



Europe Newsletter

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DoDEA/DFAS Pay Problems

Bill Freeman has always said to leaders, there are two types of educators in DoDEA: ones who know they have pay problems and ones who don't know they have pay problems. Today, in DoDEA, there is only one type because we ALL know that we have pay problems after seeing our Leave and Earnings Statement (LES) for Friday, November 21st.

It is recommended that every educator [submit a pay inquiry](#) (directions linked). Ask every question you have. When/if you get an answer that you don't understand, ask for clarification. If you don't get an answer within a week, go back into the "My Requests" link (top right) and then choose CSR Payroll. Open the request and ask when you can expect a response, or any other questions that might have arisen subsequently. These pay inquiries generate emails which you should keep (print or forward to a private email address), should you need to file a grievance later.

As Area Director, I brought many of the pay issues with clear examples to the DSE, Dr. Brahaney for clarification. She responded several times saying the CSRs (Customer Service Representatives) were working diligently to answer all inquiries and they had worked 12-14 hour days both days over the weekend (albeit before the current LES appeared.) Dr. Brahaney referred back to the email from Dr. Narvaez that it may take some time before all the issues are resolved. She was unaware of money taken against the debts identified during the shutdown. A meeting was happening after school hours with DoDEA HQ and I asked for more clarification after that. I will report any new information as I learn it.

At the end of SY24-25, Linda Concepcion, membership guru, wrote to DFAS and told them that dues for SY25-26 amount to \$0 because we no longer were going to accept payroll deduction. She repeated that earlier this year. DFAS, who takes their direction from DoDEA, ignored her input and thus dues were deducted from this pay period. DFAS functions like a bank and doesn't do anything without being told, so while DoDEA blames DFAS, the blame lies firmly with DoDEA as the employer.

FEA has a solution for the dues deductions. The first instalment for AutoPay is Friday, December 5, 2025. As we organize the information from DFAS, FEA will reduce the amount of dues by the amount paid and spread that remainder over the 10 pay periods. So, if you pay using EFT over 10 payments and DFAS took 1/10th of your dues at last year's rate, \$93.10, your \$960 dues will be now be \$866.90, which means that you will pay 10 instalments of \$86.69 beginning December 5. If you pay by credit card, and DFAS took out dues out of your check, you will be charged \$866.90. If you paid by check, the \$93.10 will be refunded by check and sent to the address on record. If you have moved this school year, be sure to update your record with FEAMembership@nea.org.

FEA-Europe also recommends that each educator go back to the beginning of the school year and enter all information into the [pay organizer](#) so you can see patterns and totals to recognize where problems exist. Barring that, compare your current pay to the first two pay periods, both 10 days in length, before the shutdown, for comparison.

Bill Freeman is working on an Association Grievance to address ALL of the pay problems resulting from DoDEA's actions during the shutdown. He suspects that every member will need a Full Audit of every aspect of their pay, deductions, and leave since October 1, 2025.

Administrators Surveys

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 while also recognizing those administrators who are an asset to our schools and DoDEA. Follow the link above to fill in the survey. Please only respond once.

We will add a short section for positive comments and/or constructive criticism. No derogatory or defamatory comments will be shared. Data will be collected electronically to take something off the FRS's plate and results disseminated to FRSs to share with administrators. 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. Information will be coming shortly about their performance elements so you know what their expectations are and what to expect when they are in your schools.

FEHB Open Season

Enrolment for changes to Health Benefits began on Sunday, November 9th 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.

Personally Owned Quarters (POQs)

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.

Deadline: December 12.

Upcoming Elections

This school year, elections in FEA-Europe for the three District Representatives and the Europe Human and Civil Rights Coordinator are coming. 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.

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 please use [this link](#) to provide the information.

The deadline for nominations is 5 December.

Graphic of the Week

It doesn't always seem like it but...

