



Europe Newsletter

December 13, 2025

Volume 3, Issue 8

Pay Inquiries

According to many members, DoDEA is not responding to many service desk requests. This is the time for vigilance, not apathy. You can continue to add comments to the existing resource management requests and make PDF copies of the screens so you can have a record of your inquiries should they “disappear.”

Keep a close eye on your LES for deductions. Any new deductions should create a new service desk request, wait one pay period, and then follow up with a pay grievance.

Administrators Surveys

FEA-Europe will be doing our [annual administrative surveys](#) TWICE this year. Follow the link above to fill in the survey. Please only respond once. We have extended the deadline through winter break to 4 January. No identifying information is collected.

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.

We need YOUR input to make this successful. Please take a few minutes to share your impressions of your administrators.

Election Information

FEA-Europe collected nominations for District Representatives and the Europe Human & Civil Rights Coordinator. The nominees were as follows:

Europe East District Representative

Stephen James, Netzaberg MS
Olga Sims, Stuttgart HS

Europe Central District Representative

Chris Bradeen, Landstuhl ES
Elected by acclamation

Europe West District Representative

Jessica Yucel, Spangdahlem HS
Elected by acclamation

Europe Human & Civil Rights Coordinator

DiAnna Martinez, Vogelweh ES
Olga Sims, Stuttgart HS

These elections will be done electronically late February and run for three weeks.

Nominations are open

- Delegates to the **NEA Representative Assembly** in Denver. If elected, representatives will have eight nights’ hotel paid for along with a per diem toward meals. Approximate dates are June 29-July 8. There are up to six positions available.
- District Human & Civil Rights Coordinator
The deadline for nominations is 18 January.

If you are interested in running or nominating another member please use [this link](#) to provide the information.

If you need any more information, reach out to FEA.Europe.AD@gmail.com.

Another AI Platform

Earlier this week, an email was sent to all educators about an AI platform encouraged for use by the military.

Our negotiated agreement indicates the following:

ARTICLE 2 – CONDITIONS OF THE AGREEMENT

Section 1. Relationship to Laws and Government-Wide Regulations

A. In the administration of all matters covered by this Agreement, the Parties shall be governed by government-wide rules, and regulations in effect on the effective date of this Agreement, and all applicable laws.

This Agreement supersedes any non-government-wide (DoD/DoDEA) regulations or directives pertaining to personnel policies or practices or other general conditions of employment where in conflict with this Agreement. Where there is no conflict, such regulations and directives will be applied consistent with the Parties' bargaining obligations.

As this is not a government-wide regulation nor directive, it is not mandatory that we participate. Use of this AI tool appears to collect identifying information that may be kept on record by unknown entities, as it requires the use of your CAC. At this time, FEA-Europe recognizes this is optional for employees but does not recommend its use until more information is provided.

AI tools can provide benefits both in and outside of the classroom. DoDEA has provided tools and there are others widely available other than this one requiring your CAC for participation.

Please let your FRS, District Representative, and Area Director know IMMEDIATELY if your administration is mandating this use.

 **HAPPY
HOLIDAYS**

LQA/POQ Inquiries

Educators throughout Europe received emails from CHRA if they have purchased a home with the “rental portion” of their LQA.

DoDEA has not been effective at preserving documentation concerning POQs. The email indicates the need for additional information which will be requested from the educator and due 8 February in order to maintain current LQA allowances. FEA-Europe has not been made aware of what information is required.

We expect DoDEA to ask for purchase agreement, sale agreement (if available), and current lease for rental but they have only provided us with the same information they provided you.

When you receive the details of the information requested, the contract has a provision for requesting administrative leave.

Article 21: LEAVE, Section 5

B4c. Conducting official business of a personal nature with military offices to include, but not limited to, matters relating to drivers' licenses, ID cards, passports, housing, finance, and personnel. (Not to exceed one half day except in unusual circumstances which are acceptable to the supervisor.)

If you have questions, please contact Jan Freeman or Alex Nguyen, depending on your school. Ask your FRS for contact information.

Excessed Educators

If you are an excessed educator, please send an email to FEA.Europe.AD@gmail.com with your request for placement (location and assignment) so FEA-Europe can send it up our chain to ensure that there is oversight in the placement process.

The expectation shared with FEA is that educators complete their preferences online in EPP by January 6, 2026.

Placements are expected to be matched to vacancies on 12-13 January with MDRs (Management Directed Reassignment) letters disseminated 20-23 January.

Please speak to administration with any questions. If you disagree with answers, please write to the above email address.

Graphic of the Week



Other Good News

The Senate and House Armed Services Committees have completed their conferencing to agree upon the National Defense Authorization Act for FY26 which provides funding for DoDEA as well as direction from Congress for DoDEA to enact.

It has passed the vote in the House of Representatives and is expected to pass as it moves to the Senate. Then, it will go to the President for a signature. More information will be forthcoming once the bill is signed into law.

During the 2018 government shutdown, DoDEA educators were paid since NDAA had been approved and funding allocated. The existing continuous resolution expires on 31 January 2026.

Switch Off!

As we embark on winter holidays, please take time to do things that mean the most to you with those who rejuvenate you. You have absolutely NO requirement to check work email. The more we do, the more is expected. Take this time to decompress with a peaceful break.

Potential Good News

[CNN](#) reported on Friday, December 12 that the US House of Representatives voted to restore collective bargaining for federal employees. The vote was bipartisan with 231 representatives voting in favor and 195 opposing. The bill now heads to the Senate where it may be more challenging.

Human Rights: A Universal Principle Worth Remembering in Challenging Times

In times of uncertainty—whether due to government shutdowns or the ongoing challenges faced by educators within DoDEA- it's essential to reaffirm the foundational principles of human rights. These rights are not privileges granted by institutions; they are inherent to every human being and serve as a moral compass in moments of crisis and injustice.

At the core of human rights is universality: the belief that all people are born free and equal in dignity and rights. This principle transcends borders, job titles, and bureaucratic systems. It reminds us that no matter the circumstances, every individual deserves respect, fairness, and protection.

Human rights are inherent, meaning they are not contingent on recognition by any government or agency. They exist because we exist. For educators navigating the strain of underappreciation, policy neglect, or systemic disregard, this truth is especially powerful.

The principle of non-discrimination ensures that human rights apply to everyone—regardless of profession, status, or affiliation. In the face of DoDEA's negative treatment of its educators, this principle demands accountability and equity.

These rights are also fundamental, encompassing the basic freedoms and conditions necessary for a life of dignity. That includes fair working conditions, professional respect, and the ability to advocate without fear.



-Still More News-

