

## 2008 FEA ELECTIONS

### Amendment to Change Stateside Director Title Is Passed by Members

The title of the FEA Stateside Area Director will officially change to “FEA Director for DDESS” when Terry Arvidson takes over the position on August 2, 2008.

By an overwhelming 1,148-91 vote, FEA members approved an amendment to the association’s constitution making the change. The titles of FEA’s three other geographic area directors remain unchanged.

The title change was proposed as a way to clarify the role of the Stateside Area Director/ FEA Director for DDESS in negotiations for FEA’s DDESS bargaining unit.

Besides the change in title, no aspects of the position’s duties and responsibilities were affected by the passage of the amendment.

The title change is the first amendment to the Constitution since general revisions to the document were made and approved by members in the spring of 2001.

FEA members can access the constitution by going to [www.feaonline.org/constitution.htm](http://www.feaonline.org/constitution.htm) (login required).



**Complete Election Tallies**  
– Page 4

FEA

### Four Elected to Serve on FEA Board

FEA members this spring selected four of their peers to lead each of the Association’s geographic areas for the next three years.

The new directors will take office on August 2, 2008.

Those elected were:

- **Terry Arvidson** – FEA Director for DDESS (new title, replacing FEA Stateside Area Director – see story, this page)
- **Debra Degalis** – Pacific Area Director
- **John Luchtman** – Europe Area Director for Bavaria, Kaiserslautern and the Mediterranean
- **Chuck McCarter** - Europe Area Director for Heidelberg and the Isles

The Area Directors/FEA Director for DDESS were each elected by the members of the geographic region they will represent.

Each Director will head up his/her respective FEA Area Council, as well as serve on the FEA Board of Directors, along with five At-Large Officers elected by members in 2007.

**FEA Conducts Electronic Voting Pilot Program – Page 4**



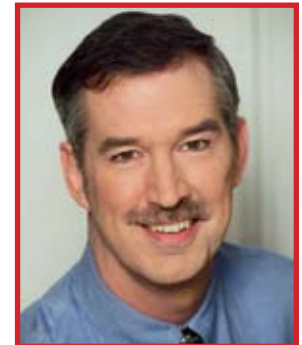
Arvidson



Degalis



Luchtman



McCarter

# Notes from the President

## Michael Priser

**Michael Priser sends out electronic updates twice a month on issues of concern to FEA members.**

**You can sign up to have these updates sent directly to your personal Email address by going to the FEA Passport/ Information Updates section on [www.feaonline.org](http://www.feaonline.org)**

• As I travel around the world visiting members in Europe, the Pacific and Stateside, I am always impressed by the professionalism displayed by our members. It is through strong support from the field that FEA continues to lead in education and protecting employees' rights. FEA will begin a new campaign next year called **Plus One**. Every school building will be challenged to add one more member — *plus one*. (see story, page 5)

We all know the benefits of FEA membership:

- Generous legal services for your job and protection
- Access to experienced attorneys
- A wide array of professional publications through FEA and NEA
- Protection through Educators' Employment Liability
- Involvement and input into educational decisions that affect your classroom
- Comprehensive consumer programs that assist members in everything from finance and insurance to magazine and books.

FEA Leaders know that strong membership assists them in gaining valuable input for solving problems and making sound educational decisions. It establishes a collaborative climate to move forward in maintaining the highest academic standards worldwide. A number of our local leaders have been working on how to increase involvement and build on membership. Here are some of their suggestions:

Wendy Woodworth, President of the Lejeune Education Association notes that it is important to listen more than you speak, and welcome all input. "FEA needs to show results of all the hard work of its members," notes Wendy. Jeannette Martinez, President of the Lejeune Educational Support Association, agrees, adding that open communication with those doing the work is key.

Judi Nicolay, building representative at Brussels American School, works hard to maintain 100% membership. She makes sure to greet all incoming teachers and offers a personal invitation to join. She makes a concerted effort to respond to any obstacle of joining, reminding members that due to strong legal action by FEA, members have been



**Michael Priser shares a photo with NEA Director for FEA Trudy Pollard at a recent FEA Stateside Area Council Meeting. See Michael's photos at [www.feaonline.org/facetoface](http://www.feaonline.org/facetoface)**

**GOODBYE DR. TAFOYA** – In early May, we learned that Dr. Joe Tafoya will be returning to California at the end of June after eight years as Director of DoDEA (plus one additional year as Deputy Director for DDESS).

Throughout his tenure, Dr. Tafoya has been a vocal supporter and proponent of DoDEA faculty and staff. He has been a frequent visitor to meetings of the FEA Board of Directors and our area councils and he never failed to deal with our association honestly, directly and with respect. He has worked with all stakeholders to make DoDEA one of the best and most respected school systems in the U.S.

