



Inside FEA

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What Is Good For Teachers

Is Good For Students



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Message from Sharon Manuel, President of the Federal Education Association



Sharon Manuel, FEA President

FEA's mantra is simple: what is good for teachers is good for students.

It is more than a slogan. It is a professional conviction, a union principle, and a practical truth about how schools function. It is also a standard I hold in high regard.

FEA advocates for fair pay, meaningful transfer opportunities, strong benefits, professional respect, and due process. It challenges injustice when educators are mistreated or placed in impossible working conditions because the conditions under which teachers work directly shape the conditions under which students learn.

That principle extends beyond contracts. Regardless of changing initiatives or leadership priorities, teachers remain at the center of every classroom.

When educators are supported, respected, and trusted, they bring greater energy, creativity, and confidence into their work. Competitive compensation helps recruit and retain excellent teachers. Professional trust allows educators to adapt instruction, exercise sound judgment, and take the risks that meaningful learning requires. Working conditions are learning conditions.

The relationship also works in reverse. What benefits students benefits teachers because educators succeed when their students succeed. FEA's mission is not simply to defend employees but to protect the conditions that allow teachers to help students thrive. Supporting students is not an administrative expectation. It is the foundation of the profession.

For that reason, DoDEA's emphasis on being "student first" should not conflict with FEA's mission. The real question is what genuinely serves students. Too often, "student first" becomes a label used to justify predetermined policies or initiatives that appear impressive but add little value in the classroom. In those cases, the phrase becomes a shield against legitimate criticism rather than a guiding principle.

Supporting students does not require teachers to embrace every new initiative, acronym, or training module. An endless stream of new programs often reduces the time and energy educators can devote to teaching. Teachers are not opposed to improvement. They are opposed to unnecessary initiatives that increase workload without improving learning. "Student first" should never be used to silence professional judgment or demand compliance with policies that lack a clear educational benefit.

Ultimately, FEA's message is both practical and student-centered: what is good for teachers is good for students. When teachers are supported, students benefit. When teachers are respected, classrooms become stronger. When teachers are trusted, students receive better instruction. Strong schools are built by investing in the professionals who make learning possible every day. The path to better outcomes for students does not run around teachers. It runs through them.

Message from Richard Tarr, Executive Director of the Federal Education Association



Richard Tarr, FEA Executive Director

One of the questions I get asked most often is, "Rich, what's going to happen to FEA?"

With everything happening around labor law and public education, I understand why people are asking. There's a lot of uncertainty right now.

My answer is simple: **FEA isn't going anywhere.**

No matter what happens over the next several years, you can count on FEA to be here. We'll continue representing you, protecting your rights, and providing the support you've come to expect from FEA.

That's not just something I hope will happen. It's something we've already proven and planned for.

One of the accomplishments I'm most proud of this past year was our successful legal challenge to the executive order that threatened

collective bargaining rights. Working alongside NEA, we prevailed in both the district court and the D.C. Circuit Court of Appeals. That victory restored important rights and allowed us to continue representing you with the protections you deserve. FEA will continue to provide updates and the latest on the lawsuit.

But FEA's work has never been only about lawsuits.

My job, and the job of the FEA Staff, FEA UniServ attorneys, and FEA elected leaders, is to make sure you can focus on what matters most: your students. While you're in the classroom teaching, we're working to protect your contract, advocate for better working conditions, and make sure your voice is heard.

As I look ahead, those priorities aren't changing. We'll continue defending your rights, strengthening member representation, working to improve programs like special education, and working to make sure educators have the support they need to succeed.

One thing I never want you to forget is that you're not facing these challenges alone.

FEA may be relatively small, but through the National Education

Association, you're part of a community of more than three million educators working to ensure that every child has access to a great public school. Thanks to the decades of efforts of the DoDEA educators and FEA members who preceded you, today you continue to educate DoDEA students and provide them with a world-class education. FEA and NEA members together use that collective voice to give FEA the strength to advocate for public education and for educators like you every single day.

If I could leave you with just one message, it would be this: **Stay involved. Join the union.**

Membership isn't only about having someone to call when something goes wrong. It's about standing together so that every educator has a stronger voice, better protections, and a seat at the table. Remember—teachers' working conditions are students' learning conditions. By standing together for public education and DoDEA students, FEA members continue to lead the way in providing an extraordinary education to our students!

No matter what changes come our way, one thing won't change.

FEA will be here, standing beside you.

Message from Two FEA Pacific Leaders: Building Resilience in Challenging Work Environments



Michael Johnson, NEATA President



Mike Adair, Former Pacific Area Director

For longtime Federal Education Association (FEA) leaders James M. “Mike” Adair and Michael Johnson, resilience is not simply about enduring difficult conditions. It is about knowing your rights, thinking strategically, relying on your community, and recognizing that educators are stronger when they work together.

Adair served as an FRS at Kinnick High School, vice president and president of the Northeast Asian Teachers Association (NEATA), FEA vice president, and FEA Pacific Area Director before retiring this year. Johnson has spent more than a decade in human and civil rights work at the school, district, and federal levels and has served in NEATA leadership for several years, including terms as vice president and president.

FEA spoke with Adair and Johnson about the experiences that shaped their leadership, navigating workplace challenges, supporting members, sustaining their leadership over time, and what FEA members should remember as they look ahead.

What Shaped Your Leadership?

Adair: “I owe a lot of my leadership qualities to the 23 years I served in the U.S. Navy. The ‘crises’ we face as educators are nothing compared to the ones in the U.S. military. Because they are not, I tackled the FEA issues with a much more measured approach. We had a lot more time to think things through and be proactive.”

Mentorship also played an important role in Adair’s development. He credits former FEA President Michael Priser with teaching him how to balance persistence with judgment.

“My biggest hero and mentor throughout my FEA journey has been former FEA President, Michael Priser. He knew when to be tough and when to pull back (something he helped me learn).

His humor got him through some tough times, just like I hope mine did as well!”

Johnson: “I appreciate the mentorship I received in my teens. I worked for my county health department from high school and into college, receiving training from supervisors who saw something they wanted to develop in me.

From them, I learned about public speaking and purpose and how to operate when budgets and missions do not align. I was also on the pastorship fast track as a young man, where I learned to look out for people who were overlooked and forgotten. Those early lessons shaped the way I think about others and my work.”

Johnson’s perspective was also shaped by experiences overcoming personal challenges.

"Through those experiences, I learned that leaders are not measured by what they can withstand but how they stand after falling."

What Advice Would You Give Someone Experiencing Workplace Conflict for the First Time?

Both leaders emphasized the importance of approaching workplace concerns thoughtfully and focusing on the underlying issue.

Adair: "Document, document, and document. Definitely bring the issue to the FEA leadership, starting with the local FRS."

Johnson: "I would advise the member to try to identify the real problem. Often, there are conflicts that result from people wanting what they want without looking at the big picture or the issue right under the surface."

A little self-honesty and digging can help us to discover the true problem and work for solutions."

They also emphasized the value of taking time to consider the facts before responding.

Adair noted that once something has been said or written, it can be difficult to take back. His advice to members is to be deliberate about how they communicate when tensions are high.

