FEA members who were in our DODDS bargaining unit between January 1 and July 31, 2014, will receive the retroactive pay adjustment for that period owed to them by this summer, under terms of a settlement agreement signed recently by FEA and DoDEA.

FEA won the retroactive pay adjustment for members as a result of our victory last spring in the Pay Freeze case (Federal Education Association v. United States). In that case, a federal judge ruled in FEA’s favor that DoDEA had illegally extended the pay freeze on FEA members past the January 1, 2014, date when it ended for all other affected federal civilian employees.

Although the Pay Freeze case was filed in the name of just three FEA members, the agreement signed by FEA and DoDEA formally extends the payments owed to all employees who were members of FEA’s DODDS bargaining unit during the period from when the civilian pay freeze ended (January 1, 2014) until the date when DoDEA actually lifted the freeze (July 31, 2014).

That the payments were owed to all FEA members was essentially implied by the judge’s ruling, but the signed agreement avoids the necessity of returning to court to force such an outcome.

DoDEA agreed to pay the adjustments within 180 days of the settlement agreement being signed on December 2, 2015. That constitutes a deadline of May 30, 2016, for payment.

The payments will be made to all those who were in FEA’s bargaining unit during the period in question, even if they have since retired, resigned or otherwise left DoDEA. It will also cover anyone who has since gone to work in DDESS or the Mediterranean.

The pay adjustments will include back pay with four percent interest, which will apply as well to allowances and benefits based on salary, such as Post Allowances, TSP contributions, VERA/VSIP payments, and retirement pensions.

FEA has recommended the payments also be extended to certified employees who were in the Mediterranean bargaining unit for the period January 1-July 31, 2014. DoDEA has indicated a willingness to do so.

DDESS employees, whose pay is covered by a separate statute than DODDS and most other federal civilian employees, never had their pay frozen and are therefore not covered under the agreement (unless they were in FEA’s DODDS bargaining unit during the period in question).
The United DOD Workers Coalition, of which FEA is a founding member, recently scored a big win for our members and all DOD employees by convincing the Pentagon to steer clear of personnel changes that would have amounted to a resurrection of Donald Rumsfeld’s failed National Security Personnel System (NSPS).

For those of you who may have forgotten, or were fortunate enough not to have been in DoDEA during those years, NSPS was Rumsfeld’s cynical attempt to use the post-911 emphasis on national security as cover to gut the rights of DOD civilian workers.

Such basic protections as fair and impartial hearings for disciplinary actions and equal pay were threatened under NSPS, to be replaced by things such as disciplinary review boards answerable only to the Secretary of Defense and so-called “pay-for-performance” systems that would have given management the power to decide which employees it would reward and which it would punish. In other words, NSPS sought to bring back cronyism.

After years of fighting – a fight that led to the creation of the DOD Workers Coalition, a cooperative body made up of various unions representing workers employed by the Defense department – NSPS was finally laid to rest a few years after its creation.

Recently, however, the Department of Defense attempted to revise some of the ideas contained in NSPS under a new name: the “Force of the Future” initiative. DOD’s Force of the Future sought to strip away workers rights and institute pay-for-performance, again in the name of expediency and security for DOD.

By working together, the United DOD Workers Coalition was able to educate the public and members of Congress about these harmful changes proposed by DOD and, in late November, the Secretary of Defense announced he was dropping the most controversial parts of the plan in favor of more modest changes.

It goes to show that we must never take our rights and protections for granted; we must remain vigilant always against efforts to undermine employees for the sake of saving a few dollars or making things easier for management.

In addition, it shows once again that workers, acting in a united and coordinated fashion, can still accomplish much. This victory did not generate a lot of headlines in the press. In fact, it hardly was noticed at all by anyone outside the Pentagon and labor organizations. But that does not diminish its importance to members and it shows that sometimes the biggest victories are the ones no one ever hears much about.

