



Europe Newsletter

October 4, 2026
Volume 4, Issue 2

Living Quarters Allowance Proposed Changes

According to the 2023 Collective Bargaining Agreement, Article 2 - Conditions of the Agreement, Section 1A, Relationship to Laws and Government-Wide Regulations, Part A, "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." Therefore, unless there is a change to Federal Law, the contract takes precedence over the DoD proposed changes.

DoDEA has proposed significant changes to the DoD regulations regarding LQA. The new Administrative Instruction is AI [1418.01](#). Below is a list of "Fact Sheets" that explain THEIR position on these allowances. Also is a list of related forms. Administration had a duty to provide the appropriate information or forms, as necessary, for your specific situation.

As a result, the Association has filed an [Association Grievance](#). You can clearly see the position that the Association has taken now that they have violated the contract.

Faculty Representative Spokesperson Training

Over the past two weeks, District Representatives, Alex Nguyen, attorney, and I, Anita Lang, Europe Area Director, have travelled from end to end of the FEA districts to work with FRSs to provide training about their roles and describe the support systems in place.

Kaiserslautern, Stuttgart, Bavaria (and Ansbach), Brussels (SHAPE and AF North, too), and finally to the UK. Great discussions, lots of information disseminated and collected, tasks practiced, many, many trains, and too many steps up and down from train platforms with luggage!

We will be setting up virtual meetings to share additional information. Watch for announcements.



The Bavaria training location was a former prison. Lunch was served in the torture chamber and all donned appropriate apparel.

FEA Working Conditions and Issues Survey

It's not too late to add your point of view to the [FEA Survey](#). We want to address issues that you see as a priority but we don't know what that is unless you tell us. FRSs tell us what's happening at schools. This is your chance to tell us what matters most to you. We budget around membership issues so please share your opinion with us. The survey is being conducted above FEA-Europe so we are not sure when it will close. Please answer while you still can! We want to hear from you. Fill out the [FEA Survey](#) today. If you filled it out before but thought of something else you wanted to say, do it again! All answers are ANONYMOUS! A summary of topics will be shared after the Leadership Conference in Frankfurt in October. Thank you for giving your input.

Know Your Contract: Article 19-Student Discipline

Section 1. The Association and the Agency agree that the maintenance of appropriate standards of student discipline promotes an optimum learning environment. The Agency and unit employees are responsible for maintaining discipline in accordance with standards established by the Agency.

Section 2. The Agency shall provide support and assistance to unit employees in their efforts to maintain student discipline. If a student makes a false allegation against a unit employee, the Agency shall consider all available disciplinary measures and shall determine if discipline is appropriate. The Agency retains the final decision-making authority on student discipline.

Section 3. Once the Agency is made aware of threats of harm against a unit employee, the Agency shall notify the unit employee as soon as possible of the threat and, if able, what measures the Agency is taking to ensure the employee's safety.

Section 4. If a unit employee is attacked, injured, or harmed by a student, is threatened by a student, or suffers damage or loss of personal property, the bargaining unit employee will report such to their supervisor.

When there are instances of persistent and/or severe misbehavior, the Agency may bring together appropriate individuals in an effort to facilitate improvement in the student's behavior.

Section 5. In the event that a student has been removed from the classroom, bargaining unit educators may request a meeting with the school principal to present any matter that the unit employee deems appropriate. If, after a reasonable time, the student's behavior has not improved, the bargaining unit employee may, in writing, request the supervisor to take further action to resolve the situation.

In the event a student commits what appears to be either a criminal act and/or a violation of law, threatens/attacks another student(s) or a school employee, or damages school or Federal Government property or the personal property of students or employees, the individual observing such actions shall make a timely report to their immediate supervisor so that appropriate action may be taken. The employee may also be required to provide a written statement.

At the request of the bargaining unit employee who reports a violation as described above, the supervisor will provide him/her information on the status of the case subject to the requirements of the Privacy Act and other applicable laws, rules, or regulations.

Contact Information

Members should FIRST contact their FRS should an issue arise. We are a team. **#StrongerTogether**

Europe Central:

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Article 7 - Change in Working Conditions - Filed

FEA-Europe submitted a notice to Dr. Brahaney on August 17, 2026 to invoke negotiation under Article 7 of the contract concerning the implementation of NAVVY+ testing.