The takeaway is simple: pause, document carefully, understand the issue, and know when to ask for help.

How Does FEA Help Members Address Workplace Challenges?

FEA's local representatives often serve as an important first resource when members have questions or concerns.

Adair: "FEA is the front line of assisting members with issues before they get out of hand. We constantly train our FRSs on frontline defense, how to make members aware, [and] how to be proactive. Our motto is: Solve every problem at the lowest level possible."

Johnson emphasized that asking the right questions is an important part of that process.

Johnson: "I agree with Mike about training."

I would add that we also ask questions. Our FRSs and HCRs are always asking questions, providing opportunities to think about and see things in different ways."

For both leaders, the goal is to help members better understand their circumstances, consider possible solutions, and address concerns constructively as early as possible. **How Important Are Relationships With Management?**

For both leaders, effective advocacy has often required knowing when to collaborate, when to raise concerns, and how to approach problems with potential solutions.

Adair: "Collaboration with peers, patience, and always have a better solution to sell management on. One cannot be too assertive all the time. There's a knack to convincing management that the union can help."

Over the course of his leadership, Adair saw firsthand how productive relationships could position the Association as a resource for both employees and management.

He recalled situations in which administrators sought his perspective on workplace concerns and potential solutions. Those experiences reinforced his belief that effective union leadership is not simply about identifying problems. It can also mean helping develop solutions.

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Johnson agrees that collaboration is important while recognizing that effective leaders must remain adaptable.

Johnson: "I agree that collaboration is very important. Mike and I always started with an appeal to work together and partner, but as the agency has changed, we have needed to make adjustments."

For both, successful advocacy means remaining focused on the needs of members while looking for opportunities to resolve concerns constructively.

How Should FEA Leaders Empower Members to Advocate for Themselves?

Johnson believes one of a union leader's most important responsibilities is making knowledge accessible.

"I saw that members (and me, too) were asking the same questions. There was so much they did not know that could have helped them. I saw that as a leadership problem, not a member problem."

That realization led Johnson to emphasize FRS training, member education, and resources that give educators the tools to better understand their rights and advocate for themselves.

"As an education organization, we need to be educators for our members, providing them with the tools to not have to rely on us."

Johnson also wants members to understand that union support does not always mean speaking on a member's behalf.

Sometimes it means giving members the knowledge and confidence to speak for themselves.

"I wish every member knew that they can talk to their principals and leaders without having to always go through their FRS. Often, FRSs are serving as middle-persons, 'doing for' instead of 'doing with' members."

The goal is to help members become informed, supported, and confident participants in improving their working conditions.

What Helped You Sustain Your Leadership Over Time?

For both Adair and Johnson, resilience has depended on having other leaders who understood the demands of the work. During challenging periods, colleagues provided perspective, encouragement, and a reminder of their shared purpose.

Adair: "Michael and I (as well as our colleagues here in the Pacific) thought these thoughts many times over the years. We were just lucky that no two folks 'caught the bug' at the same time. We were always able to encourage each other and try to get each of us to see how worse off our members would be if we didn't see things through to fruition."

Johnson: "Absolutely! Mike and I have talked about this a lot, and I have these conversations with my team."

What holds me in place is their encouragement and reminders of what we are trying to accomplish. Most members do not know all that goes on behind the scenes, so we depend on one another for encouragement and tough love.”

For Adair, one source of motivation was the challenge of finding common ground through negotiation.

“I loved the negotiating part. It truly drove me! I know we can get to a ‘Yes!’”

For Johnson, the reward comes from helping members navigate difficult situations and reach fair outcomes.

“I love those moments when it seems that life is fair. In this role, I support folks from all spectrums of right and wrong, but there is a deep satisfaction when I can help that person [...] get a win.”

For Johnson, resilience also means keeping the work in perspective. One principle has remained especially important throughout his leadership:

“Your work is not your life.”

It is a reminder that commitment to the work does not require losing yourself in it. Resilience also means knowing when to step away.

What Challenges Do You See Ahead for FEA Members?

Both leaders believe the environment facing educators and unions continues to evolve and that informed, engaged members will remain essential.

Johnson emphasized that many workplace benefits and protections members experience today are connected to generations of collective advocacy.

Johnson: “Show up and get involved, but do so as members united, not as individuals who are trying to take care of self.”

For him, understanding that history is important. Pay, leave, transfers, housing, and other working conditions have all been areas where organized educators have advocated for improvements over the years.

Looking ahead, Johnson believes members will need to continue thinking collectively about the future of their profession and working conditions.

Adair similarly encourages members to recognize the influence thoughtful union representatives can have.

“A piece of advice I wish I would have received earlier in my career: how much actual [influence] over the decision-making process a good union steward can have if they play their cards right.”

If Members Remember One Thing From This Conversation, What Should It Be?

After decades of union leadership, both return to the importance of knowledge, participation, and collective strength.

Johnson puts it simply:

“You are stronger when you are knowledgeable, and we are stronger together.”

What Does FEA Actually Do for You?

Time and time again, we hear from members: “What does FEA actually do for me?”

Well, we’re here to break it down.

From protecting your career and defending your workplace rights to providing legal support, liability coverage, professional resources, financial benefits, and a collective voice, FEA membership is working for you in more ways than you might realize.

So, what exactly does your membership provide? Let’s get into it.

Think of FEA as Insurance for Your Career

You insure your home, vehicle, health, and life. Your career, the one you worked so hard to build, deserves protection too.

Workplace challenges can happen unexpectedly, from disciplinary actions and pay disputes to grievances, erroneous debt claims, and allegations involving students. FEA members have access to experienced professionals who understand DoDEA policies, federal employment law, negotiated agreements, and grievance procedures.

Depending on the circumstances and bargaining unit status, FEA may provide assistance with grievances and arbitrations, disciplinary actions, pay and compensation issues, contract enforcement, EEO complaints, MSPB appeals, and other employment concerns.

FEA representation is also about protecting due process and ensuring employees are treated fairly and management follows the law, negotiated agreements, and proper procedures.

Up to \$1 Million in Liability Coverage

Eligible members receive coverage through NEA’s Educators Employment Liability program at no separate cost beyond membership dues.

The program provides up to \$1 million per occurrence, along with up to \$300,000 per occurrence for covered civil rights claims. Coverage is designed to protect members from personal financial liability arising from many incidents connected to their educational employment.

Because coverage generally applies only when an individual is a member at the time of an incident, joining after a workplace problem occurs may be too late.

Protecting the Rights You’ve Earned

Collective bargaining helps establish and protect important workplace rights and benefits. Depending on the applicable FEA agreement, these may include:

- Salaries and annual pay increases
- Preparation time and duty-free lunch periods
- Renewal Agreement Travel and Living Quarters Allowance
- Employee evaluation and adverse-action procedures
- Grievance rights
- Other conditions of employment

These protections require continued monitoring, enforcement, and advocacy. Even members who never personally file a grievance benefit from the collective work that protects workplace rights.

Benefits That Can Pay Off

Membership also provides access to resources that can put money back in members’ pockets.

