DoDEA management has not been bargaining in good faith and their actions have caused the negotiation of a new contract for DODDS members to grind to a halt.

After management requested three years ago that the existing contract between FEA and DODDS be reopened for bargaining, the two sides began the process of working out ground rules that would govern the contract negotiations.

By September 2014, DoDEA management had agreed to provide official time for a team of six FEA members to come to Washington DC and participate in preparations for bargaining, as well as to actually bargain the contract.

However, management has since tried to renege on that agreement, attempting to impose a ceiling on the cost for such official time and trying to add a requirement that FEA be obligated to reimburse management for the cost of our team members to participate in the process if DoDEA decides that FEA is not bargaining in good faith.

In other words, management wants to be the ones who decide whether FEA is doing a good job bargaining for our members and, if they decide that we are not, they want to send us a bill for their time.

Obviously, FEA could not agree to such a proposal from management. We informed them of such earlier this year and repeated out position that management cannot renege on the agreement it had made to pay for the six FEA members to participate in bargaining.

Management’s response was to issue what amounted to an ultimatum, claiming they would impose their position on FEA if we did not agree to it and claiming the two sides were at impasse, when in fact FEA has always been ready to finish bargaining the ground rules, with the understanding that management cannot renege on agreements it has already made about the process.

FEA has asked the Federal Services Impasses Panel (FSIP) to make a determination about DoDEA’s claim that the two sides are at impasse. The FSIP had not yet made a decision at the time this article was written.

In addition, FEA has filed an Association Grievance over management’s attempt to renege on its agreement to provide official time for FEA team members.

FEA remains committed to the bargaining process and is anxious to get the ground rules settled so we can put together our team and get to work on the actual contract.

Inside this issue of the FEA Journal you will find information on the nomination process and time line for the election this school year of the following officers to serve on the FEA Board of Directors:

**FEA Director for DDESS**

**Pacific Area Director**

**Europe Area Director**

Forms for nominating yourself or any other FEA Active Member for office can be found inside.

The deadline for submission of nominations is **October 14, 2016**.

See pages 8-9 for more information on the election process.
Welcome back! I hope you had a great summer. As we start another school year, it is a good time to remember the importance of what we do. DoDEA’s mission, to educate and support the military connected student, is an important one. That important work is done in our schools, by people who work with those students on a daily basis, who know what is best for those students, what they need, and what works. That is why FEA’s mission, to advocate for educators’ rights and for quality education for our students, is so important.

This summer, your delegates to the FEA Annual Meeting and NEA-RA raised their voices for you. We were very pleased to have DoDEA Director Tom Brady come to speak with our members. Your delegates spoke very clearly on your behalf, outlining the problems we have faced with the implementation of CCRS, with unreliable technology, unresponsive HR, lack of retirement support, the insufficient number of transfers and a host of other issues. Our members described how these issues have negatively impacted their work and their students. FEA has sent Mr. Brady a follow up letter outlining these ongoing problems and will continue to advocate for resolution of them.

The NEA is vital to us in our advocacy. When we speak through the NEA, we speak with the voice of 3 million members. This past year, NEA was instrumental in the passage of the new “Every Student Succeeds Act” which mandates that educators be involved in decisions impacting their schools. In addition, NEA speaks for us directly to elected officials and those who make policies impacting our schools and our working conditions.

Your individual voice is important as well and we are asking you to raise it. If you have local concerns, let your Association Rep know. If the Transfer Program is important to you, please write to DoDEA Director Tom Brady and tell him so. If you are one of the countless teachers who are having problems with your pay, write to Pentagon and elected officials to ask for their help in resolving these long standing issues. Help us by letting officials hear YOUR story and your voice. As always, these letters should be polite and respectful and should be written on your own time and computer, etc. For further information, please see our website.

In addition, as American citizens, the most important way to make our voice heard is to VOTE! It is vital that we raise our voices in local and national elections. Make sure you are registered and that if you are overseas that you have requested your absentee ballots.

Thank you for standing with us and raising your voice. Thank you too for the important work you do every day. I wish you a great school year.
Although DoDEA management seems to be more interested in playing games than actually bargaining a new contract for DODDS employees (see article on page 1), FEA is committed to making sure the new agreement we eventually sign will be one that benefits our members and their students.

