



Europe Newsletter

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Administrative Surveys

Thank you to all who have taken the opportunity to complete the administrative surveys for this school year. We appreciate the time and focus many of you have given to providing input. It is clear that a lot of thought goes into your responses as every administrator has varying strengths and weaknesses as evidenced by your input. These results are compiled into two spreadsheets, one for principals and one for assistant principals. They are organized in descending order based on overall average using skills. Information is provided on return rates when this data is provided to the Superintendents and the Director of Student Excellence, so the more response received, the better.

Some schools are still in the process so if you have not yet submitted your responses, it may not be too late. See your FRS for more information.

Future Ready DoDEA

This year sees another late change to staffing in our area. This year, with fewer than nine weeks to go until summer vacation, the decision has been made to eliminate the Community Superintendent positions and some additional GS staffing in their offices.

FEA has staunchly advocated with our NEA partners for any reductions in staffing to be above the school level, to minimize the impact on schools. FEA and NEA are vociferous in our need to protect the schools, and our students, from cuts that impede their options to provide the quality of life issue that DoDEA schools represent.

In this era of dependency on technology and the growth of the use of artificial intelligence, FEA and NEA continues to advocate for the return of Educational Technologists to schools to provide support and guidance for our teachers and students. One hour of professional learning in AI done by travelling ISSs or administration, does not provide the message of safety for our staff or students. FEA recommends educators use their best judgment when utilizing AI with students, and obtaining guidance from administration as these resources used by AI may not be DoDEA procured curricular materials. FEA-Europe has asked for direction and guidance but has yet to receive any.

Our special education students are often our most vulnerable. FEA continues to advocate for reinstatement of the assessor positions as this has put an unsustainable burden on our special education teachers, school psychologists, and counsellors. This move was clearly the antithesis of future readiness, unless, of course, the goal is to minimize the number of students who qualify and receive services. Classroom teachers must be vocal and determined to continue to refer students through the SST process. If roadblocks are being put in your way, please share the information with your FRS and District Representative so we can work to right the path.

If you have suggestions for making DoDEA more “future ready,” please email them, with FUTURE READY in the subject line to FEA.Europe.AD@gmail.com from your private email. We will compile the information at the end of the school year and share, anonymously, with management. We know what’s best for our kids. Let’s tell those who don’t know their names, what they should know.

Preparing for Summer Travel

As summer travel approaches, DoD civilians need to be more prepared for travel issues now that the ETIAS is in place, requiring visas for those entering the EU. When preparing for travel, ensure that all educators, and dependents, travel with their ID cards, their official passport(s) even if not on official travel, and a copy of orders directing your work in the EU. If dependents are travelling on their own, please ensure they too have a copy of the sponsors' orders. The airlines have been asking for proof of visa and as the EU does not require a visa, except for Italy, it is up to us to show we are exempt.

UK educators, make sure to have your biometrics card, even if expired and moved to an e-Visa because airlines have asked for the number on the biometrics card to enter into their system. If you do not have a biometric card, create a share code to your eVisa that you can show. You should have gotten an email, either from admin or your AO, with this card to carry with you when traveling.

In accordance with section 8(4)(c) of the Immigration Act 1971 and Article III(2) of the NATO Status of Forces Agreement, the **members of the US Visiting Force in the UK** are exempt from UK immigration control and for immigration purposes are only required to provide:

1. US Military ID Card
2. US Military Orders (assigning them to the UK)

These individuals are not required to hold a passport, ETA, visa or exempt vignette.

Commercial transportation carriers can contact the UK Border Force Carrier Support Hub (24/7) at 0300 369 0610 or +44 204 619 6020 (from outside the UK) if they have any questions or concerns.

The US Force Sending State Office at RAF Mildenhall (USAFE-UK/JA) may also be contacted at 01638 543278 or usafe-uk.ja@us.af.mil.

To be safe, allow for additional time when checking in at the airport (arrive earlier than originally planned), especially the first time. Check in for flights at the airline counter with an actual person (show them the required documents for entry) and if the airline agent questions your eligibility to enter the UK, ask them to contact the UK Border Force Carrier Support Hub (open for carriers 24/7).

For our those in the EU, [this website](#) gives you travel information along with downloadable pdfs as necessary. Below is a screenshot for travel back to the EU.