Through NEA Member Benefits, eligible members can explore programs related to insurance, travel, home and auto purchases, student loan debt, retirement planning, everyday discounts, and other financial services.

FEA members also have access to discounted professional development through FEA's partnership with Virtual Education Software (VESi) and Augustana University.

For \$250 per year, members may purchase a discounted annual VESi subscription and enroll in up to three eligible online graduate courses from a selection of more than 30 courses. Credits may be used toward DoDEA teacher recertification and Academic Salary Lane (ASL) changes, subject to applicable requirements.

Courses are fully online and asynchronous, making them accessible to FEA members across time zones.

Stay Informed. Have a Voice.

Members receive FEA and NEA communications and resources designed to keep them informed about decisions affecting their jobs, benefits, schools, and profession.

But FEA membership is not just about receiving information. FEA is a democratic, member-governed organization.

Eligible members can vote in Association elections, vote on agreements and other Association matters, serve on committees, run for office, help establish priorities, and participate in FEA and NEA governance.

FEA is not one officer, representative, or staff member. FEA is its members.

Planning for Retirement?

Current active members can also take advantage of NEA/FEA Pre-Retired Membership, regardless of how soon they plan to retire.

Pre-Retired Membership allows members to prepay the current lifetime retired membership rate. Once the member officially retires, the retired membership activates, providing continuous lifetime NEA/FEA Retired membership.

Members must continue their regular active membership and dues while employed.

Questions about Pre-Retired Membership can be sent to FEAMembership@nea.org.

Stronger Together

Your dues help make possible the attorneys, staff, bargaining, contract enforcement, advocacy, liability insurance, communications, professional resources, leadership development, and representation that support FEA members.

Membership is ultimately about accomplishing together what would be difficult to accomplish alone.

The rights and benefits DoDEA educators have today require continued protection. The improvements we seek tomorrow will require the same thing they always have: educators standing together, speaking together, and acting together.

**Your career.
Your rights.
Your voice.
Your FEA.**

Pre-Retired Membership Information: Lock In Today's Retired Membership Rate!

You don't have to be close to retirement to start planning for it. NEA/FEA Pre-Retired Membership is available to current active members, regardless of how soon they plan to retire.

With Pre-Retired Membership, you make a one-time payment at today's lifetime retired membership rate. When you officially retire, your lifetime NEA/FEA Retired membership activates. If retired membership rates increase between now and then, you've already locked in the rate you paid.

Here's a hypothetical example**: Suppose you became a Pre-Retired member in 1999, when the lifetime retired membership rate was, for example, \$150. Even if you didn't retire until many years later and the lifetime rate had increased by then, your retired membership would already be paid at the \$150 rate you locked in back in 1999.

Pre-Retired Membership does not replace your active membership. While you are employed, you must remain an active NEA/FEA member and continue paying your regular annual dues. Your prepaid retired membership takes effect once you retire.

It's a simple way to plan ahead, lock in today's rate, and stay connected to your union throughout retirement.

To learn more or determine your eligibility, email FEAMembership@nea.org, contact your Faculty Representative Spokesperson, or visit FEAonline.org.

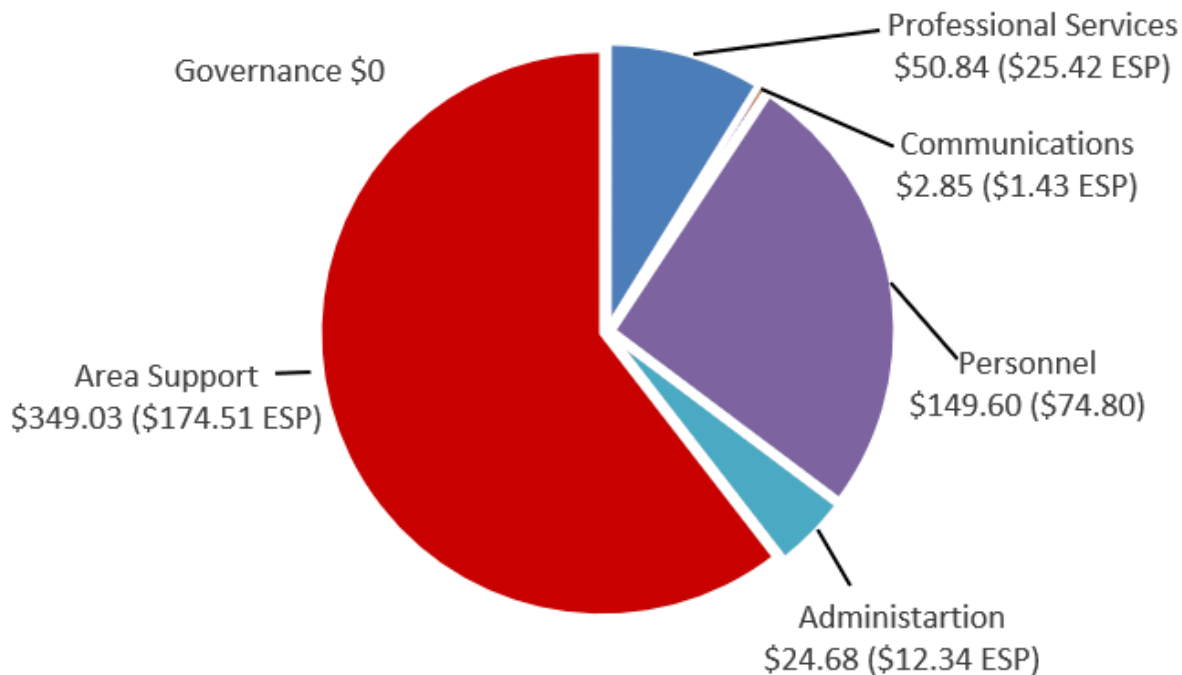
***This example is for illustration only. The \$150 figure is hypothetical and does not represent the actual NEA/FEA lifetime retired membership rate in 1999.*

Scan the QR code to lock in today's retired membership rate by signing up for a Pre-Retired Membership today!



"With Pre-Retired Membership, you make a one-time payment at today's lifetime retired membership rate."

SY26-27 FEA Dues Breakdown



\$0 Governance

Costs associated with the oversight of the organization include costs associated with the Board of Directors, Officer Team, NEA RA, Elections, Leader Development, and support of the HCR program. These costs total \$230,350 for the 2026-27 Membership year and are fully funded by the NEA Small States Grant.

\$50.84 (\$25.42 ESP) Professional Services

Provides for funding of arbitrations and outside legal fees as well as liability insurance coverage for the organization.

\$2.85 (\$1.42 ESP) Communications

Represents the cost of maintaining the FEA website, producing the Journal and other member communications.

\$24.68 (\$12.34 ESP) Administration

Administration costs represent the cost of doing business such as postage, supplies, membership materials, office equipment rental, off-site storage and fees paid to NEA for Shared CFO Services. Under the Shared CFO Program, participating organizations receive part-time support from a qualified CPA at roughly 20% of the cost with NEA picking up the remainder.