The last line in every Article 7 filing says, “In the event this matter is not resolved at the school level, the FEA will submit written proposals to the Agency at the Region level within a reasonable time.” As Dr. Brahaney did not respond to the request for negotiation, I reached out to several elementary FRSs to submit proposals. This is what we submitted:

Association Expectations:

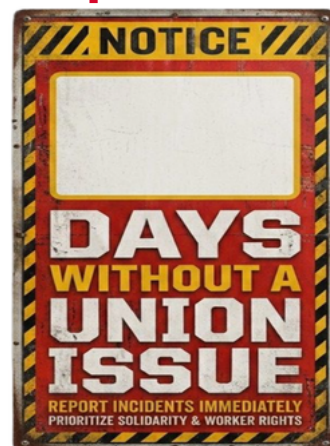
1. If educators need more time to do familiarize themselves with the Pearson NAVVY+ Assessment system, it should be during Focused Collaboration time because, after all, this will produce the results they will go on to use to guide their instruction.
- 2.If principals require review of this, it should be during Focused Collaboration. Educators are already being mandated to use their preparation time for other things than they find useful, and they need to use what little time elementary educators get for the benefit of their classrooms.
- 3.Barring the use of Focused Collaboration, all educators, mandated to revisit the training, who choose to do this either during their preparation time (which necessitates preparation outside the duty day), or outside the duty day, will be compensated based on the agreed upon pro-rated daily day.
- 4.ALL ISSs, at the elementary and secondary levels, along with special education, will be directed to stop assigning work to educators.
- 5.Every ISS, as mentioned above will be assigned to an elementary classroom to assist with testing so they too, learn the procedure in real time, not just through online training. Ideally, any elementary school classroom with more than 18 students should be the starting place for these individuals.
- 6.Special Education ISSs should work with the classes of students needing accommodations to see how that process works in single or multi-age settings.
- 7.No scores, or lack thereof, will be used against any educator since the appropriate attention to this has not been provided.
- 8.Unexpected technology issues on scheduled dates of testing will not require alternate testing dates.

Did you see any changes in your school? Let your FRS know what things need improvement!

Early Notice Incentive

The Association received preliminary notification that DoDEA will offer ENI to those retiring at the end of the school year. We expect the terms to be the same as last year; \$5000 for those who commit (irrevocable) to retiring not before the last day of school. This counts as taxable income. Notification should be coming from your administrator the end of this month with a due date some time in mid-November.

Graphic of the Newsletter



In locations with poor managers and no educational leaders, rarely a day goes by without a union issue. One school, in this situation, created this poster to see if it would encourage management to work with the FRS.

Time will tell.

Europe East Update

Stephen James, Europe East District Representative

In an article last year, I wrote about our focus both in Europe East and collectively with the rest of my siblings on the Europe Area Council. I like to break things down into time, safety and money as three priorities that FEA and the EAC are constantly fighting for.

In this article, I want to focus on the critical goal of guarding your time. As educators, you always put in more of your time and passion than you will ever be compensated fairly for. I am always amazed and heartened at how educators regularly go above and beyond what management should reasonably expect from us to deliver a world class education to our military connected students. **Our** results have been the envy of the nation for 60 years.

And it's understandable, isn't it? In loco parentis after all. These are your kids half of their waking day. It is your mission, your raison d'être to help grow and shape our students into productive citizens. I know the joy you take in your ability to open their eyes to their potential, and to the wider world and their place in it. I will fight any attempted obstacle to your purpose.

All too often, Management tries to take advantage of your dedication and passion by trying to steal your contracted time to accomplish your mission. We are constantly having to push back at intrusions into your time to prepare and plan your world class instruction. This is especially the case in elementary schools. Every time they intrude into your preparation time, every time office folks at Headquarters who haven't seen the inside of a classroom for years drop a new initiative, curriculum or cut vital staff so we can add more above school personnel, they expect you to use your own uncompensated time to complete your mission. This is time away from your life, your family, your passions!

