February
Voting Open	21 February
Deadline to notify if ballot not received	28 February
Voting Closed	14 March
Results Announced	15 March
Tallies shared	As Soon As Possible

If you are interested in running or nominating another member for one of the four positions, District Representative for Central, East, and West, and Europe Human and Civil Rights Coordinator, please use [this link](#) to provide the information.

Questions to FEA.Europe.AD@Gmail.com.

Contractually Agreed Excessing Process

The process for excessing at the school level has begun. DoDEA uses projected enrolment for SY26-27 and DoDEA staffing standards for overseas to determine if any positions are to be cut from the current staffing. Not all schools will have positions excessed. Last year, there were very few excessed positions. Please remember that POSITIONS are excessed.

The process began with the dissemination of intent letters. These letters are not binding but used to formulate a plan. In the same timeframe, ENI (early notice incentive) paperwork is available for those educators who are separating at the end of the school year. Educators interested in ENI should read the paperwork carefully before submitting. Ask any questions to Management **before** submitting any paperwork. Ask Administration for the DoDEA identified process for excessing if you believe you may be impacted, want to volunteer, or if you believe your administrator is not following the correct procedure, outlined in the contract, Article 10- Staffing, Section 3. Additionally, Appendix A contains a flowchart of the procedure.

Following the collection of intent and ENI documents, administrators will get projected staffing documents for SY26-27 which will identify if positions are excessed and from what category. Administrators should be working with staff and the FRS to create a working schedule for next school year, especially if there is an excess situation.

By December 9th, the educator identified in the position to be excessed will be notified in writing and have until the 6th of January to fill in their information in DoDEA provided database. The week of January 20th, educators will be notified of their Management Directed Move and can then, request reconsideration if they meet the criteria.

If, at any time, anyone believes someone is being targeted, or administration is not following the contractually provided procedure, please contact your District Representative and Area Director as soon as possible.

SpEd Advocacy

There are few groups of educators and students as negatively impacted as those involved in Special Education. FEA-Europe believes schools have been significantly understaffed since before the unilateral cuts to positions occurred. We ask for your input to confirm our suspicions or clarify our misunderstanding.

There are no issues too big or small to share.

November 9th will be the deadline to fill out [this form](#) and provide your input for the next open letter to Management. FEA-Europe expects that these issues will be overarching rather than unique to one school or community, although some may be truly unique depending on the population. We will use this to highlight issues contrary to the mission and vision our agency espouses in its Blueprint. Help FEA-Europe to give DoDEA Management a realistic view of the impact their impulsive behavior has had on educators and students.

UPK Ongoing Support

Last year, FEA-Europe took an active role in the start up of UPK with regular meetings and reports to district and area level DoDEA administrators. We want to continue that advocacy

We believe some issues have been resolved, others continue, and we expect new ones have reared their ugly heads. FEA-Europe will continue to raise issues in order to maximize the experience for educators and by association, for students.

Please take a few minutes (should be less than 10) to fill out [this form](#) and let us know how it's going. Please share your experience this week. With so few responses, we have to believe that most of the problems have been eliminated and we will address the few existing ones to the district.

Payment Received

When LESs arrived for the pay period ending October 4th, FEA-Europe quickly elevated the concern that Post Allowance, LQA, and TQSA payments were not included despite seven days of work prior to the shutdown. Last week, many educators received money into their bank accounts with no notice. FEA-Europe received responses to the unknown funds and received the following answer.

DFAS received approval to pay the following entitlements for pay period ending October 4, 2025, for the days earned between September 21-30, 2025, if applicable to you:

- Living Quarters Allowance (LQA)
- Post Allowance
- Foreign Post Differential
- Separate Maintenance Allowance (SMA)
- Temporary Quarters Subsistence Allowance (TQSA)
- Danger Pay
- Market Pay

An out of cycle payment is scheduled for release on October 29, 2025.

Please note: The out-of-cycle payment scheduled for release on October 29, 2025, must be reduced by your current pay period deductions (Taxes, health benefits, life insurance, etc.), if applicable to you and the type of payment. You are required to pay your benefits when payments are made. You will not have an additional payment for health and life insurance benefits following the lapse in appropriation for pay period ending November 1, 2025. Taxes will be calculated on any regular earnings paid following the lapse in appropriation.

A Leave and Earning Statement (LES) will not be generated for the out-of-cycle payment. These entitlements will be reflected in your November 1, 2025, LES in the 'Retroactive Earnings' section. You will see a deduction type of 'Special Pay' for the out-of-cycle payment. This description is used to prevent a secondary payment.

Please consult your local human resource office if you have any questions on entitlement eligibility.

FEA-Europe agrees wholeheartedly that if you want confirmation of what you were paid on 29 October, put in a service ticket with Resource Management and ask for details.

Graphic of the Week

W.R.P.

You can be kind and still...

HAVE BOUNDARIES

SAY NO TO PEOPLE

DISAGREE WITH SOMEONE

MAKE YOURSELF A PRIORITY

TURN DOWN AN INVITE

www.**EmpoweredEducators**.com

The Worldwide Reassignment Program will begin in December. FEA-Europe has asked for a copy of the negotiated procedure. When we have that document, we will share it. In the meantime, all questions must be addressed to wrp@dodea.edu.

Please share your questions and answers with your FRS and District Representative because we want to ensure that this process is equitable and all are receiving the same information.

FEA-Europe continues to share information on LQA issues related to POQs. If you intend to apply for the WRP with this in mind, make sure to ask questions before committing to move.

If you are impacted by the POQ issue, PLEASE take a minute to [fill out this form](#), even if you did before, so we can update Management with affected numbers.