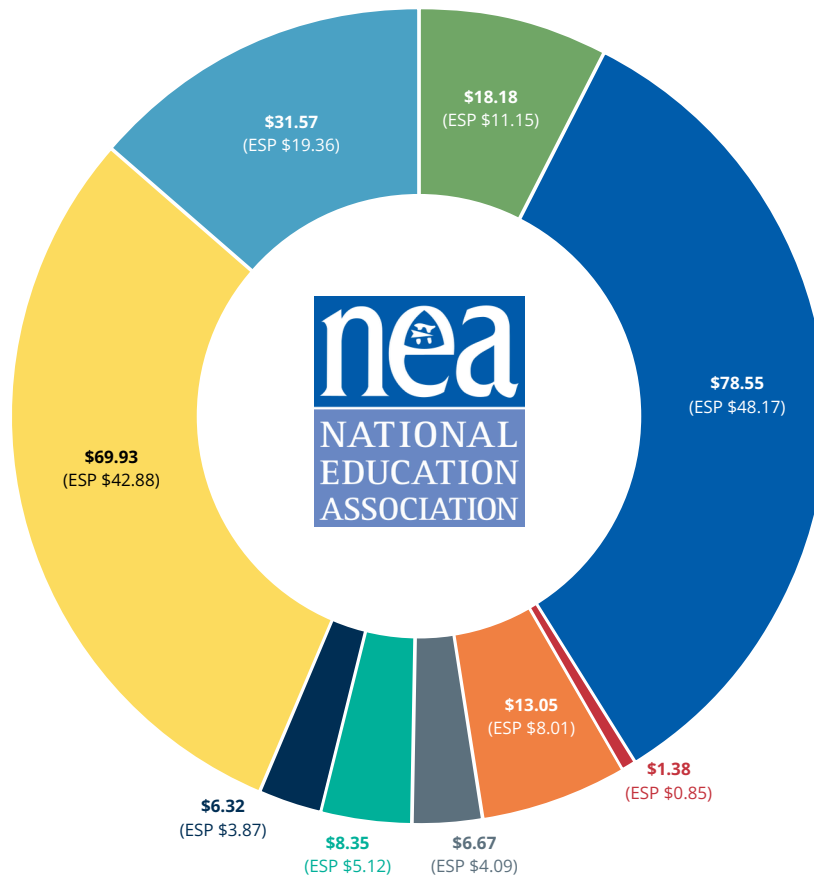
\$349.03 (\$174.51 ESP) Support to Areas

Support to Areas consists of dues allocated to the Areas to fund in-house legal staff and research tools as well as credit card fees on member dues collections. Amounts received in excess of these costs are used to fund other Area expenses. This cost is net of \$300,000 in NEA grants to support these positions and does not include ULSP reimbursements which are paid directly to the Areas in addition to this amount.

\$149.60 (\$74.80 ESP) Personnel

Provides for the salaries and benefits of the headquarters staff consisting of the Executive Director and three staff responsible for membership services, accounting, communications, executive staff support and the administration of the ULSP (Unified Legal Services Program) which reimburses the Areas directly for up to 50% of eligible legal services. These reimbursements are not budgeted and flow directly to the Area. For 2025-26 reimbursements totaled \$200,000 in direct Area support. NEA also provides grant support under the USED program for 30% of the Executive Director's salary and benefits.

SY26-27 NEA Dues Breakdown



\$78.55 (ESP \$48.17)

NEA Operations

Ongoing functions that sustain the organizational infrastructure and nimbly adjust to the changing nature of the external environment; advance organizational learning and effectiveness; implement responsible business practices; and promote a positive, just and innovative culture across the NEA.

\$1.38 (ESP \$0.85)

Contingency

Provide funding for emergencies at the national, state or local levels.

\$13.05 (ESP \$8.01)

Elevate the Professions

Elevate the professions to advance student learning and success.

\$6.67 (ESP \$4.09)

Establish Educational Environments

Establish educational environments that are fully funded, innovative, equitable and safe.

\$8.35 (ESP \$5.12)

Enhance Equity

Enhance equity by advancing racial, social and economic justice.

\$6.32 (ESP \$3.87)

Engage Diverse Leadership

Engage diverse leadership throughout our system for empowered members, strengthened affiliate health and broad participation in every affiliate.

\$69.93 (ESP \$42.88)

Energize Affiliates

Energize affiliates that continuously organize, build union strength and seek to improve member working conditions and student learning conditions.

\$31.57 (ESP \$19.36)

Ensuring a Lasting Democracy

Ensure a lasting democracy that serves all and that respects the foundational role of public education in our nation.

\$18.18 (ESP \$11.15)

Legal and Insurance Support

Implement member advocacy programs including the Unified Legal Services Program, Fidelity Bond, Association Professional Liability insurance and a 1 million dollar per member Educators' Employment Liability insurance program.

Important Contact Information

Please note that 202-822-7850 is no longer a reliable way to reach FEA staff directly. To connect with someone, we recommend emailing the appropriate address below. A staff member will follow up by phone or provide the best number to call if needed.

Please direct general concerns or issues for FEA Washington to Adesuwa Wilson-Iguade, FEA Executive Assistant and Paralegal, at FEAAdmin@nea.org.

Please include a brief description of the issue and any relevant details so it can be routed appropriately.

Please direct membership questions (joining FEA, updating your information, or checking your membership status) to Hellem Hernandez, FEA Director of Membership Processing, at FEAMembership@nea.org.

Please direct retirement questions to: Federal.Retired@nea.org.

Using the correct email helps ensure your question or concern is addressed as quickly and efficiently as possible. Thank you for your understanding.

Stay Connected!

Stay connected with FEA by subscribing to our newsletter. If you are not already subscribed, email us at FEAAdmin@nea.org and we will be happy to get you added to our distribution list. The newsletter is one of the best ways to stay informed about advocacy updates, member resources, upcoming deadlines, and opportunities to get involved.

You can also follow FEA on social media for timely updates, announcements, and highlights from across our community:

Instagram: [@our.fea](https://www.instagram.com/our.fea)

Facebook: [@FedEdAssoc](https://www.facebook.com/FedEdAssoc)

Bluesky: [@our-fea.bsky.social](https://bsky.app/profile/our-fea.bsky.social)

YouTube: <https://tinyurl.com/3uutwbbh>

Following us and subscribing ensures you do not miss important information affecting DoDEA educators and education support professionals.

How to Update Your Contact Information

Keeping your profile updated ensures that you continue receiving important FEA communications, including the print Journal and other pertinent information, directly in your inbox and at your home address.