We wish Dr. Tafoya well as he returns home to spend more time with his family, and we thank him for helping to create a renewed sense of labor/management cooperation within DoDEA. Best wishes, Joe!

helped financially, as well as professionally. "I remind teachers that when one works for a large federal bureaucracy, FEA is there to sort out the concerns and solve problems."

FEA Secretary/Treasurer Brian Chance, who also serves as FRS at Zama High School, believes teamwork is crucial to success.

"The power of the membership is through networking in the organization. The FRS (Faculty Representative Spokesperson) and the FRs (Faculty Representatives) work closely together to ensure that members' ideas and concerns are represented and addressed."

Mary Maynard, President of Fort Bragg Association of Educators, agrees. "I have some awesome building representatives," she says, "and a great membership chair." Mary, too, emphasizes listening to members' concerns and clear communication. "Don't forget to recognize those involved, and get the word out on the Association's accomplishments."

**PLUS ONE**—FEA's commitment to listen, involve, protect and serve the educators and support personnel who make a difference in children's lives every day.

# Association Business

H.T. Nguyen  
FEA Executive Director



## Examples of Collective Action Working for You

As we wrap up another school year, my mind turns to a trio of issues that nicely illustrate what can be achieved by a collective organization such as FEA.

NSPS, the National Security Personnel System, was supposed to sweep over us five years ago and – though no one at the Pentagon or in the administration would admit it – wipe out most of the rights and basic protections that keep our members from working under the thumb of cronyism.

But we, collectively, said “No!” FEA members contacted their elected representatives repeatedly to protest NSPS. FEA joined with other labor organizations in a coalition to lobby and educate Congress on the hurtful intentions of NSPS.

As a result, earlier this year Congress passed legislation curbing the most negative aspects of NSPS and including special protection of our members’ rights.

Perhaps we will never fully realize how important this victory was since we never had to live under NSPS. I think that’s one lesson we are all happy to avoid learning.

The second issue that comes to mind is the salaries our members receive.

Despite a massive draw down the past three years, no FEA members have fallen victim to a Reduction in Force and positions continue to be found to keep everyone working.

And despite a worsening U.S. economy that is seeing jobs and payrolls dry up, our members in both DoDDS and DDESS once again received healthy pay increases, thanks to the collective bargaining powers they have attained.

DoDDS members, thanks to FEA’s victory in the ‘March v. U.S.’ lawsuit years ago, recently received their annual retroactive pay adjustment to bring their current year’s salaries up to the letter of the law.

Those pay adjustments, along with the salary increases all members receive, are not “gifts” from management. They were fought for and won by you and for you, through FEA. They are a direct result of the dues you pay each year – and a perfect illustration of what can be achieved when we all work collectively for our own betterment.

The third issue is the allowances – Post Allowance and Living Quarters Allowance – many of our overseas members receive to help them live on the local economy.

FEA, of course, cannot control the value of the dollar or the state of the economy, but our collective voice of nearly 6,000 members does help us raise awareness of the hardships currently associated with these allowances.

We have been in constant contact with the Office of Allowances at the State Department, and also with our friends in Congress, stressing the importance our members place on the allowance issue and calling for improvements.

As a result, by early May State had said it would revise the LQA maximums to better reflect the most recent exchange rates. Hopefully those rates will be showing improvement by the time this newsletter is printed and mailed. State also indicated it was analyzing new reports used to set Post Allowances in Asia, and we continue to press for similar new reports in Europe.

FEA will continue pushing for better allowances – something we could not do as effectively without our members backing us.



**Get all the latest news on issues affecting FEA members by regularly visiting FEA’s Web site at [www.feaonline.org](http://www.feaonline.org)**

# 2008 FEA ELECTIONS

The following tables contain the complete results of voting in this year's FEA elections for Area Director positions and the proposed amendment to the FEA Constitution. Thank you to all FEA members who voted, and special thanks to those members who ran for office at any level of the association.

## FEA Exploring the Use of Electronic Voting for Some Association Elections

FEA members at Fort Bragg, NC, were asked this spring to participate in a pilot program to test the feasibility of electronic voting in the election of some FEA positions.

With the assistance of NEA staffers, FEA created a simple online survey, which was designed to duplicate the way members would be asked to vote for candidates in a regular election.

Members were required to log in to the system, using their FEA membership ID numbers – similar to the way members log in to the FEA Web site to view protected information.

Once inside, members were asked to “vote” on two survey questions before submitting their ballots electronically. The system is designed to ensure the

secrecy of each vote while also preventing any member from voting more than once.