Everyone always needs:

- CAC/ID card
- Your PCS* orders to a Schengen Area country

*uniformed military, military dependent, civilian employees, civilian dependent, #PSC orders issued

Military dependents, civilians, civilian dependents and contractors also need:

- Official Special Issuance Passport (SIP) (maroon) with SOFA stamp --OR--
- No-Fee SIP (blue) passport with SOFA stamp --OR--
- Tourist (blue) passport with SOFA card

On official travel:

- Your (or your sponsor's) TDY/TAD orders
- Your (or your sponsor's) NATO orders

• If applicable for country of assignment or destination

On unofficial travel:

- Tourist (blue) passport
- Leave authorization

• To be presented ONLY on entry to destination country, outside Schengen zone

• If uniformed military

DO NOT enter or exit using a kiosk or computer

- Request assistance to use manned control points, which may include control points for diplomatic use

Present **all** documents when departing and returning to Schengen Area country of assignment

- When feasible, enter or exit from your country of assignment

When on leave travel, enter and exit your country of **destination** on your tourist (blue) passport

• If a border agent questions you, say: "I am a United States Department of War traveler assigned to duty in [country of assignment]. As such, I am authorized to stay long-term in [country of assignment] and exempt from EES requirements per the NATO Status of Forces Agreement and other applicable defense agreements."

• If a border agent registers you in EES, contact eucom.stuttgart.ecj1.mbx.eu-entry-exit-system@mail.mil with your full name, nationality, DOB, gender, and travel document information to be removed.

• Please check the Foreign Clearance Guide for any unique document requirements your country of assignment or destination may have.

In-Complex Moves

Following a meeting with Dr. Brahaney the subject of in-complex moves was addressed. Her response was to follow the procedure in the contract. Below, you will find that procedure. It is Management's right to hire. If you request a move, please let us know the outcome, positive or negative, so we can track and advocate. Reach out to your FRS and District Representative.

ARTICLE 10 – STAFFING *Section 1. General Staffing Procedures.*

A. When school vacancies exist and the Agency has determined to fill the vacancies, the Agency may consider filling such vacancies with qualified unit employees from within the school and/or school complex where the vacancies exist. It is understood, however, that the Agency may fill vacancies from any appropriate source and the Agency retains sole discretion to determine how a vacancy will be filled or who should be assigned to a position, based upon the needs of the Agency. This does not bar the Agency from soliciting, rating, or ranking candidates other than those designated above, e.g., from outside the unit, while soliciting, rating, or ranking the designated unit employees. It merely ensures that the designated unit employees will be considered for selection before others.

B. Unit employees who wish to be considered for vacancies, which currently exist or may open during the current school year and occur within their school or school complex, may notify the appropriate principal/designee in writing within thirty (30) calendar days of the start of the school year. The appropriate principal/designee is the principal/designee in the school where the employee desires consideration. Unit employees must meet the qualification standards published by DoDEA for the pertinent school year for the positions for which they request consideration.

While the contract says the first 30 days of the school year, there is nothing that precludes someone from making the request at any time of year.

Is Your Assignment Changing?

ARTICLE 10 – STAFFING *Section 2 - Involuntary Reassignment*

A. The Agency retains full discretion to determine how a vacancy will be filled or who should be assigned to a position based upon the needs of the Agency and may, at its discretion, direct the reassignment of an employee. The reassignment may be from one location to another or from one grade/course to another.

B. Whenever employees are selected for involuntary reassignment, they will be provided as much advance notice as circumstances warrant. The written notice for involuntary reassignment will contain the following at a minimum:

1. reason(s) for the reassignment;
2. why the unit employee was selected;
3. an opportunity for the individual to provide a statement as to why they should not be reassigned. The statement should include any extenuating circumstances of a personal nature, which they feel, should be taken into consideration.

Hold Management accountable. If your position is changing involuntarily, ask your principal, in writing, why you were chosen and take the opportunity to explain why it should not be you. It may not change their decision, but you have a right to be heard.

If you encounter resistance, raise this issue to your FRS.

Moving Classrooms?

ARTICLE 10 – STAFFING Section 2 - **Involuntary** Reassignment

D. Reassignment to a Different Classroom. DoDEA has determined that employees who are reassigned to a new classroom location shall receive:

1. Up to one and one-half (1-1/2) workdays of release time from assigned duties to accomplish the move. Additional release time may be granted at the discretion of the supervisor, if requested.
2. If DoDEA determines that the employee does not require the allotted time to accomplish the move, the employee will return to their normal duties or, if the move was accomplished during a recess period or non-duty day, the employee's workday will conclude.