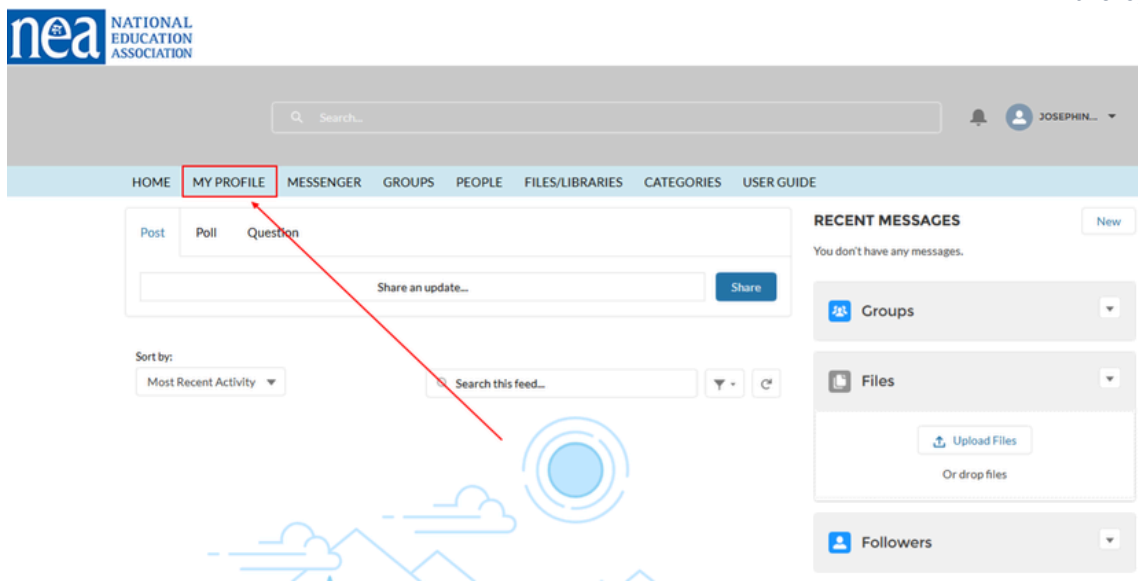
How can you update your profile? It's easy!

Step 1: Scan the QR code or go here: <https://www.mynea360.org/s/member-portal> and log in or sign up. If you need your NEA Member ID, you can find it in this journal or in FEA's newsletter. If you need assistance, email FEAAdmin@nea.org.

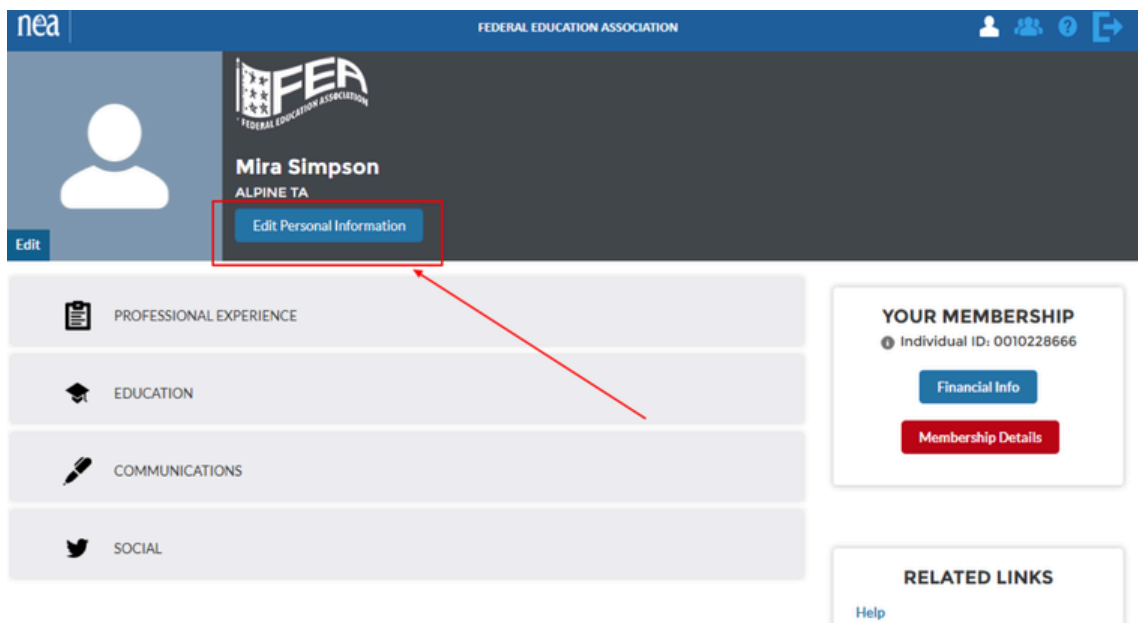
Step 2: Once you're logged in, click on **"My Profile"** in the navigation bar at the top of the page.



Scan this QR code to get to this login page.

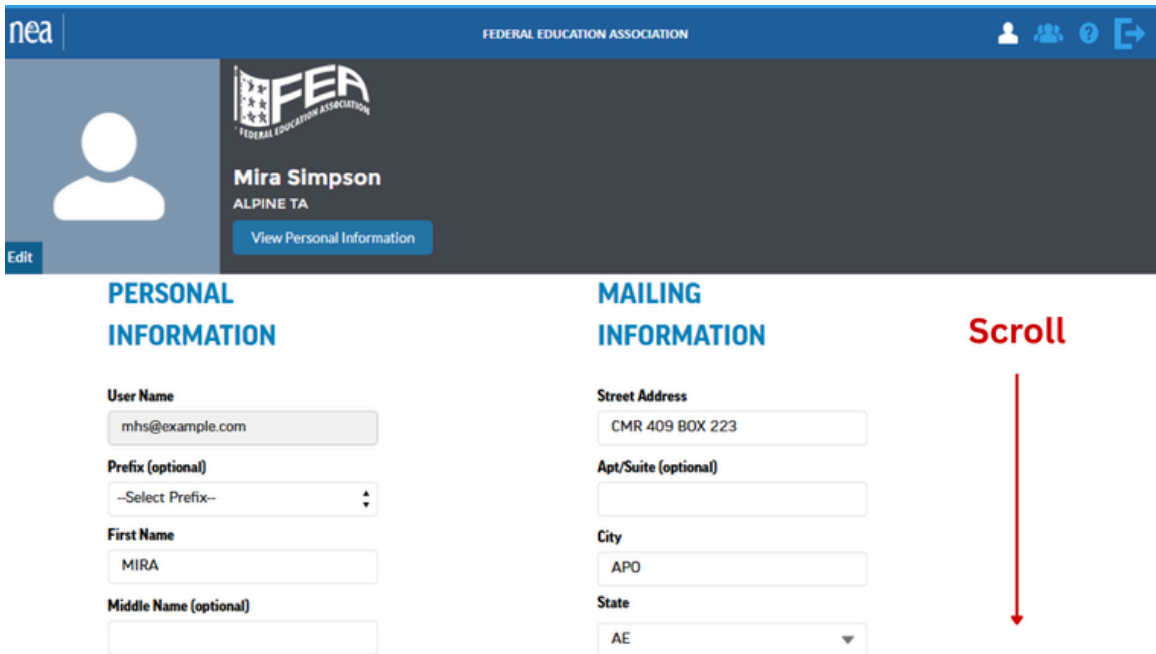


Step 3: Now that you're on your profile, click on the blue button that says **"Edit Personal Information"**