For DoDEA, the biggest priority in any new contract is saving the federal government money. The chief negotiator for DODDS said as much in an e-mail he sent to FEA in which he criticized the existing FEA/DODDS contract as being “unduly costly to taxpayers.”

FEA is all for streamlining government in order to save taxpayers money. Many times in the past, we have suggested numerous cuts that could be made to above-school-level staff and the elimination of ill-conceived education initiatives (such as the BAS) as first steps towards saving taxpayers millions each year.

What we will not do, however, is allow DoDEA management to create arbitrary deadlines, spending limits, or other preconditions that would make it impossible for FEA to properly and adequately represent our members during the bargaining of a new contract.

The FEA/DODDS contract was last negotiated in 1989. That was a long time ago. Since then, a lot has changed in the worlds of education and federal employment. We intend to use the bargaining of a new DODDS contract as a way to correct many of the wrongs inflicted upon our schools and our members in recent years.

Some examples:
• Since 1989, testing and assessments of students and staff have expanded to the point where more time and effort is spent preparing for the tests than actually thinking about and discussing the topics students are supposed to be learning. We want to see that change.
• The number of new “initiatives” and other mandates from DoDEA dumped onto teachers and staff each year is detrimental to a quality educational environment. We want to see more educator input into curriculum and fewer “bright ideas” coming from people outside of the classroom.
• We’d like to see smaller class sizes and adequate staffing in all education positions.
• We want to ensure our members’ due process rights are protected, not gutted, by a new contract.
• We intend to address issues dealing with benefits.
• We want to see a permanent, adequately-funded transfer program included as part of any new DODDS contract.

I realize the above is a very ambitious list. Achieving any of those items will be difficult, given the present environment. That DoDEA management seems to have a questionable commitment to the negotiations process makes the job even tougher.

Despite these challenges, FEA is excited about the possibilities.

“Teachers’ working conditions are students’ learning conditions.” That’s something our President, Chuck McCarter, frequently reminds management.

We hope DoDEA will choose to work with us on a new contract that improves both teaching and learning in our schools for years to come.
Breaking Down Your FEA/NEA Dues

FEA State Dues in SY 2015-2016* were $413.
From that amount, funds used to support the FEA Headquarters operating budget were $258.62.

### Professional Services $9.70
Negotiations, arbitrations, insurance and outside legal assistance when necessary.

### Communications/Publications $5.15
FEA Journals and other publications, BOD minutes, FEA Web site and social media.

### Governance $42.13
Expenses for At-Large officers, FEA BOD meetings, elections, funding for state delegates to the FEA Annual Membership Meeting/NEA convention, training for FEA leaders, and benefits and expenses for the FEA President.

### Personnel $185.24
Salary, benefits, and expenses for the staff in the FEA Washington office.

### Administration $16.40
Office equipment, maintenance, and supplies. It also includes audit services, legal publications, and membership promotional items.

### Regional Dues Allocation $154.38
These funds remain in the individual FEA regions (Stateside, Europe, Pacific) to support their operations. In addition, a portion of local association dues is returned to the region. Local association dues do not come to the FEA Headquarters office.

### Strong Affiliates for Great Public Schools $20.69
Build key over arching systems to enhance affiliate capacity to organize, engage and empower members to fend off attacks on their rights and to improve public education, with emphasis on ballot measures and legislative initiatives. Provide financial support, technical assistance, field support, member engagement support, communications support, partnership brokering and facilitate the sharing of best practices throughout the Association.

### Contingency $1.56
Provide funding for emergencies at the national, state, or local levels.

### NEA, the National Education Association, is the parent organization of FEA. There are also NEA affiliates in all 50 U.S. states. The NEA is America’s leading proponent of quality public schools and a quality education for all children.

#### Breakdown of the $185 NEA Dues for 2015-2016*

- **Strong Affiliates for Great Public Schools** $20.69
- **Unifying the Nation for Great Public Schools and Leading the Profession** $11.35
- **Research, Policy, and Practice** $3.78
- **Organizing and Operational Support to Affiliates** $52.18
- **Member Advocacy and Outreach** $12.01
- **Legal and Insurance Support** $19.81
- **Communications** $17.26
- **Business Operations** $39.13
- **Governance** $7.26
- **Contingency** $1.56

*2015-2016 figures are used because they were the most current numbers available at the time this publication went to press.*
NEA Site Offers Many Resources to Help Everyday

The Tools and Ideas section of the NEA Web site offers tons of valuable resources you can use everyday in your work as an education professional and an Association leader or member.

