



Europe Newsletter

November 11, 2025

Volume 3, Issue 7

Current Advice from Pay Expert, Bill Freeman

Most if not all of you have received debt letters and/or collections from your LES(s). Our normal advice is to follow the Pay Problem Package and file FEA Forms from page 4 to assert rights in response to debt letters...and to file Violation of Debt Collection Act Grievances in response to illegal collections to the LES.

However, a recent email sent from the DoDEA Director to all educators provides at least some clarity on these issues. In the memo, the Director assures us that all will be fixed in the end...unless the debt letter or collection is not related to the shutdown: "Employees with questions regarding debt notifications that are not the result of LWOP penalties are encouraged to submit questions via the Employee Service Portal (ESP) at [CSR Payroll Ticket](#)."

The problem is that neither the Debt Letters nor the LES's makes that clear. Since no one can really be sure, our best advice is to file a Pay Inquiry and keep copies. DoDEA CSR's will probably ignore the multitude of Pay Inquiries, but we believe filing a Pay Inquiry will preserve everyone's rights in case their problem is not "fixed" after the shutdown ends. If the problems are not "fixed," then our members can respond to debt letters and file Grievances after the dust settles.

Upcoming Elections

This school year will see many elections in FEA-Europe. Currently, FEA-Europe is running the election for the three District Representatives and the Europe Human and Civil Rights Coordinator. Each district representative must be an educator in the district in which they are nominated while the Europe HCRC can come from any district in FEA-Europe. The District HCR, Representative Assembly, and FRS elections will be announced later in the school year.

All elections will be done electronically. You will be notified prior what email address will be used for balloting purposes.

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. The deadline for nominations is **5 December**.

FEHB Open Season

Enrolment for changes to Health Benefits began on Sunday, November 9 and continues until December 8th at midnight EST.

At [this link](#), you can find all the resources provided by OPM to make informed decisions about your health, dental, vision, or flexible spending account benefits. FEA was unable to schedule visits by AFSPA as we have in the past but they are still available through webinars for those wanting information about changes to all policies. Check out their [schedule of events](#).

If you do not want to make changes, then no action is required on your part. However, if you have a flexible spending account and wish to carry over a balance, you **MUST** sign up again. The OPM link will also take you to FSAFEDS if necessary.

Open Season continues regardless of the government shutdown so don't miss the deadline.

Administrators Surveys

The Europe Area Council meets monthly to talk about issues in our schools. An increasing number of schools are feeling the added pressure of administrators who either independently, or with their supervisors' encouragement, adding work and/or eliminating the time you have to do the work you know you need to do in the best interests of your students.

As a result, FEA-Europe will be doing our annual administrative surveys TWICE this year. The first time will collect information before winter break and then second before spring break. We want to provide administration, at all levels, time to identify the problems and institute changes to better support their educators and students.

We will add a short section for positive and/or constructive criticism. No derogatory or defamatory comments will be shared. Data will be collected electronically and disseminated to FRSs to share with administrators. The data will not be shared with the membership. It is the same with educators' evaluations; they are not openly shared. We understand that we do not evaluate administrators but we believe we have important information to share with their supervisors.

In the new year, FEA will send out the second edition of the ISS survey for educators to provide input to the ISS' supervisor.

Personally Owned Quarters (POQs)

The current collective bargaining agreement (contract) between FEA and DoDEA came into effect on August 1, 2023. Article 42: Housing and Overseas Allowances, Section 4 details the changes to Living Quarters Allowances. There is a four year grandfather clause that will terminate on 31 July 2027, less than two years from now.

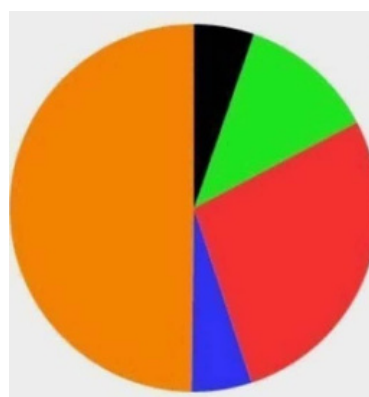
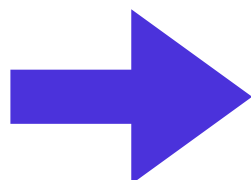
FEA-Europe recognizes that this significantly impacts Europe more than the Pacific. We continue to highlight the tremendous negative impact that this could have on our schools in Europe. With a small WRP budget, and the RAT requirement, transfers seem to be unlikely to resolve much of this issue.

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 intend to volunteer to excess, assuming your school has excess positions, ask questions to make sure you understand the process. Follow [this link](#) to see the process for determining excessing.

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. The impact on our schools if dozens, or more, educators choose to leave all at the same time will be devastating to Europe.

Graphic of the Week

*What I Do
During Staff
Development
Time*



- Learn a new strategy I can use with my students
- "Fondly" remember the last time I had this EXACT SAME. TRAINING.
- Side conversations with my teacher friends
- Wonder if the presenter has ever taught before
- Think about things I need to get done in my classroom

Worldwide Reassignment Program

The Worldwide Reassignment Program is scheduled to begin in December. To be eligible, educators must:

1. Have at least a “Fully Successful” performance rating of record.
2. Not be on a Performance Improvement Plan (PIP).
3. Not be under any investigation, including but not limited to, FAP, IG, and/or DoDEA’s Security Management Decision (SMD), etc.
4. Not have an active Letter of Reprimand in their record at the time of the application.
5. Not have been issued any suspensions within three years of their application.
6. Not be on extended leave at the time of application submission without an expectation of returning to duty before the start of next school year, regardless of the reason(s).
7. Have a current DoDEA Professional License.
8. Be certified for the categories listed on their application no later than November 30th of the current school year.
9. Have been at their current installation (school/complex/commuting area) for a minimum of six consecutive years by the end of the school year that the application is submitted. Employees “involuntarily” excessed may combine the years of their previous location and current location to reach the minimum of six consecutive years, they will be required to attach their involuntary excess letter; and
10. Complete the required tour of duty by the end of the school year (be eligible for Renewal Agreement Travel during the summer recess period prior to the upcoming school year) during which the application for reassignment is made, if serving under a transportation agreement.

All questions must be addressed to wrp@dodea.edu. If you receive an answer that does not seem accurate, ask for the regulation supporting the decision and then elevate it through your FRS to your District Representative and Area Director.

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. We will disseminate additional information as it becomes available.

The full agreement negotiated by FEA-Washington and DoDEA can be found [here](#). FEA-Washington’s most recent newsletter indicated a budget of \$1.4 million, down from \$4 million the last time we had a “transfer” round.

Retirement Planning and More

It’s never too early to plan for retirement. NEA Members’ Benefits can support you in this journey. Their [website](#) provides information with a wide variety of resources to meet the needs of each individual. These resources come along with your membership.

NEA Members Benefits also provides resources related to [Family & Wellness](#), [Life Insurance Protection](#), [Living in Retirement](#), [Paying for College](#), [Personal Finance](#), [Retirement Learning Center](#), [Shopping Discounts](#), [Student Loan Debt](#), [Travel & Vacations](#), [Your Car](#), and [Your Home](#).

Not all benefits apply overseas but some can be used by family living in the US. All FEA members are eligible for free life insurance. All that it requires is a designated beneficiary.

 nea Member Benefits



-Still More News-