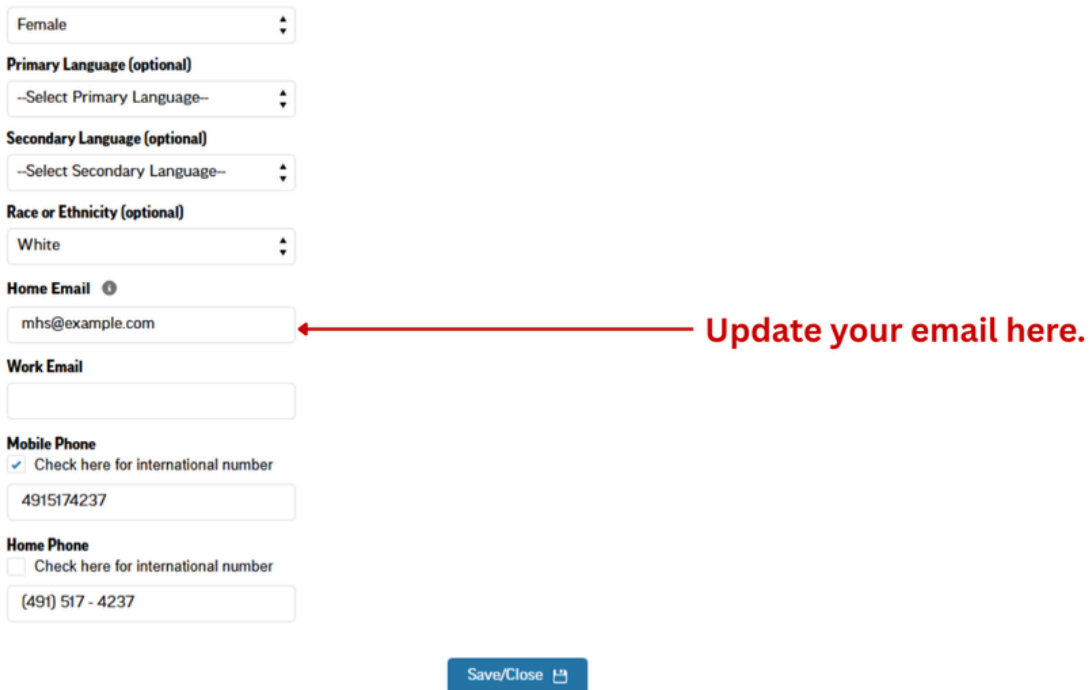
How to Update Your Contact Information

Step 4: If there's nothing to update on this portion of the page, scroll down.



The screenshot shows the top of a user profile page for the Federal Education Association (FEA). The header includes the 'nea' logo and the text 'FEDERAL EDUCATION ASSOCIATION'. Below the header, there's a user profile card for 'Mira Simpson, ALPINE TA' with a 'View Personal Information' button. The main content area is divided into two columns: 'PERSONAL INFORMATION' and 'MAILING INFORMATION'. The 'PERSONAL INFORMATION' section includes fields for 'User Name' (mhs@example.com), 'Prefix (optional)' (a dropdown menu), 'First Name' (MIRA), and 'Middle Name (optional)'. The 'MAILING INFORMATION' section includes fields for 'Street Address' (CMR 409 BOX 223), 'Apt/Suite (optional)', 'City' (APO), and 'State' (AE). A red arrow labeled 'Scroll' points downwards from the mailing information section.

Step 5: Edit any outdated or wrong information on this portion of the page. Don't forget to click "**Save/Close**" when done!



This screenshot shows the bottom portion of the user profile page, containing additional contact information fields. It includes dropdown menus for 'Gender' (set to Female), 'Primary Language (optional)', 'Secondary Language (optional)', and 'Race or Ethnicity (optional)' (set to White). There are input fields for 'Home Email' (mhs@example.com) and 'Work Email'. Below these are sections for 'Mobile Phone' and 'Home Phone', each with a checkbox to 'Check here for international number' and a corresponding phone number input field. A red arrow points from the text 'Update your email here.' to the 'Home Email' field. At the bottom center, there is a blue button labeled 'Save/Close' with a small icon.

Why You Should Become an FEA Delegate at the NEA Representative Assembly



Each summer, elected FEA delegates come together for FEA's Annual Membership Meeting (AMM) before joining thousands of educators from across the country at the NEA Representative Assembly (RA).

Together, these meetings give FEA members an opportunity to learn, connect, conduct Association business, represent their colleagues, and help shape the direction of FEA and NEA.

What Is the Representative Assembly?

The RA is NEA's primary legislative and policymaking body. Thousands of elected delegates representing state and local affiliates gather each summer to conduct the business of the Association.

Delegates propose, debate, and vote on new business items and help determine NEA's strategic plan and budget, resolutions, legislative program, and other policies. They also consider amendments to the NEA Constitution and Bylaws and elect national leaders when applicable.

In short, delegates help decide what NEA does next.

FEA's participation ensures that the experiences and perspectives of educators serving military-connected students in DoDEA are represented in those national decisions.

What Is FEA's Annual Membership Meeting?

Before the RA begins, FEA delegates gather for FEA's Annual Membership Meeting.

The AMM gives delegates an opportunity to conduct FEA business, hear from FEA and NEA leaders, receive updates on issues affecting members, and connect with colleagues from across FEA's Pacific, European, and Stateside areas.

At the 2026 AMM in Denver, delegates heard from FEA officers and Area Directors as well as national NEA leaders, including NEA Vice President Princess Moss, Secretary-Treasurer Noel Candelaria, and Executive Director Kim Anderson. DoDEA Director Paul Craft also addressed delegates virtually.

The meeting included leadership and budget reports, Association business, presentations from organizational partners, and a member appreciation reception.

The AMM gives delegates a broader view of what is happening across FEA before they take FEA's voice to the national RA.

Who Gets to Attend?

The RA brings together educators from across the profession, including classroom educators, education support professionals, higher education faculty, aspiring educators, and retired members.



FEA members may have opportunities to serve as state or local delegates. Both are elected representatives, but they represent different constituencies. State delegates are elected through FEA as the state affiliate, while local delegates represent eligible local affiliates.

The number and type of delegate positions available may vary from year to year based on membership and NEA allocation requirements.

How Do You Become a Delegate?

You run for it.

Members elect their peers to represent them at the RA. Election timelines and requirements vary each year, so interested members should watch FEA communications for announcements about nominations, elections, available positions, and deadlines.

You do not need to be an expert on Robert's Rules of Order or know every NEA policy before you run. You should be willing to learn, participate, represent your fellow members, and take seriously the responsibility that comes with your vote.

What Does Being a Delegate Look Like?

Expect to participate.

Delegates attend meetings and caucuses, review and discuss business items, hear from Association leaders, and cast votes on issues before the RA.

It is also an opportunity to connect with educators from across the country, learn how other affiliates approach challenges, and bring new ideas and perspectives back to FEA.

For FEA delegates, it is a chance to make sure the experiences of federal educators are part of the national conversation.

What Does FEA Cover?

For FEA state delegates, FEA covers the cost of the delegate's hotel room and applicable room tax for the designated stay.

State delegates are responsible for their own travel expenses, including airfare, train fare, or other transportation to and from the host city, as well as hotel incidentals.

Arrangements may vary by delegate type and year, so elected delegates should review the specific travel and lodging information provided by FEA.

Why Consider Running?

Serving as a delegate gives you the opportunity to see a member-driven organization in action.

