This year the European HCR program has been very active organizing a variety of events to provide FEA members with information useful in and out of the workplace.

We have the good fortune to have dedicated and committed District HCRs and school contacts in all of our buildings.

Our District HCRs-- Linda Ware-Brown, Kaiserslautern; Valerie San Juan, Heidelberg; David Cox, Isles-Continent; Alina Rozanski, Bavaria—have all been excellent resources for our members. Their collaboration has been invaluable and I am looking forward to working with everyone again next year.

Unfortunately, because of other commitments, David Cox will not be continuing in his HCR position next year. Beth Woodward will serve as the Isles-Continent HCR until elections take place. Thank you David for your dedicated service to the HCR program and welcome Beth!!

Our School Contacts in each building in all of our districts have assisted the District HCRs and me in disseminating information and bringing concerns to us. I hope that they will continue to serve next year. Thank you all!!

April HCR/NEA Workshop
Improving Educational Strategies-Leadership, Diversity, Social Justice, and Negotiation

Our most recent success was our workshop in collaboration with Wanda Beatty, FEA Human and Civil Rights Coordinator and NEA that took place in Kaiserslautern and Ramstein. We had a great three-day turn out. Dr. Patricia Wright, Senior Policy Analyst in the Human and Civil Rights Department of NEA, presented a workshop on Diversity and Social Justice. Mr. Daniel Hand, Director for NEA’s Affiliate Learning and Effectiveness Department, presented on Negotiation Skills. The sessions began on Friday evening and ended Sunday afternoon. Participants came from the Kaiserslautern, Mannheim, and Heidelberg Districts and had the possibility to earn one graduate credit.

The response to this weekend workshop was overwhelmingly positive. Participants stated that they had learned many new concepts about diversity and had been able to put situations in their own lives into perspective. The activities such as “insider/outsider” created an atmosphere that allowed for introspection and reflection on our lives.
The Negotiating Skills all day session was meaningful not only for those in leadership roles but also for all members. As an example, we learned the difference between positional bargaining and interest-based bargaining and how the two can create different outcomes.

NEA presenters treated us with NEA Member Benefit gifts—notebooks, pens, and lovely bags. They did everything possible to make the weekend enjoyable for us and they succeeded. The weekend was filled with so much information and insights that those who took the course for credit had a wealth of material to complete their semester hour requirement. For those who did not attend, I hope you will be with us the next time we have a workshop through NEA. You just have to be there!

I want to thank Wanda Beatty, FEA-HCR for her support in bringing the NEA presenters to Germany.

Wanda Beatty

Her encouragement, NEA contacts and professionalism have created a worldwide HCR program of which FEA can be proud.

I want to thank Terese Sarno, President of the Kaiserslautern Area Education Association, for her collaboration in our workshop. Terese laid the groundwork for arranging credit for the workshop and made arrangements for our meeting locations. Nancy Almendras, the Heidelberg District Representative, closed the deal, so to speak, for our one semester hour university credit. I am grateful to all who helped to make our workshop a success.

Wanda Beatty, Terese Sarno, Daniel Hand Patricia Wright, Linda Callender, Michael Priser

January 2009 EEO Workshop

Earlier this year we held an EEO workshop in Wiesbaden designed for our District HCRs. Mr. William Suddeth, DoDDS Europe EEO Program Manager and Mr. Luis Agosto, DODDS EEO counselor gave us valuable information on EEO procedures and what the EEO Europe office has to offer. Many of our teachers have questions about the EEO process and specifically what constitutes grounds for an EEO. The response to this workshop was very favorable. Our HCRs felt that their Saturday was very well spent and they felt the knowledge they gained would help them advise their colleagues. Their comments were very positive and they look forward to continue training.
A second and important segment to our January meeting were presentations by Chuck McCarter, European Area Director, Nancy Almendras, Heidelberg District Representative, and Terese Sarno, Kaiserslautern Area Education Association President. They spoke to our District Representatives about their positions and what doing their jobs entail on a day-to-day basis.

The HCR program is designed to encourage and educate members who have not historically had the opportunities or exposure to association leadership to move into positions of representational leadership with the association. I felt that it was very important to include our existing leaders in the HCR workshop to explain what their positions really mean.

**Additional Activities**

As European Human and Civil Rights Coordinator and member of the European Area Council, I attended all FRS trainings throughout Germany in the Bavaria, Heidelberg, Isles-Continent and Kaiserslautern Districts. I presented information on the HCR Compliance Plan as well as NEA grants that are available to teachers. Attending these trainings gave me the opportunity to meet our FEA building leaders throughout Germany.

In January, I attended the Minority Leadership and Mid Atlantic Leadership training workshops in Charlotte, NC. The sessions that I attended on building leaders, increasing membership and others were very informative. I also attended the Ethnic Minority caucuses general meeting and heard the Presidents of the various ethnic caucuses as well as statements and concerns of members from various states.

Since I am a member of the Kaiserslautern Area Education Association (KAEA) I attend their monthly meetings, which enables me to learn about the issues that are in the forefront of our schools. It is important for all of us to participate in the mainstream of our organization in order to learn and move up the leadership ladder.

I have attended meetings this year with our area directors and district reps. I was a member of the Election Procedures SOP revision committee that revised the rules and recommendations for the election of FRSs.

I attended European Area Council meetings in Wiesbaden and Garmisch.

**Elections for HCRs**

First, I motioned the European Area Council at our last meeting that all District HCRs will be elected not appointed as of the coming election next school year. Elections for HCR positions are in keeping with other election standards within the association. We will have to make sure that we have candidates running for those positions and we will have names to fill our ballots. Let’s make certain that people understand that they can run for our district positions so that we will have candidates in each district.
**HCR Plans for SY 2009-2010**  

**EEO Training**  
Another EEO training workshop conducted by Mr. William Suddeth and Mr. Luis Agosto, our DODDS–Europe EEO team is in the planning stages. Many of our members need direct information on procedures, basis for EEO complaints, information on harassment in the workplace, unsafe working conditions, etc. This workshop will be for all of our members so that we can be informed first hand about EEO. I will be meeting with William Suddeth, DODDS-Europe EEO Counselor to make plans for this meeting.

**FRS Training**  
Next September, I plan to attend all FRS trainings once again to present information on EEO. I hope to be able to continue to assist members who have HCR concerns within their schools and members should feel free to contact me directly to discuss concerns. I am not an EEO counselor, but I can point you in the right direction. I can be contacted at 06301-799888 or on Outlook Linda.callender@eu.dodea.edu

**HAVE A WONDERFUL SUMMER VACATION AND WE’LL BE BACK NEXT YEAR TO BUILD ON OUR SUCCESS!!!**