This is true for breaking down and setting up the new space. DoDEA moves DoDEA materials but you should get the time and materials to pack, as necessary, and unpack. If you are not getting the time needed, please raise this issue to your FRS.

Graphic of the Week



FVAP.GOV
FEDERAL VOTING ASSISTANCE PROGRAM

It is estimated that 5.5 MILLION US citizens live outside of the United States. This does not include an estimated 100,000 military members in Europe, their families and the civilians that support their mission. The [Federal Voting Assistance Program](#) supports federal employees and their family members as they navigate voting from overseas. [This link](#) will help you to register and request your absentee ballot with the Federal Post Card Application (FPCA). [This link](#) provides more information for overseas voters.

This year will see the election of all 435 seats of the House of Representatives, 35 seats in the Senate, including two special Senate seats to fill vacancies. 33 states will elect governors along with three territories. 84% of state legislative seats are up for election. Half of the states elect judges, along with school board positions, and more.

Remember, any US citizen over the age of 18 is eligible to vote. If you have a child who will be 18 by election day, they can register to vote by absentee ballot. Once you register for your absentee ballot, reach out to five of your friends and family to help them register. It's not too early to make the request.

If you need any assistance using the FVAP website or registering to vote, please reach out to FEA.Europe.AD@gmail.com for support.

New Director, Mr. Craft Visits Europe

Thank you to the educators who informed the Association of Mr. Craft's visit to Europe this week to see our spectacular educators, and students, in action. It would have been nice to hear it from Management. You are the reason the military considers DoDEA a quality of life issue.

If you have the opportunity to talk to, or hear from Mr. Craft on his visit, we would appreciate anyone sharing the information. Please email FEA.Europe.AD@gmail.com.

Thank You Faculty Representatives!

Thank you to all who step up to advocate on behalf of our members. FRSs may have the title, but we know they don't operate in a silo. There are Faculty Representatives (FRs), Faculty Representative for Human and Civil Rights (FR-HCRs), local Presidents, Vice Presidents, Secretaries, Treasurers, Membership Coordinators, Election Chairs and their committees, and representatives covering countless committees and teams.

The Europe Area Council could not do what we do without your knowledge and support. Please take a minute to tell the people who advocate for you that they are appreciated. This has been an immensely stressful year and kind words go a long way. Please use [this form](#), as many times as you want, to recognize the people who represent you! Some of the information collected may be used in the next newsletter. **Highlight your school!**

It's Election Time!

The Europe Area Council suggests that each school select a member to run the election committee. The suggested timeline to conduct elections is the end of April or beginning of May so as not to interfere with closing out the school year.

Schools must elect an FRS.

- The FRS is the spokesperson for the bargaining unit employees. They sit as equals to the principal when performing their Association duties. They have the protections associated with the role along with contractually designated Official Time to perform this role.
- The FR(s) assist(s) the FRS in various roles, as necessary. They may participate in consultations, support membership activities, and other responsibilities, as mutually agreed upon with the FRS. FRs may be elected or appointed as is past practice in the school.
- The FR-HCR may perform similar tasks to the FR above and/or incorporates the need for attention to human and civil rights activities. This person will work with the division and Europe Human and Civil Rights Coordinators to promote equity, diversity, and inclusion throughout the school. FR-HCRs may be elected or appointed as is past practice in the school.

All candidates **MUST** be Active (as opposed to Associate) members at the time of the election. Associate members cannot stand for election and cannot vote in any elections.

With the 2024 changes to the FEA Constitution, elections, at all levels, can be declared by acclamation, meaning that if there are equal numbers of candidates to position vacancies, the candidate is duly elected. For example, if only one person is running for the position of FRS, since there is only one position of FRS, the candidate is declared elected. This applies to all elections.

Elected positions may include:

FRS, Local President, Local Vice President, Local Secretary, Local Treasurer, FR, FR-HCR, any other positions identified in your local bylaws. Some positions may be appointed based on past practice. Some positions in the local may be appointed if vacancies exist. If there are questions, reach out to your District Representative or Area Director for additional information.

The person chairing the election committee CANNOT be on the ballot for ANY position.

See the link for [guidance running an election](#). Now that FEA has moved to eVoting, election chair is a less challenging role. This is something you can do for your Association that does not take a great deal of time but produces great benefits. Get involved!

If you are an election chair and need a current membership list for your school or local, please reach out to your Area Director at FEA.Europe.AD@gmail.com.