ANOTHER GREAT YEAR

As I write this, we are nearing the end of 2015. As usual, our students had another fantastic year of achievement, as publicly demonstrated by the recently released NAEP scores showing our 4th and 8th grade students leading the nation.

Such assessments, of course, don’t tell the whole story, but they are a great reminder of the incredible learning that goes on in our schools day after day, year after year. Learning that is only possible because of the hard work of FEA’s thousands of members at the school level.

Despite management initiatives – not because of them – DoDEA students continue to thrive and that is because employees such as you continue to find ways to plow through the mountain of paperwork and minutiae heaped upon you and make sure students get what they need: a real education.

Like our win over the Force of the Future initiative, your efforts may not draw headlines, but they do make a difference!

For all you do: thank you and I wish you continued success in 2016!
Demand DoDEA Fix Pay Problems

Bill Freeman
FEA Europe General Counsel/UniServ Attorney

Over the past two decades, DoDEA has tolerated – perhaps “encouraged” would be a better word – a pay system that is fundamentally broken.

Employees frequently receive incorrect pay and benefits, problems reported to management go unresolved for years, and debt collection notices – most of them inaccurate or outright bogus – are routinely dumped onto employees and retirees with little or no documentation or explanation, but with an expectation that the supposed debts are to be paid quickly and without question.

For the past 17 years, it has been my job as FEA Europe General Counsel to arbitrate pay grievances. At the time I began, it was hoped DoDEA would listen to FEA warnings about its broken pay system and work to fix them.

It turns out, that was wishful thinking.

Instead of improvements, the past 17 years have brought a steady increase in problems; instead of accountability by management for its errors, we have seen DoDEA spend millions of dollars on personnel and attorneys’ fees to fight even the most blatant mistakes it has made in employees’ pay; instead of heeding arbitrators’ decisions requiring DoDEA to fix its broken system and see that its employees are paid properly, management has openly defied the process of law and ignored or resisted every legal decision that has gone against it.

It is time for FEA members to take their concerns above the heads of DoDEA management in hopes someone, somewhere, still believes the agency should be accountable for something as fundamental as paying its honest, hard-working employees correctly and in a timely fashion.

With that in mind, and with the authorization of the FEA Board of Directors, I am asking all FEA members with stories of pay problems to write to decision makers in Congress and at the Pentagon (please do so while at home, using your own computer and not on government time). Let them hear about your incorrect pay checks, your false debt collection notices (and the harsh attempts at enforcing them), and DoDEA’s repeated unwillingness to fix the situation.

Our members are professionals and deserve to be treated as such. That includes the entirely reasonable expectation that you be paid correctly and on time.

Remind decision makers on Capitol Hill and in the Pentagon that DoDEA has spent millions of dollars in the past 20 years, beefing up the size of its Labor Relations staff (in particular, the number of attorneys) to continue its strategy of unsuccessfully fighting pay cases.

Ask that those in authority over DoDEA demand accountability on this issue and see that employees are paid the money owed to them, and that harassing tactics such as phony debt collections are put to a stop.

A common response from DoDEA management about pay problems is that they are powerless to stop them: it is the fault of DFAS.

Wrong! DFAS does only what DoDEA and the Defense Logistics Agency (DLA) tell it to do, regarding pay for DoDEA employees. And the DLA gets its information directly from DoDEA managers and administrative employees.

Tell your elected representatives and Pentagon officials that DoDEA can no longer be allowed to make excuses, pass the buck and ignore the law. There are hundreds of DoDEA employees waiting to be paid correctly in accordance with various pay and debt collection grievances, as well as the MA+ case won by FEA several years ago.

It is time to make all our voices heard and demand that changes be made!

Find more information at feaonline.org

Share Your Story

FEA urges members (both Active and Retired) to share their stories about problems they have had resolving issues of improper pay and benefits.

Using your own words, and in a professional and respectful manner, you should write up your story and share it with as many of the following as you like.

Your Two U.S. Senators
use www.senate.gov to find your senators and use the contact information or email submission forms for their offices.