I don't think so, not on our watch, not without a fierce fight! Here are some points to consider:

- It may be the case that our help is needed to help supervise in the morning, lunch or after school especially at a smaller school. If so, this should only occur after all administrators, ISS's assigned to the building, and other non-educational staff have been detailed first. Scheduling educators should happen with meaningful participation from a scheduling committee and input from the solely elected representative of the faculty, the FRS or designee.
- Lunch should be scheduled with a minimum of 45 minutes to factor in transition times. Any administrator who would like to dispute this should model how they transition students from the classroom to the lunchroom or playground. In an elementary school, they should start that with a kindergarten class. Escorting children to and from lunch and recess is not part of a duty-free lunch, and the schedule should reflect that. A 30-minute lunch is the minimum that you are entitled to, we will accept nothing less than full compliance with our contract.
- Your guaranteed preparatory time should not be used regularly for meetings. No supervision of children should ever be expected during your preparatory time. Preparation time is preparation time! We know that you already do not get enough paid time to prepare for your instruction, and we will fight any attempted intrusions. As a special education teacher, I can tell you that it only makes my job harder when administrators try to steal educators' preparation time for meetings. If they cannot cover essential meetings internally, then they can hire a substitute as past practice. If funding is an option, trust me, I can make some recommendations to reduce redundancies above the school level. Our Association will never accept any attempt of management to shirk their responsibilities to the contract and our educators.

I'll end by saying that even though success takes time, and especially in this climate, progress can be slow and frustrating, it doesn't mean we will ever stop fighting. After all, when we fight, when we keep the faith, we win. Know that at every level and especially here in Europe we will never stop fighting for your needs and rights as educators!



-Yes, More News-



FEA Human & Civil Rights; Guardians of Equity

By DiAnna Martinez, Europe Human and Civil Rights Coordinator

The Human and Civil Rights (HCR) Program is the backbone of FEA's commitment to equity, access, and representation. Think of HCR leaders as the union's moral compass; steady, reliable, and always pointing us toward a more equitable future.

The HCR Lineup (Because Equity Takes a Village)

From school-level FRS, FR, and FR-HCRs all the way up to the FEA President, the HCR structure is a full relay team:

- District Reps: Jessica Yucel (West), Chris Bradeen (Central), Stephen James (East)
- District HCR Coordinators: Julia Jones (West), Angela Bradeen (Central), Olga Simms (East)
- Europe Level: Anita Lang (Europe Area Director), DiAnna Martinez (Europe HCRC)
- FEA Level: Sharon Manuel (President), Michael Johnson (FEA HCRC)

If you've ever wondered who's behind the scenes making sure equity doesn't fall off the agenda, this is the crew.

The HCR role traces back to the historic merger of NEA and ATA. When Presidents R.J. Martin and Richard D. Batchelder shook hands, they weren't just merging organizations, they were merging missions. That handshake eventually gave us NEA Bylaw 3-1(g), the rule that says ethnic minority delegate representation must reflect actual population demographics. Translation: representation shouldn't be a happy accident. It should be the plan.

The Two Pillars of HCR

- Legal Requirement – Because bylaws matter.
- Moral Commitment – Because our members matter more.

Long-Term Goals (2031–2032)

- Full compliance with 3-1(g)
- Training 85% of HCR leaders (we're ambitious, not reckless)
- Universal awareness of the HCR program
- Advocacy so embedded it becomes part of our union DNA

What HCRs Actually Do

- FEA HCRC: Sets the vision and keeps the ship pointed toward equity.
- Area/Regional HCRC: Supports districts and schools—union middle management, but heroic.
- District HCR: Runs local training, lifts member concerns, and keeps equity on the agenda.
- School HCR: Encourages membership, shares info, and brings training to the ground level.

And no—HCRs are not EEO lawyers. They're advocates, connectors, and champions for HUEs (historically underrepresented ethnicities) and HUGs (historically underrepresented groups). If you need legal advice, contact your attorney. If you need equity advice, call your HCR. If you need snacks... also call your HCR (there is always a jar of chocolates by my desk waiting for members in need).

Future Newsletters

We ask all members **NOT** to read these publications during duty time or on government property.

If you have an idea for a topic that you think needs addressing, please reach out to FEA.Europe.AD@gmail.com from a private email address. No correspondences will be made using any DoDEA communication software.

Special Education Educators

Be on the lookout for an email from FEA.Europe.AD@gmail.com. We are asking for experienced educators to provide input so the Association can make proposals for realistic working conditions!