The pilot program this spring was unrelated to any actual office or issue before FEA members. The results and performance of the system will be analyzed by FEA/NEA to learn where improvements are necessary and it is hoped the next phase of testing will take place in fall 2008 with more locations participating.

If all goes well, E-voting may be used on a limited basis within the next year for the election of some FEA positions.

The system is intended to save FEA both time and money while still protecting the validity and confidentiality of members' votes.

Stateside Area Director	
Round One	
Teresa Arvidson	254
Laura Hastings	92
Mary Maynard	169
<b>TOTAL</b>	<b>515</b>
WINNER: None. Proceed to Round Two	
Round Two	
Teresa Arvidson	271
Mary Maynard	218
Abstentions	23
Write Ins	3
<b>TOTAL</b>	<b>515</b>
WINNER: Teresa Arvidson	

Constitutional Amendment to Change Title of Stateside Area Director to “FEA Director for DDESS”			
	Yes	No	Abstain
Bavaria	202	17	3
Kaiserslautern	230	17	5
Mediterranean	9	1	10
Heidelberg	110	12	3
Isles	94	3	1
AEAO	115	10	5
NEATA	161	10	9
TEAK	47	4	1
Stateside	480	17	18
<b>TOTAL</b>	<b>1,148</b>	<b>91</b>	<b>44</b>
The Amendment Passed			

Pacific Area Director				
	AEAO	NEATA	TEAK	TOTAL
Debra Degalis	26	132	25	183
Randall Ricks	103	46	25	174
Write Ins	1	2	2	5
<b>TOTAL</b>	<b>130</b>	<b>180</b>	<b>52</b>	<b>362</b>
WINNER: Debra Degalis				

Europe Area Director for Heidelberg and Isles			
	Heidelberg	Isles	TOTAL
Chuck McCarter	120	97	217
Abstentions	3	0	3
Write Ins	2	1	3
<b>Total</b>	<b>125</b>	<b>98</b>	<b>223</b>
WINNER: Chuck McCarter			

Europe Area Director for Kaiserslautern, Bavaria and the Mediterranean				
	Bavaria	Kaiserslautern	Mediterranean	TOTAL
John Luchtman	147	100	5	252
Terese Sarno	72	149	5	226
Abstentions	0	2	0	2
Write Ins	2	1	0	3
<b>TOTAL</b>	<b>221</b>	<b>252</b>	<b>10</b>	<b>483</b>
WINNER: John Luchtman				

Membership is EVERYONE's Business

## "Plus 1" Program Aims to Promote, Recognize Membership Growth in FEA

### **Why should I care how many members are in my local association?**

Membership affects us all. The more members in your local, the more authority your building representative or local president has when meeting with administrators. Plus, more members means more services, such as legal advice and benefits programs, the association can afford to offer you.

### **Recruiting members is not my job?**

You may not be an elected officer in your association, but if you care about protecting your rights and making sure someone is there to stand up for you if you ever need help, then membership is your responsibility, too. Besides, who better than you to explain the reasons why you are a member?

### **I'm not a "salesman?" I've got enough work to do already.**

Everyone has a very full plate. But if you leave the work of sustaining your association to just one or two people, they will never be able to accomplish as much as a team of dedicated members volunteering just a few minutes per week.

### **How do I get involved in membership recruitment?**

Talk to your building representative/FRS or local president. Tell him/her you want to help, and encourage your friends to do the same. Offer to mentor a new staff member; bake cookies for an association meeting; or hand out flyers. Anything you do ultimately benefits you.



One person CAN make a difference – and adding just one more FEA member in your building each year is the goal of a new program being developed by FEA.

Coined "+1" (Plus One), the program will recognize local associations and their leaders who meet membership goals.

"FEA is a strong association because of our members," says FEA President Michael Priser. "With the Plus One Program, we want to help our local associations find ways to strengthen relations with our current members while actively working to bring the next generation of education employees into the FEA family."

The primary goal of Plus One, as its name implies, is to challenge local associations to increase the overall membership within each of their school buildings by at least one full-time member each school year.

Building representatives who meet this goal will be recognized each spring. Their names will be listed on FEA's "+1 Honor Roll". They will also receive a specially-designed FEA lapel pin to call attention to their achievement in helping to grow the association.

"It won't be easy," Priser says. "Many locations are losing staff members each year due to drawdowns and other factors. But these are the times when membership becomes even more important.

"Not every building representative will be able to achieve the goal of increasing total membership in a given year, but as the staffing situation continues

to stabilize, it's important that we set some lofty, yet realistic goals for ourselves. Finding one new member per year is certainly within the reach of most of our locals."