Your U.S. Representative
find your rep’s contact information or submission form at www.house.gov

The Secretary of Defense

The Under Secretary of Defense for Personnel and Readiness

The Principal Deputy Assistant Secretary of Defense (Manpower and Reserve Affairs)

for all three of the above, use this address:

(Title)
1400 Defense Pentagon
Washington, DC 20301-1400

DoDEA Director Thomas Brady
thomas.brady@hq.dodea.edu

Remember, as a federal employee, you do have every right to petition Congress and your employer (respectfully, of course!) about work-related problems and issues. You should do so, however, while on your own time, away from government property and using your own computer.

DO NOT CONTACT OR RESPOND TO ANY MEDIA OR PRESS, if you are a current employee. You are not authorized to do so and it could lead to disciplinary action. Refer press inquiries to FEA’s Washington office.

If possible, please send copies of any of your letters/emails to bfreeman@nea.org and fea@feaonline.org
FEA ELECTION 2016

FEA Members Will Vote To Fill Four Positions This Year

Which offices are up for election this year?
All four at-large offices on FEA’s Board of Directors are to be elected. Those offices are:
- President
- Vice President/Secretary-Treasurer
- Human and Civil Rights Coordinator
- NEA Director

Who are the candidates?
Biographies of all the candidates can be found on pages 5-11 of this newsletter.

How long are the terms of office and when do the newly-elected officers’ terms begin?
There is a three-year term for each of the positions to be elected to the FEA Board of Directors.
- Terms for the FEA President, FEA Vice President/Secretary-Treasurer, and FEA Human & Civil Rights Coordinator will begin on August 2, 2016.
- Per the NEA Standing Rules, the term of the NEA Director for Federal will begin September 1, 2016.

Where is my ballot?
Ballots will be mailed individually to each FEA Active member on January 15, 2016. Your ballot should arrive by early February or sooner, depending on your location.

When is my ballot due back to FEA for counting?
Ballots must be received by close of business on March 23, 2016, to be counted.

What if my ballot never arrives?
Anytime after February 19, 2016, Local Presidents, FRs and Area Directors may reproduce ballots for members who have not yet received theirs.

When will the count take place?
Counting will be done on March 24 and (if necessary) 25, 2016, in Washington, DC.

How do I find out who has won?
Results will be posted on the FEA Web site (feonline.org) and printed in the Spring 2016 FEA Journal.
Meet The Candidates for FEA President

CANDIDATE: RANDY RICKS

Present Location: Lester Middle School, Okinawa

Present Assignment: Sixth Grade World History

Years in DoDEA: 27

Locations:
- Okinawa (11 years)
- Japan (6 years)
- Korea (5 years)
- Philippines (2 years)
- England (3 years)

Universities, Degrees, Certificates:
- Stephen F. Austin State University, B.A., Anthropology/History
- University of Texas, Elementary/Secondary Education Certification
- Michigan State University, Masters in Education and Curriculum

Offices and Committee Assignments:
- Faculty Representative Spokesperson, Chaffee, White, Grissom Elementary School, Antigua West Indies (1 year)
- Faculty Representative Spokesperson, Little Rissington Elementary School, England (2 years)
- Faculty Representative Spokesperson, Zukeran Elementary School, Okinawa (1 year)
- President, American Educators Association of Okinawa (2 years)
- Faculty Representative Spokesperson, Lester Middle School, Okinawa (2 years)
- NEA National Leadership Summit Delegate (1 year)
- FEA Pacific Area Director (1 year)

CANDIDATE: CHUCK McCARTER

Present Location: Wiesbaden Middle School, Germany

Present Assignment: Social Studies and AVID

Years in DoDEA: 35

Locations:
- Washington DC (3 years)
- Wiesbaden Middle School, Germany (25 years)
- Schweinfurt, Germany (7 years)
- Charleston, South Carolina (6 years)

Universities, Degrees, Certificates:
- University of Florida, B.A., Design
- National Louis University, M.A., Education

Offices and Committee Assignments:
- FEA President (3 years)
- FEA Europe Area Director (6 years)
- FEA District Representative (6 years)
- FEA Local President (4 years)
- NEA Representative Assembly Delegate (17 years)
- FEA Europe Transfer Program Representative (3 years)
- FEA/OEA Member (35 years)
I thought Vice President and Secretary-Treasurer were two separate offices?