Available at www.nea.org, the Tools and Ideas section includes links to the following:

- **Lesson Plans** - hundreds of free plans covering all subjects and grade levels
- **Works4Me** - more than 1,500 classroom tips written by your fellow Association members
- **Classroom Management** - tips to help with student behavior and controlling the learning environment
- **Teaching Strategies** - lessons and resources that help you look at the “big picture” in education
- **Advice & Support** - ideas and articles to help whether you’re a brand new teacher or an experienced pro

These and many more free resources are waiting for you at www.nea.org. Be sure to take advantage of these valuable resources available to you as an FEA/NEA member!

FEA Retired News

by Trudy Pollard, FEA Retired Coordinator - retiredfea@gmail.com

**Retired Delegate to RA Offers Perspective**

Our FEA Retired delegate, Ingrid Ahlberg, attended the FEA and NEA meetings this summer in DC. Before her retirement, Ingrid served as an Area Director in Europe, among other FEA positions she held.

When asked about the experience and her reaction she said, “It was reassuring after having been out of office so long to once again be at an FEA meeting and see the value of many of our long-standing Association wins and careful decision making still paying off for our members. It is amazing for me to think that the March case paid me back pay starting in my first year in DODDS in 1973 and is STILL paying members after I’m retired from a 40 year career! Our leadership’s forward thinking and energetic advocacy for our teachers is inspiring. I was also amazed again by the democratic process of the NEA RA.”

Ingrid’s participation was welcome and beneficial. I encourage our Retired members to stay involved and communicate with each other. We hope each and every one will be voting in November. Are you registered? If you have questions or concerns specific to Retired members please remember we have an e-mail account at retiredfea@gmail.com.

**Free Life Insurance from NEA**

Did you know that, as an FEA/NEA member, you are automatically covered by a free policy providing life and AD&D insurance?

You should, however, go to the NEA Member Benefits site to name a beneficiary, since doing so would make it easier to expedite payment in event of a tragedy.

Go to neamb.com/insurance/nea-complimentary-life-insurance.htm
Calling for Changes

The second half of the 1990s were a difficult time for DoDEA employees, as DoDEA management of that time began turning away from local control and school-based solutions in favor of management directives and one-size-fits-all education policies. By 1998, the situation had gotten bad enough for the FEA Board of Directors, staff and members in the DC area to stage informational picketing in front of DoDEA headquarters. It took a change in the leadership of DoDEA before things began to improve and some measure of local control in schools was reestablished. Unfortunately, those improvements did not last for long.

FEA exists to ensure its members’ rights so they can feel secure as they work to improve student learning and the overall education environment within DoDEA.

If the first 20 years of our existence were focused on establishing those rights and the next 20 years on expanding them, our most recent 20 years could accurately be described as a fight to protect and retain employees' rights against assaults from a variety of sources.

Despite those challenges, the period from 1996-2016 has seen a number of major accomplishments from FEA, benefiting employees as well as their students.

Our union has been tested, and we've shown ourselves to be resilient!

NSPS: The Fight For Our Rights

In 2003, the greatest attack on members’ rights ever faced by FEA began, with the attempt by the Bush administration to implement the National Security Personnel System (NSPS).

Using as their excuse the heightened calls for national security in the wake of the September 11 attacks, neoconservatives in the Pentagon and White House obtained permission from Congress to create a new personnel system for DOD employees.

The system they sought to implement violated Congress' directives by seeking to gut collective bargaining and basic due process rights in favor of a system where favoritism and loyalty to then Secretary of Defense Donald Rumsfeld would determine employees' fates.

It took a coalition of employees unions, multiple lawsuits and a change in administrations, but FEA successfully helped to lead the fight against this unlawful attack on employees and their basic rights.

Fending Off Attacks on DDESS

Amazingly, despite its unquestionable record of student achievement and support from military families, DDESS schools over the past 20 years have almost constantly been in a fight for their survival – and FEA has helped to lead that fight at every step.