Of course, FEA is fortunate to have many buildings and local associations who are already at or near 100 percent total membership. Those hard-working locals will be recognized as well.

FEA will be developing special levels of recognition for local associations who reach a designated percentage of membership. The "top tier" will of course be those locals that achieve 100 percent membership. But additional levels of recognition will be created as well, based on percentage of membership attained.

The levels of recognition may be adjusted in Areas in order to have challenging, but obtainable goals. FEA wants a program that recognizes the strong past efforts of our educators and support personnel, and then continues to build on that growth and commitment.

"We want to set reachable goals for our local associations, but still challenge them to not be complacent in their membership efforts," Priser says.

Details on the Plus One program will be sent out to building representatives and local leaders this summer along with FEA's annual membership mailing at the start of the school year.

"It is our hope that this program will create some friendly competition between buildings and even between local associations to see who can maintain and grow their memberships," Priser explains. "Membership can become a laborious process, but we're hoping to inject a little fun and more positive feedback and recognition into it.

"After all, FEA would be nothing without its members, so what could be more important than membership?"



Hainerberg Elementary



Fort Jackson



Cummings Elementary



Darby Elementary



Mannheim Elementary



Aukamm Elementary



# Read America Across 2008



FEA Turns Celebration of Dr. Seuss and Reading Into a Worldwide Event



Schweinfurt Elementary



Sullivans Elementary



Feltwell Elementary/Lakenheath Middle



Boeblingen Elementary/Middle



Garmisch Elementary

## Listen, Debate, Vote – Repeat

# DC to Host FEA Annual Membership Meeting, NEA-RA This Summer

### Schedule of Events

**June 29**

FEA Minority Affairs  
Committee Meeting  
Omni Shoreham Hotel

**June 30-July 1**

FEA Annual Membership  
Meeting  
Omni Shoreham Hotel

**July 1-6**

NEA Annual Meeting and  
Representative Assembly  
DC Convention Center

**FEA members interested in attending the FEA Annual Membership Meeting or visiting the NEA-RA should write to [fea@feaonline.org](mailto:fea@feaonline.org)**



It's not everyday that a roomful of people get together in Washington DC to debate issues of importance and vote on the future of the union that binds them together in common interest.

Well – actually – that sort of thing *does* happen just about every day in our nation's capital. But very rarely – in fact, only once every four years – are those people education employees and the union they are discussing the National Education Association.

This summer will be one of those times.

That's because the National Education Association's annual meeting and Representative Assembly (RA) will be held in Washington DC this summer, and that means about 10,000 education employees gathering to discuss the state of their profession and to set the future course of their professional association.

The FEA Annual Membership Meeting will also be held in Washington DC this summer, just prior to the NEA-RA. FEA members elected to serve as delegates to the RA must attend the FEA Annual Membership Meeting as well, but any Active or Retired FEA member is welcome (and encouraged!) to attend.

The meeting provides FEA members an opportunity to hear directly from the FEA Board of Directors and staff on issues that concern them, as well as to ask questions, make suggestions or even propose changes for the betterment of the association.

The FEA Annual Membership Meeting will be held at the Omni Shoreham Hotel in Washington DC June 30 and July 1. The meeting is open to ALL FEA members. Although no pre-registration is needed to attend the FEA meeting, it is suggested that those interested in



**DEMOCRACY IN ACTION – FEA delegates to the 2007 NEA Representative Assembly welcome one of eight presidential candidates who addressed attendees at the meeting. The RA mixes serious debate and discussion with fun, uplifting presentations.**

attending contact FEA at [fea@feaonline.org](mailto:fea@feaonline.org) for meeting details.

The NEA-RA, which begins on July 3 and runs through July 6, consists of nearly 10,000 delegates from every NEA state affiliate.

The delegates meet each day to discuss, debate and vote on various issues affecting NEA and the education profession, as well as to hear from luminaries in the field of education and other honored guests.

Voting and floor debate at the NEA-RA is limited to delegates who were elected by their fellow NEA members to represent them at the meeting.

Elections for delegate positions are conducted throughout the school year. FEA/NEA

members interested in running as a delegate for a future RA should speak with their local association officers or contact their Area Director for information on how to do so.

Both the FEA Annual Membership Meeting and the NEA-RA take place each year. The sites of upcoming meetings are:

- 2009 - San Diego
- 2010 - New Orleans
- 2011 - Chicago
- 2012 - Washington DC
- 2013 - Atlanta
- 2014 - Denver
- 2015 - Miami Beach

## Yokota East Elementary Renamed to Honor Legacy of Longtime Teacher

Joan Mendel was Yokota East Elementary School.