**They were!** During the last at-large officer elections, in 2013, the FEA membership amended the FEA constitution to combine the two separate positions of Vice President and Secretary-Treasurer into one position (Vice President/Secretary-Treasurer). The change takes effect with this school year’s at-large officer elections.
Meet the Candidates for FEA Vice President/Secretary-Treasurer

SUSAN KELLY

Present Location: Kaiserslautern Middle School, Germany

Present Assignment: 8th Grade Language Arts, 6th Grade Study Skills, Gifted Coordinator

Years in DoDEA: 32 years

Locations:
- Kaiserslautern Middle School, Germany (24 years)
- Ludwigsburg Middle School, Germany (5 years)
- AT Mahan Elementary and High School, Iceland (3 years)
- Willimantic Public Schools, Connecticut (2 years)
- Cleveland Public Schools, Ohio (2 years)

Universities, Degrees, Certificates:
- Capella University, doctoral candidate, Educational Psychology
- University of Connecticut, M.S., Gifted and Talented Education
- Kent State University, B.S., Education/Special Education
- University of San Diego, Professional Development
- University of Maryland, Professional Development

Awards:
- Supervisor’s Incentive Awards (3 years)
- VFW Awards, outstanding service for Patriot’s Pen Essay (10 years)
- Ramstein Officers Spouse’s Club Scholarship Awards (2 years)

Offices and Committee Assignments:
- FEA Kaiserslautern I Division Representative (2 years)
- FEA Europe Area Council (2 years)
- Kaiserslautern Middle School Faculty Representative Spokesperson (7 years)
- NEA Representative Assembly Delegate (1 year)
- Kaiserslautern Area Education Association, Vice President (2 years), Elections Chair (2 years), KAEA Board of Directors (7 years)
- NEA Mid-Atlantic Conference and Women’s Leadership Training Program (1 year)
- Alternative Dispute Resolution Training, certified mediator for US Air Force (1 year)

DIANNE HODGES

Present Location: Darby Elementary School, Japan

Present Assignment: Fourth Grade

Years in DoDEA: 26

Locations:
- Sasebo, Japan (5 years)
- Bamberg, Germany (14 years)
- Okinawa, Japan (7 years)

Universities, Degrees, Certificates:
- Walden University, Educational Leadership
- Eastern Montana College, B.S., Elementary Education/Music Education

Awards:
- Civilian Volunteer of the Year, Bamberg Caserne (4 years)
- Educational Leadership Academy, 2010-2011
- Who’s Who in Music, 1977

Offices and Committee Assignments:
- Elementary Faculty Representative Spokesperson (23 years)
- Bamberg Education Association, Secretary (5 years)
- Japan District EDC Committee (1 year)
- NEATA By-Laws Committee (2 years)
- Umatilla, Oregon Education Association Lead Contract Negotiator (2 years)
Meet the Candidates for NEA Director for Federal

ANITA LANG

Present Location: Lakenheath High School, England

Present Assignment: Career and Technical Education

Years in DoDEA: 21

Locations:
- Lakenheath, UK (16 years)
- Iwakuni, Japan (5 years)
- Guantanamo Bay, Cuba (1 year)

Universities, Degrees, Certificates:
- New York University, M.A., Deaf Education
- George Washington University, B.S., Biology

Awards:
- Isles District Teacher of the Year 2002

Offices and Committee Assignments:
- FEA Secretary/Treasurer (6 years)
- Isles Division Representative (5 years)
- Lakenheath Education Association Scholarship Chair (16 years)
- Lakenheath Education Association officer (Pres., VP, Secretary) (8 years)
- NEA Representative Assembly Delegate (6 years)
- Swaffham Prior Primary School Governor/Committee Chair (14 years)

TIMELINE

By January 15, 2016
FEA mails Sample Ballot Packet to FRSs, Local Presidents and Area Directors.