Since the mid 1990s, three separate studies have been commissioned by Congress, seeking to justify the closing of DDESS schools as a cost-saving measure for the federal government and shift the burden of educating base students onto local public school systems surrounding DDESS bases.

Each time, FEA and NEA have helped lead the fight to preserve DDESS schools. Our efforts helped call attention to the faulty conclusions of the studies of the mid 1990s and early 2000s. Most recently, FEA has worked to ensure the ongoing RAND Study paints an accurate picture of the quality of DDESS schools and need to retain them. This is one fight that may never end.
The past 20 years have seen FEA overcome a lot of diversity, but it hasn't been all bad news. Throughout the past two decades we have continued to build upon our record of achievement on behalf of our members and their students.

To the right are just a few of the many successes we've been responsible for or played a role in within the past 20 years.

- FEA won the “Fasser Case”, requiring management to provide transportation agreements to Local Hires who meet certain conditions. This case was one of several major wins for FEA benefitting NTEs/Local Hires
- After achieving recognition in 1996 for all Stateside (formerly Section 6) locals to be certified as a single, consolidated bargaining unit, FEA's Stateside Region successfully negotiates the first Master Labor Agreement covering all Stateside certified locals in 1999. By the mid 2000s, a single contract covering all ESP locals would also be negotiated
- Throughout the early 2000s, FEA, with great assistance from NEA, fought the A-76 study, seeking to privatize many support positions in DDESS schools
- FEA won the “Masters Plus” case, granting back pay with interest to hundreds of members never properly credited by DoDEA for graduate classes they had taken. The payments owed to members, once they are placed on the proper salary lane and step, are estimated to total as much as $30 million
- FEA wins our lawsuit against the federal government in the “Pay Freeze” case. As a result, most DODDS members received payments with interest for money owed to them following management’s illegal extension of the federal employees’ salary freeze beyond its January 1, 2014, expiration

FEA Leads The Fight Against Poor Management Practices

Throughout its history, FEA has never been afraid to question management about its policies and practices.

That willingness to stand up for employees and students was never tested more than the period from 2008-2010, when the DoDEA leadership at that time began an assault on its own school system.

Labeling DoDEA schools as “stagnating” and mischaracterizing employees as lazy or incompetent were some of the tactics used by management to justify changes it sought to make.

Among many harmful changes management forced through or attempted to implement during this period:
- Cutting dozens of school-level positions that directly served at-risk students with academic delays
- Gutting professional development opportunities for educators
- Proposing massive cuts to middle school staffs and kindergarten aides
- Training administrators in tactics to intimidate employees and deny them reasonable due process rights, a practice FEA labelled “Target and Terminate” when we exposed it to the public in a special issue of the FEA Journal

DoDEA's leadership changed in 2010, following a DOD Inspector General’s investigation into spending and other practices.

FEA is proud to have played a role in exposing the harmful practices DoDEA's leadership espoused during that period, and we remain ever vigilant against a renewal of those tactics.

Read Across America

No summation of the past 20 years in our history would be complete without a mention of Read Across America.

Begun by NEA in 1998 as a way to promote reading and honor the memory of Theodor “Dr. Seuss” Geisel, Read Across America has grown into an annual worldwide reading celebration, thanks to the efforts of FEA members throughout DoDEA.

And, it's a lot of fun!
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.

1. Candidates can now use their PERSONAL e-mail to correspond with and send election forms to the FEA Nomination Chairperson. The FEA Election e-mail address is: FEAelections@gmail.com. Candidates may forward their nomination forms, Official Acceptance and Biographical Information/Mailing Label and Mail Restrictions Forms, and candidate picture to this e-mail address. It is the candidate's responsibility to confirm this information is received by the Nomination Chairperson.

2. The Election Process will begin earlier in the school year to allow more time for members to vote and to complete the election tally in March (instead of April). Please pay close attention to the amended deadlines. The nomination form deadline is October 14, 2016; the Official Acceptance and Biographical Information form is due October 28, 2016; and the candidate photo deadline is November 18, 2016.

3. Candidates cannot use the FREE MPS to send out campaign literature. For more information, please see section C.1. of the FEA Election Procedures (available from your FRS or www.feaonline.org).

4. Candidates will be provided with two sets of membership labels and two sets of leadership labels to be used only to mail campaign literature to members/leaders.