Members bring forward ideas. Delegates discuss them. Delegates vote. Those decisions help determine NEA's priorities and direction.

You may want to learn more about your Association, develop as an FEA leader, advocate for issues affecting federal educators, or make sure your colleagues have a voice in national decisions.

Whatever your reason, you are not simply attending a meeting. You are representing your fellow FEA members and helping shape what comes next.

Could You Be FEA's Next Delegate?
When FEA announces its next delegate elections, consider putting your name forward. Talk with previous delegates, learn about the process, and decide whether you are ready to represent your fellow members.

FEA needs members willing to be in the room when decisions are made.

FEA Election Information & Timelines

E-Voting with Simply Voting

Beginning with the 2026 election cycle, FEA elections will use Simply Voting, allowing members in good standing to vote electronically. Eligible members will receive an email with a link to their ballot and the voting deadline.

Votes are tallied electronically through Simply Voting and reviewed by FEA's Election Committee. At a candidate's request, a neutral observer may be present for the tally. Candidates will be notified of the results shortly after voting closes.

See How E-Voting Works

View Simply Voting's step-by-step tutorial to learn how to access and submit your ballot.

If you are viewing this digitally, click [here](#) to view the eVoting tutorial. You can also type the following link into your browser <https://help.simplyvoting.com/docs/the-voting-experience?highlight=exper> or scan the QR code below.



Scan the QR code or click the link above to view the tutorial and become familiar with the eVoting process before election day.

Union Member Rights and Officer Responsibilities

Under the LMRDA and CSRA

The Labor-Management Reporting and Disclosure Act (LMRDA), which applies to the National Education Association (NEA) and some affiliates, and the Civil Service Reform Act (CSRA), which applies to FEA members, guarantee important rights for union members and establish responsibilities for union officers.

The U.S. Department of Labor's Office of Labor-Management Standards (OLMS) enforces many provisions of these laws. Some protections, such as the union member "Bill of Rights," may only be enforced by members themselves through private lawsuits in federal court.

Union Member Rights and Officer Responsibilities

Below is a summary of key member rights and union officer responsibilities.

Union Member Rights

- **Bill of Rights:** Members have basic rights of free speech and assembly within their union.
- **Collective Bargaining Agreements:** Members, as well as nonmembers covered by a collective bargaining agreement, have the right to receive or inspect copies of their agreements.
- **Constitution and Reports:** Members may access union constitutions, bylaws, and financial reports filed with OLMS and, for just cause, examine records used to verify those reports.
- **Officer Elections:** Members have the right to nominate candidates, run for office, cast a secret ballot, and protest the conduct of an election.
- **Officer Removal:** Local members must have an adequate procedure for removing an officer found guilty of serious misconduct.
- **Protection from Discipline:** Unions may not fine, expel, or otherwise discipline members for exercising their protected rights.
- **Protection from Violence:** No one may use or threaten force or violence to interfere with members exercising their rights.

Union Officer Responsibilities

- **Financial Safeguards:** Officers must manage union funds and property solely for the benefit of members and maintain appropriate accounting and financial controls.
- **Bonding:** Officers or employees who handle union funds must be bonded if annual receipts or property exceed \$5,000.
- **Reporting and Recordkeeping:** Unions must file required information and annual financial reports with OLMS and maintain supporting records for at least five years.
- **Conflicts of Interest:** Officers and employees may not have personal or financial interests that conflict with their fiduciary duties and must report certain loans, benefits, or financial relationships.
- **Officer Elections:** Unions must conduct elections in accordance with applicable requirements, including:
 - Holding local elections by secret ballot at least every three years.
 - Following the union's constitution and bylaws.
 - Preserving election records for one year.
 - Mailing notice of the election to every member at least 15 days in advance.
 - Permitting candidates to distribute campaign materials and observe elections.
 - Ensuring union or employer funds are not used to promote candidates.
 - Allowing candidates to inspect the membership list once within 30 days of the election if a union security agreement applies.
- **Trusteeships:** Unions may only be placed under trusteeship for reasons permitted under the LMRDA or CSRA.
- **Restrictions on Holding Office:** Individuals convicted of certain crimes may not serve as union officers or representatives for up to 13 years.
- **Loans:** A union may not loan more than \$2,000 in total to any one officer or employee.
- **Fines:** A union may not pay fines imposed on officers or employees convicted of willful violations of the LMRDA.

For additional information and the complete requirements, members can consult the U.S. Department of Labor's Office of Labor-Management Standards fact sheets and public union reports.

Europe Election Timelines - SY26-27

ELECTION MILESTONE	RA ELECTION DATES	FRS ELECTION DATES
Formation of Election Committee	15-Oct	15-Oct
Announcement of Election	6-Dec	12-Apr
Request for Nominations	11-Jan	19-Apr
Nominations Closed	18-Jan	26-Apr
Check Membership Status	19-Jan	27-Apr
Date to remove name from ballot	26-Jan	2-May
Publication of nominees	27-Jan	3-May
Request for Bio/photo	27-Jan	n/a
Rules sent out	n/a	3-May
Deadline for bios/photos	13-Feb	n/a
Publication of nominees' bios- UNITY	28-Feb	n/a
Information of email address for voting	5-Mar	27-Apr
Voting Open	12-Mar	2-May
Deadline to notify if ballot not received	16-Mar	9-May
Voting Closed	21-Mar	16-May
Results Announced	22-Mar	18-May

Pacific Election Timelines - SY26-27

General Rules & Procedures

FRSs elected for the 2027–28 school year will begin their terms on May 4 or at the final Executive Committee/Representative Council meeting, whichever occurs first. Executive Board members will assume their roles at the conclusion of Spring Boot Camp. Candidates and members with questions about nomination or election procedures should contact a member of the Election Committee, and any potential violations should be reported promptly to the committee. Election challenges are subject to Article 3 of the FEA Constitution and PAL Policy #2. These guidelines are not all-inclusive, and the Election Committee may issue additional rules or clarifications as needed throughout the nomination and election period.

SCHOOL-LEVEL FRS, FR & HCR ELECTION MILESTONES	DATES
ELECTION NOTICE <i>Announce school-level FRS, FR, and HCR elections.</i>	MAR. 22
NOMINATIONS <i>Nominations accepted through Apr. 10.</i>	APR. 6–10
NOMINEE VERIFICATION <i>Nominees verify acceptance using the email address listed with FEA. Unverified nominees are removed from the ballot after Apr. 14.</i>	APR. 13–14
CANDIDATE BIOS DUE <i>Verified nominees may submit a biography of up to 100 words. Bios must be received by Apr. 14, Pacific Time.</i>	APR. 14
ACCLAMATION <i>If only one candidate is nominated for a position by the deadline, that candidate is elected by acclamation.</i>	APR. 14
OBSERVER REQUEST DEADLINE <i>Candidates may request an observer for election validation by Apr. 14.</i>	APR. 14
Ballot Setup <i>FEA prepares ballots for verified FRS, FR, and HCR candidates.</i>	Apr. 14–21
VOTING <i>Voting for school-level FRS, FR, and HCR positions.</i>	APR. 22–28
ELECTION VALIDATION <i>Results validated with Election Chairs, FEA HQ, and approved candidate observers.</i>	MAY 1
RESULTS ANNOUNCED <i>FEA HQ notifies all candidates of election results by email.</i>	MAY 3