January 15, 2016
FEA mails Ballot Packets to active membership.

February 19, 2016
Local Presidents, FRSs and Area Directors may reproduce ballots for those members who have not received theirs.

March 23, 2016
Deadline for receipt of ballots.

March 24 and 25, 2016
Votes tallied.

March 25 or 28, 2016
Election results posted on FEA Web site within 24 hours of tally.
CANDIDATE: MELANIE HORTON

Present Location: E.C. Killin Elementary School, Okinawa

Present Assignment: Math Support Specialist (MSS)

Years in DoDEA: 17

Locations:
- Okinawa (17 years)

Universities, Degrees, Certificates:
- Loyola Marymount University, B.A., Psychology and Business
- California State University, Los Angeles, Cross Cultural Language Acquisition Development (CLAD) Teaching Credential

Offices and Committee Assignments:
- American Educators Association of Okinawa (AEAO), President (6 years)
- AEAO Vice President (2 years)
- E.C. Killin Faculty Representative Spokesperson (8 years)
- State Delegate to NEA Representative Assembly (4 years)
- NEA Presidents Training (1 year)
- NEA Minority Leadership Conference (1 year)
- NEA Women’s Leadership Conference (1 year)

CANDIDATE: NANCY HARB ALMENDRAS

Present Location: Wiesbaden High School, Germany

Present Assignment: AP Literature and Composition, English 12

Years in DoDEA: 36

Locations:
- Yokosuka, Japan (8 years)
- Subic Bay, Philippines (4 years)
- Okinawa, Japan (11 years)
- Wiesbaden, Germany (13 years)

Universities, Degrees, Certificates:
- California State College, Bakersfield, B.A.

Offices and Committee Assignments:
- FEA District Representative, Okinawa, Heidelberg, Kaiserslautern II (9 years)
- Wiesbaden Education Association, President (1 year)
- Faculty Representative Spokesperson, Wiesbaden High School and Kubasaki High School (7 years)
- NEA Trainer, Human and Civil Rights Diversity Cadre (3 years)
- Delegate, NEA Representative Assembly (8 years)
- Wiesbaden Education Association and American Educators Association of Okinawa, Secretary (2 years)
- FEA Representative to NEA Mid-Atlantic Leadership Conference (1 year)
### Meet the Candidates for FEA Human and Civil Rights Coordinator

**Candidate: Alina Rozanski**

<table>
<thead>
<tr>
<th>Present Location</th>
<th>Netzaberg Middle School, Germany</th>
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<tbody>
<tr>
<td>Present Assignment</td>
<td>Music</td>
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<tr>
<td>Years in DoDEA</td>
<td>12</td>
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<tr>
<td>Locations</td>
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<tr>
<td></td>
<td>• Netzaberg Middle School, Germany (8 years)</td>
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<td></td>
<td>• Tacoma Community College, Washington (1 year)</td>
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<td></td>
<td>• Grafenwoehr Middle School, Germany (2 years)</td>
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<td>• Vilseck Middle/High School, Germany (2 years)</td>
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<td>• Emerald Hills Elementary School, Washington (4 years)</td>
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<td>Universities, Degrees, Certificates:</td>
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<tr>
<td></td>
<td>• National Board Certified Teacher – Early/Middle Childhood Music</td>
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<tr>
<td></td>
<td>• Lesley University, M.Ed., Curriculum and Instruction</td>
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<tr>
<td></td>
<td>• University of Washington, B.M., Music Education; B.M., Vocal Performance; B.A., Music</td>
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<td></td>
<td>• Universidad de Puerto Rico – Rio Piedras</td>
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<tr>
<td>Awards:</td>
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<tr>
<td></td>
<td>• 2015 NEA Foundation Global Fellow</td>
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<td></td>
<td>• 2015 NEA Foundation Award for Teaching Excellence</td>
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<td></td>
<td>• 2011 Bavaria District Teacher of the Year</td>
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<td>Offices and Committee Assignments:</td>
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<tr>
<td></td>
<td>• Europe Human and Civil Rights Coordinator (4 years)</td>
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<td></td>
<td>• Bavaria District Human and Civil Rights Coordinator (3 years)</td>
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<td></td>
<td>• NEA Hispanic Caucus Mid Atlantic Director (2 years)</td>
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<td></td>
<td>• Faculty Representative (8 years)</td>
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<td>• NEA Representative Assembly Delegate (2 years)</td>
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<td></td>
<td>• European Music Educators Association, President (2 years)</td>
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<td>• Europe Honors Music Fest Choir Lead (4 years)</td>
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**ATTENTION FRSs, LOCAL PRESIDENTS AND OTHER SCHOOL LEADERS:**