5. Candidates who do not wish to use MPS to mail their campaign literature may elect to use a mail house, selected by FEA's Washington office, to print and mail their campaign materials at their own expense. See section C.2 of the FEA Election Procedures for additional information.

6. Membership and leadership labels which are not used by the candidate must be returned to the FEA Washington office. Candidates may, at their option, decline one or more sets of labels by notifying the FEA Washington office in writing.

7. All candidates must sign a statement agreeing to use the labels provided by the FEA Washington office only for purposes of their own campaign. Please see Official Acceptance and Biographical Information/Mailing Labels and Mail Restrictions Form for more details.

8. Beginning with SY 2017-18, the FEA Europe Area Council decided to combine the offices of Europe East Area Director and Europe West Area Director into a single office, to be known as the Europe Area Director. That change will take effect with the start of the 2017-2018 school year, hence only one Area Director is to be elected for Europe.

These officers shall be elected by the membership of the geographic area each respectively represents.

Important Information for Candidates

1. Candidates can now use their PERSONAL e-mail to correspond with and send election forms to the FEA Nomination Chairperson. The FEA Election e-mail address is: FEAelections@gmail.com. Candidates may forward their nomination forms, Official Acceptance and Biographical Information/Mailing Label and Mail Restrictions Forms, and candidate picture to this e-mail address. It is the candidate's responsibility to confirm this information is received by the Nomination Chairperson.

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These officers shall be elected by the membership of the geographic area each respectively represents.
Nomination Forms for FEA Area Director Positions

Any FEA Active Member may use these forms to nominate herself/himself or another Active Member for office. Simply clip along the dotted line, fill out the necessary information, and mail or e-mail your form. Be sure to use the appropriate form and mail or e-mail it to the Nominations Chairperson at the address below, prior to the October 14 deadline. E-mail messages sent without a completely filled out nomination form will not count as a nomination.

The use of government e-mail or other equipment for any FEA election activity is prohibited. If a nomination form is sent from a government e-mail address it will be considered invalid.

Official Open Nomination Form A
(Self-Nomination)

I, ____________________________, do hereby nominate myself for the office of:

______ FEA Director for DDESS
______ Pacific Area Director
______ Europe Area Director*

* In spring 2016, the FEA Europe Area Council voted to combine the existing offices of Europe East Area Director and Europe West Area Director into a single office, to be known as the Europe Area Director. That change will take effect with the start of the 2017-2018 school year, hence only one Area Director is to be elected for Europe.

________________________________________
Signature

Date

Personal (Non-DoDEA) E-mail Address

Mailing Address

________________________________________
Home Phone        Duty Phone

Requirements set forth for BOD officers: Must be an Active member of FEA (either full-time, half-time or part-time). Thus, each candidate must fulfill the requirements of unified membership in the United Education Profession.

MAIL THIS FORM TO: BETTYLOU CUMMINS
NOMINATIONS CHAIRPERSON
8607 OLD POST ROAD
PORT RICHEY, FL 34668-6024

OR SCAN AND E-MAIL IT TO: FEAelections@gmail.com

A backup copy may also be mailed to the FEA Washington Office; ATTN: Elections; 1201 16th Street, NW; Suite 117; Washington, DC 20036. Forms may also be faxed to the FEA Washington office at 202-822-7867.

Forms Must Be Received by October 14, 2016.

Official Open Nomination Form B
(Nomination of Another FEA Active Member)

I, ____________________________, do hereby nominate ____________________________ for the office of:

______ FEA Director for DDESS
______ Pacific Area Director
______ Europe Area Director*

* In spring 2016, the FEA Europe Area Council voted to combine the existing offices of Europe East Area Director and Europe West Area Director into a single office, to be known as the Europe Area Director. That change will take effect with the start of the 2017-2018 school year, hence only one Area Director is to be elected for Europe.

________________________________________
Signature

Date

Nominee's Personal (Non-DoDEA) E-mail Address

Nominee's Mailing Address

Nominee's Home Phone        Nominee's Duty Phone

Requirements set forth for BOD officers: Must be an Active member of FEA (either full-time, half-time or part-time). Thus, each candidate must fulfill the requirements of unified membership in the United Education Profession.

MAIL THIS Form TO: BETTYLOU CUMMINS
NOMINATIONS CHAIRPERSON
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Forms Must Be Received by October 14, 2016.
To ensure you are complying with all local requirements, please check with your FEA building representative about this procedure.