Pacific Election Timelines - SY26-27

PAL EXECUTIVE BOARD & RA DELEGATE ELECTION MILESTONE	DATES
ELECTION NOTICE <i>Announce Executive Board and RA Delegate elections.</i>	Feb. 1
NOMINATIONS <i>Nominations accepted through Feb. 22.</i>	Feb. 16–22
NOMINEE VERIFICATION <i>Nominees verify acceptance using the email address listed with FEA. Unverified nominees are removed from the ballot after Feb. 25.</i>	Feb. 23–25
CANDIDATE BIOS DUE <i>Verified nominees may submit a biography of up to 100 words. Bios must be received by Feb. 26, Pacific Time.</i>	Feb. 26
ACCLAMATION <i>If only one candidate is nominated for a position by the deadline, that candidate is elected by acclamation.</i>	Feb. 26
BALLOT SETUP <i>FEA prepares ballots for Executive Board and RA Delegate elections for candidates who verified their nomination acceptance.</i>	Feb. 26–Mar. 3
OBSERVER REQUEST DEADLINE <i>Candidates may request an observer for election validation by Mar. 3.</i>	Mar. 3
VOTING <i>Voting for Executive Board and RA Delegate positions.</i>	Mar. 4–10
ELECTION VALIDATION <i>Results validated with Election Chairs, FEA HQ, and approved candidate observers.</i>	Mar. 13
RESULTS ANNOUNCED <i>FEA HQ notifies all candidates of election results by email.</i>	Mar. 15
TIE ELECTION <i>Tied candidates will be asked whether either plans to step down. If neither does, a new election between the previously nominated tied candidates will be held within two weeks.</i>	If Needed

Stateside Election Timelines - SY26-27

Election Timeline for FEA-SR (HCR Coordinator and RA Delegates)

Unless otherwise noted, eVoting opens at 12:00 AM and closes at 11:59 PM on the dates listed.

Action	Dates
Request for Nominations	19-Jan-2027
Nominations Closed	16-Feb-2027
Publication of Candidate Information	23-Feb-2027
Membership Verification / Inspection	n/a
eVoting Opens (12:00 AM)	24-Mar-2027
eVoting Closes (11:59 PM)	7-Apr-2027
Results Announced	8-Apr-2027
Newly Elected Officials Take Office	n/a

Election Timeline for Fort Stewart Association of Educators*

Unless otherwise noted, eVoting opens at 12:00 AM and closes at 11:59 PM on the dates listed.

Action	Dates
Request for Nominations	1-Feb-2027
Nominations Closed	16-Feb-2027
Publication of Candidate Information	n/a
Membership Verification / Inspection	24-Feb-2027
eVoting Opens (12:00 AM)	24-Mar-2027
eVoting Closes (11:59 PM)	28-Apr-2027
Results Announced	30-Apr-2027
Newly Elected Officials Take Office	1-May-2027

* President, Vice President, Secretary-Treasurer, HCR Coordinator, Diamond Elementary FRS, Kessler Elementary FRS, Murray Elementary FRS

Stateside Election Timelines - SY26-27

Election Timeline for Guam Education Association

Unless otherwise noted, eVoting opens at 12:00 AM and closes at 11:59 PM on the dates listed.

Action	Spring Election*	Special Election**
Request for Nominations	4-Mar-2027	29-Aug-2026
Nominations Closed	18-Mar-2027	11-Sep-2026
Publication of Candidate Information	25-Mar-2027	17-Sep-2026
eVoting Opens (12:00 AM)	15-Apr-2027	24-Sep-2026
eVoting Closes (11:59 PM)	22-Apr-2027	26-Sep-2026
Results Announced	23-Apr-2027	28-Sep-2026

*President, Secretary, Andersen Elementary FRS, Andersen Elementary FR, and Guam High School FR
 **President, Secretary and FRS/FR for Andersen Elementary

Election Timeline for Fort Bragg Association of Educators

Unless otherwise noted, eVoting opens at 12:00 AM and closes at 11:59 PM on the dates listed.

Action	Date
Nominations Taken from the Floor (scheduled General Membership meeting)	2-Feb-2027
Slate of Candidates Sent to Executive Committee	26-Feb-2027
Slate of Candidates Posted and Sent to Members. Candidates can begin campaigning on this date.	1-Mar-2027
eVoting Opens (12:00 AM)	18-Mar-2027
eVoting Closes (11:59 PM)	25-Mar-2027
Results Announced	26-Mar-2027

Positions: President; Vice President; HCR; Secretary; Treasurer; FRS and FR for every school.

Retired RA Delegate Election Timeline

Action	**Dates
Announcement of Election <i>via FEA Newsletter</i>	January 29, 2027
Nominations Open	February 5, 2027
Nominations Close	February 19, 2027
Candidates Notified of Nomination	February 22, 2027
Candidate Withdrawal / Bio & Photo Deadline	February 28, 2027
Candidate Announcement & Voting Information Sent <i>via FEA Newsletter</i>	March 5, 2027
E-Voting Opens	March 7, 2027 at 12:00 AM EST
E-Voting Closes	March 21, 2027 at 11:59 PM EDT
Candidates Notified of Results	March 22, 2027
Results Announced <i>via FEA Newsletter</i>	March 26, 2027
<i>If you have any questions regarding the Retired RA Delegate Election, please contact Federal.Retired@nea.org</i> <i>**Please Note: Dates are approximate and subject to change due to unforeseen circumstances or other factors that may affect the election timeline.</i>	

Scan the QR code or visit FEAonline.org/member-resources/retirement-support to access the nomination form and other resources for FEA Retired members!





NEA Member* Exclusive

A Trusted and Valuable Benefit

As an NEA member, did you know you receive \$1,000 of term life insurance at **no cost** to you? You're already enrolled in the NEA® Complimentary Life Insurance Plan, but it's a good time to make sure you've selected a beneficiary.

When you do, you can have some peace of mind that your loved ones will receive their benefit in a time of need. This unique benefit helps ensure educators like you have additional coverage beyond what may be provided through your district. It's just one of the many ways your union membership works hard for you.

**Scan the code or go to
neamb.com/mycomp for a quick
and easy path to update your
beneficiary information.**



*Must maintain NEA membership. This coverage is offered to Active, Reserve and Staff members, as well as to Life and Retired members who are actively employed in education.

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FEA Member Benefit: VESi Online Courses



Through FEA's partnership with Virtual Education Software, Inc. (VESi) and Augustana University, FEA members can purchase a discounted annual VESi subscription for \$250. The subscription allows members to enroll in up to three graduate-level courses per year from a selection of more than 30 online courses approved for DoDEA teacher recertification and Academic Salary Lane (ASL) changes.

Courses are fully online and asynchronous, giving educators the flexibility to complete coursework from wherever they are. Topics include classroom management, diversity and inclusion, mental health, early childhood education, special education, educational technology, and more.

Stay current, earn credits, and save through your FEA membership.