Please remember that FEA Election Guidelines require you to post and/or distribute all campaign materials received in the exact same manner for each and every candidate.
<table>
<thead>
<tr>
<th>Candidate</th>
<th>FEA Human and Civil Rights Coordinator</th>
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<tbody>
<tr>
<td><strong>FELICIA D. RAYMUNDO</strong></td>
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<tr>
<td><strong>Present Location:</strong></td>
<td>Ramstein Middle School, Germany</td>
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<tr>
<td><strong>Present Assignment:</strong></td>
<td>8th Grade Science</td>
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<tr>
<td><strong>Years in DoDEA:</strong></td>
<td>6 years</td>
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<td><strong>Locations:</strong></td>
<td></td>
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<tr>
<td>• Ramstein Middle School, Germany (6 years)</td>
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<tr>
<td>• School of Excellence in Education, San Antonio, Texas (6 years)</td>
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<tr>
<td><strong>Universities, Degrees, Certificates:</strong></td>
<td></td>
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<tr>
<td>• Grand Canyon University, M.Ed., Secondary Education</td>
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<tr>
<td>• Auburn University at Montgomery, B.S., Science</td>
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<tr>
<td><strong>Awards:</strong></td>
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<tr>
<td>• Teacher of the Year 2004-2005</td>
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<tr>
<td>• Teacher of the Year 2003-2004</td>
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<td><strong>Offices and Committee Assignments:</strong></td>
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<tr>
<td>• Kaiserslautern Division I Human and Civil Rights Coordinator (2 years)</td>
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<td>• NEA Women’s Leadership Training (1 year)</td>
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<td>• NEA Minority Leadership Training (1 year)</td>
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<td>• CSI Co-chair (2 years)</td>
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<td>• 8th Grade Team Leader (2 years)</td>
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<tr>
<td>• Math and Science Coordinator, School of Excellence in Education, Texas</td>
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<td><strong>MICHAEL ERIC JOHNSON</strong></td>
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<td><strong>Present Location:</strong></td>
<td>Sollars Elementary School, Japan</td>
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<td><strong>Present Assignment:</strong></td>
<td>6th Grade Mathematics and Science</td>
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<td><strong>Years in DoDEA:</strong></td>
<td>12</td>
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<td><strong>Locations:</strong></td>
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<tr>
<td>• Sollars Elementary School, Misawa, Japan (12 years)</td>
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<td>• Davidson Fine Arts Magnet School, Augusta, Georgia (5 years)</td>
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<td>• Greenbrier Elementary School, Evans, GA (3 years)</td>
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<td><strong>Universities, Degrees, Certificates:</strong></td>
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<tr>
<td>• California Coast University, Master of Educational Leadership (current)</td>
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<tr>
<td>• Georgia Southern University, Early Childhood Education</td>
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<tr>
<td><strong>Awards:</strong></td>
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<tr>
<td>• Teacher of the Year - Davidson Fine Arts Magnet School; Augusta, GA</td>
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<tr>
<td><strong>Offices and Committee Assignments:</strong></td>
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<tr>
<td>• Faculty Representative Spokesperson, Sollars Elementary School (1 year)</td>
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<tr>
<td>• Faculty Representative, Sollars Elementary School (5 years)</td>
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<tr>
<td>• Human and Civil Rights Coordinator, Sollars Elementary School (2 years)</td>
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<tr>
<td>• NEATA Human and Civil Rights Coordinator (4 years)</td>
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</table>
The year 2016 is more than just a turn of the calendar for FEA: it marks the 60th year of our Association’s service to Department of Defense educators. Whether known as the Overseas Teachers Association (OTA), the Overseas Education Association (OEA), or the current Federal Education Association, our goals have been consistent: to improve education and protect employees’ rights.