To cancel payroll deductions for their SY 2016-17 Association dues, any FEA member must submit a Cancellation of Payroll Deduction for Labor Organization Dues, Form SF 1188, to the appropriate location.

Any FEA member who wishes to cancel payroll deductions for their SY 2016-17 Association dues must submit a Cancellation of Payroll Deduction for Labor Organization Dues, Form SF 1188, to the appropriate location.

In Europe and Stateside, the forms should be submitted to the Customer Service Representative (CSR) at your District Office. In the Pacific, submit the form to your FEA membership chair. The SF 1188 form is available from your school secretary or the CSR.

There is a limited time at the beginning of the school year when such payroll deductions can be halted. If you miss the deadline, your FEA dues will continue to be deducted from your pay throughout the remainder of SY 16-17. Check with your FEA building representative to learn the deadline for submitting the SF 1188 if you wish to halt dues deductions for the current school year.

To ensure you are complying with all local requirements, please check with your FEA building representative about this procedure.
THIS SEASON, SHOP SMART. . .  
EXCLUSIVE BENEFITS • NEA MEMBERS SAVE 
THOUSANDS ALL YEAR LONG!

NO NEED TO LOOK FOR A PARKING SPACE . . .  
SHOP IN THE COMFORT OF YOUR OWN HOME!

Save BIG on the popular brands you love at thousands of stores!

Through the FREE NEA Click & Save® Program, NEA members have collectively saved over $10 million—you can enjoy the savings, too. It’s our most popular benefit for a reason.

Don’t miss out on all the savings. Sign up today, and you’ll save on dining, entertainment, clothes, electronics, travel, and more in thousands of locations with:

- **Exclusive discounts** not available to the general public.
- **WOWPoints** for purchases that you can redeem like cash.
- **NEA Click & Save** benefits to share with 4 friends and family.

Register now at neamb.com/clickandsave

Questions About NEA Member Benefits? Call or Go Online!

The NEA Member Benefits program provides many programs and services to FEA members. Please contact Member Benefits with questions about any of their services using the following toll-free numbers in applicable areas:

- **Stateside**  
  1-800-637-4636

- **Overseas**  
  First dial the AT&T Direct Access Code  
  In Germany and UK  
  0800-2255288  
  In Japan  
  00539-111

  Then dial Member Benefits at  
  800-893-0396

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

The JOURNAL is a quarterly publication of the Federal Education Association. Contributions, letters, photographs and other submissions to the JOURNAL are welcome and should be sent to the address below.

Gary Hritz, Editor  
H.T. Nguyen, Executive Director  
Chuck McCarter, President  
Michael Priser, Vice President/Secretary-Treasurer  
Anita Lang, NEA Director for FEA  
Alina Rozanski, HCR Coordinator  
Alex Veto, Europe East Area Director  
Lisa Garmon Ali, Europe West Area Director  
Randy Ricks, Pacific Area Director  
Jane Loggins, FEA Director for DDESS

Federal Education Association  •  1201 16th St. NW, Suite 117  •  Washington, DC 20036  •  202-822-7850  •  Fax: 202-822-7867  
@FedEdAssoc  •  www.feaonline.org
There are countless opportunities everyday to incorporate news and events, both past and present, into the classroom. Below are just a couple of ideas for you to consider in the months ahead.

**Teachable Moments**

**September 17**
Constitution Day (or Citizenship Day)
On this day in 1787, the 55 delegates to the Constitutional Convention met to sign the Constitution of the United States of America. By promoting pride in patriotism, the holiday celebrates the importance of this historical document. www.constitutionday.cc or www.constitutioncenter.org

**September 25**
School Desegregation Comes to Little Rock
On this day in 1957, nine African-Americans became the first African-Americans to attend all-white Central High School in Little Rock, Arkansas. The ensuing events added the nation and focused a spotlight on racism. President Eisenhower intervened and sent Federal troops to protect the students and ensure compliance with the Supreme Court’s Brown v. Board of Education decision. www.nea.org/bullyfree

**October 1-31**
National Bullying Prevention Month
Traditionally held the first week in October, the event has been expanded to include activities, education, and awareness building for the entire month. www.nbea.org/bullyfree