A Very Brief History of FEA

In the spring of 1956, the Department of Defense Dependents Education Organization (DEO), the largest of eight school systems operated at that time by the DOD’s Office of Dependents Schools, issued pink slips to hundreds of teachers in Europe, asking them to agree to be furloughed because of a shortfall in the school system’s operating budget.

The DOE’s plan was to extend that year’s spring break by an extra week, close school for summer a week earlier than originally planned, and eliminate all summer employment for educators. Since at the time teachers and other school staff were all considered 12-month employees, these changes would have resulted in only 9.5 months of their annual salaries being paid.

A group of educators in the Frankfurt/Heidelberg/Mannheim area quickly organized themselves to protest this action. They wrote letters to Congress and spoke out against the furloughs in the media. Very quickly, Congress, claiming it had no previous knowledge of the budgetary shortfall or the plan to furlough educators, found the funds necessary to cover the gap and prevent all but one week of the furloughs.

Encouraged by their success, the educators decided to maintain their organization. The Overseas Teachers Association (OTA) was founded that spring of 1956 and elected Mary Hoague its first president.

Within a few months, the organization’s membership had grown to 422 and it began spreading to other locations; first near Munich and soon to the DOD schools then located within France.

By the 1957-58 school year, Kaiserslautern was organized into the OTA, with schools in Italy added the following year. Meanwhile, OTA began reaching out to other organizations around the world, such as the Association of American Educators in England (founded 1952), the Far East Education Association (founded 1955) and the American Educators Association of Okinawa (founded 1955). These other organizations would eventually align themselves with OTA, which changed its name in 1960 to the Overseas Education Association (OEA). By the mid 1960s, OEA’s membership exceeded 4,000 and included schools in Europe, Asia, and Africa, as well as Puerto Rico and Guantanamo Bay.

DDESS schools, or Section 6 as they were then known, began to affiliate themselves with the Association in the 1980s and became an organized Region of OEA, with a seat on the OEA Board of Directors, in November 1991 – prompting the Association to change its name in 1995 to the current Federal Education Association.

Today, FEA consists of nearly 6,000 Active and Retired members worldwide.
Throughout 2016, in FEA's publications and electronic updates, we will be looking back at some of the events – big and small – that helped shape our organization and, by extension, the Department of Defense school system. We invite you to share your memories by sending photos and stories about your time as an Association member to us at fea@feaonline.org.

### Securing Fair Salaries For Overseas Schools Was Biggest Challenge Of Association’s Early Years

For the first 20 years of FEA’s existence – as both the Overseas Teachers Association (OTA) and the Overseas Education Association (OEA) – no issue occupied more attention, created more frustration, and highlighted what the new organization could collectively achieve than that of how salaries for overseas educators were calculated and paid.

**When OTA was founded in 1956, the average 12-month salary for a teacher in the DOD schools was about $4,200.**

Immediately upon its founding, OTA began working to convince members of Congress of the need for a more fair and consistent pay system for overseas educators. OTA was greatly assisted in this goal by the National Education Association (NEA), with which OTA had already begun to align itself (though full statehood status in NEA would not come until 1968).

In 1959, OTA/NEA’s efforts resulted in passage of the Overseas Teachers Pay and Personnel Practices Act (P.L. 86-91), which said overseas teachers should be paid comparably to teachers in U.S. urban school districts of at least 100,000 population.

That standard was used because, at the time, the size of the DOD overseas schools enrollment made it one of the largest school systems in the U.S.

Unfortunately, passage of this law was not enough to guarantee proper payment. Officials both in Congress and at the Pentagon frequently ignored the law, using the huge volume of applications on hand for jobs in the overseas school system as justification for shortchanging the educators.

In reaction to this policy, the renamed Overseas Education Association (OEA) and NEA began issuing a series of special advisories targeted at student teachers and other prospective new hires for the DOD overseas schools, warning them of the unfair treatment and pay DOD educators were exposed to. As a result, the volume of applications to the system dropped by nearly two-thirds in just a few years.

With the excuse for neglecting the law removed by the special advisories, OEA and NEA were able in 1966 to secure passage of an amendment to the original salary law.

The new law (P.L. 89-391) mandated pay be comparable to the urban districts defined in the original law and made improvements to how salary lanes and steps were set and how longevity steps were calculated.

Still, problems continued as DOD consistently refused to pay educators on the current years’ salary schedule. Instead, DOD would only implement the schedule for a given school year once the following school year got underway.

Finally, in 1974, as a result of OEA legal action (the “March Case”, named for an Association member and DOD educator who was the lead plaintiff in the case), the DOD overseas schools were required to implement the salary schedule for a given school year as soon as it was finalized and to pay educators a retroactive salary adjustment each spring in order to make sure educators receive all the compensation owed to them for the year in question.

Though subsequent agreements and legal challenges have resulted in further improvements, particularly to the number of pay lanes in the DODDS salary schedules, the bedrock of how DODDS educators are paid to this day remains those three successes – P.L. 86-91, P.L. 89-391, and the March Case – achieved by FEA in its first 20 years of existence.
The 2016 NEA Retired Organizing Conference, open to Retired members from all states, will be held March 22-24 at the Sheraton Hotel and Marina, San Diego, CA.

“Unite, Inspire, Lead: Still Doing It” is the theme for the 2016 conference. As a member of FEA Retired you are welcome to attend. Participants will undoubtedly strengthen their resolve to support the cause of public education.

• This year’s conference encourages active involvement with organizing and social justice issues.
• Participants will learn the latest information on investments, pension plans and protecting themselves from identity fraud.
• Attendees will receive updates on legislative info facing Social Security and Medicare.
• Among the skill sessions will be topics devoted to successful member recruitment drives, personal wellness and recognizing Elder Abuse.
• A planned organizing activity on the final day of the conference is designed to engage retirees with creative skills and ideas to practically utilize back home.

A link to the registration site is now available at www.nea.org/retired. The conference registration site also contains a link to the conference hotel for reservations. We would love to have more FEA Retired members in attendance.

If you have questions or concerns specific to Retired members please remember we have an email account at retiredfea@gmail.com.

Are there any Member Benefits services that you have used that you think other Retired Members may not realize are available but might want to take advantage of? Let us know. (I have used the Dental Insurance Plan which covers both preventive care and dental procedures and also allowed me freedom of choice of dental office. After going without dental insurance for some time, I have been very pleased with the coverage.)

No matter in which state or country you live in retirement we hope you are active with your support of public education. What part will you take in assistance of today’s educators and students? We needed it when we were there and our members need us now. As you undoubtedly well remember, encouragement even in the smallest ways can make all the difference when dealing with the trials faced day to day by those involved in the world of education today.
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In Germany and UK
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Then dial Member Benefits at
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And don’t forget the Member Benefits Web site. You can access information on all of NEA-MB’s programs, get current rates on CDs and investment funds, and sign up for other services.

www.neamb.com

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Are You Ready To Read?

Read Across America, NEA's annual celebration of Dr. Seuss and all things reading related, takes place Wednesday, March 2, 2016. Find ideas and resources for your reading celebration by going to NEA's Read Across America page at www.nea.org/readacross.