She was the first and only teacher at the school when it opened in 1973, and she spent the next 33 years there, demonstrating a level of involvement and caring for her school and surrounding community that ensured no one could ever think of Yokota East without thinking of her name.

So it was fitting, after her death in late 2006, that the school was renamed in honor of her: Joan K. Mendel Elementary School.

"We are so fortunate to have her name on our school, for she was a regular person who made herself available to do great things and touch even the lives of people she never met," says Andy McDowell, who taught at the school with Mendel.



A plaque and garden at the school honoring Joan Mendel.

"When we hear her name, it helps us remember to try to be better people."

Mendel was known as an exceptional teacher, who led annual class trips for her third graders to Mount Fuji and local museums and always had time for her students and fellow staff members.

"Joan started the school and kept the school history alive as people came and went," says longtime friend and fellow educator Vernon Miller.

Mendel stressed community involvement and charity to her students and friends. She raised money for the Ronald McDonald House in her hometown of Savannah, Georgia, and always took the time to personally hand out holiday gifts to every one of the nearly 100 guards on duty at Yokota Air Base.

But it was Mendel's involvement with a local orphanage that had the biggest impact, especially on Miller and his wife, Jennifer.

For over 40 years, she raised materials and other support for the Aji-no-Ie (Home of Affection) orphanage near Yokota. She was constantly conducting clothing and food drives for the



Joan Mendel

orphanage and encouraging others to get involved.

The Millers followed her lead. So much so that they eventually adopted a child from the orphanage.

"(Mendel) was like a mother to me and she is the reason our son came to us from Aji-no-Ie. For that, I will be forever grateful," says Vernon Miller.

The Millers, along with other longtime friends of Mendel, are continuing her charity work. To do any less, they say, would dishonor and disappoint their friend and mentor.

"She was the Mother Teresa of Yokota," says Jennifer Miller. "She was our heart."

## Members Help Students Create Book on Guam

Allison Masteller has an entire classroom full of published authors – and they're only in the second grade.

Masteller's class at McCool Elementary/Middle School on Guam conceived, wrote, designed, edited and illustrated their own book, called "Oh, the Places You'll Go on Guam", through the Student Treasures publishing company (www.studenttreasures.com).

Frances McDonald, literary facilitator at McCool, came up with the idea and presented it to Masteller's class.

"I thought, what better way to encourage writing than through publishing original work," McDonald says.

The second graders jumped at the chance and quickly chose

the theme of their book. Art teacher Theresa Graham was brought in to help the students come up with illustrations.

Student Treasures provides free publishing for such classroom books.

Masteller and McDonald highly recommend the book project for any grade, citing the excitement and enthusiasm for reading and writing it created.



(from left) Art teacher Theresa Graham, 2nd grade teacher Allison Masteller and literacy specialist Frances McDonald look over the book they helped Masteller's class create and submit.

## Plan Ahead!

# Financial Planning Tools Available Exclusively for FEA/NEA Members

Two new services from NEA Member Benefits are available to help you and your family plan your financial future.

The **Five-Minute Retirement Checkup**, available at [www.neamb.com/5toRetire](http://www.neamb.com/5toRetire) uses your answers to four simple questions to forecast whether you are currently saving enough to cover your likely retirement costs.

Experts say you may need as much as 100 percent of your pre-retirement income to maintain your present lifestyle in retirement.

The Retirement Checkup tells you whether you are contributing enough to retirement presently to meet that 100 percent goal and, if not, helps you figure out how much more you should be setting aside.

The **Investing in Your Future** program from NEA Member Benefits provides members with easy to use, on-demand classes you can take to boost your financial know-how.

A series of five courses cover key issues of financial planning and investing:

- Financial Foundation
- Introduction to Mutual Funds
- Introduction to Stocks
- How to Buy Stocks
- Analyzing Stock Mutual Funds

The program also includes access to online stock and mutual fund selection tools and data.

You can register for the Investing in Your Future program by going to [www.neamb.com/investinginyou](http://www.neamb.com/investinginyou)

During summer break, many parents are looking for ideas they can use to help their children prepare for the upcoming school year. Below are some resources you may wish to inform your students' parents about, or even use for your own kids:

NEA and the National Parent Teacher Association have teamed up to create a series of **parent guides on 10 education-related topics**. The guides cover things such as preparing your child for school, transitioning to kindergarten, helping your child learn to read, and encouraging your child to take an interest in math or science. The **guides are free** and can be ordered by phone or downloaded in PDF format by going to [www.nea.org/parents/parent-guides.html](http://www.nea.org/parents/parent-guides.html)

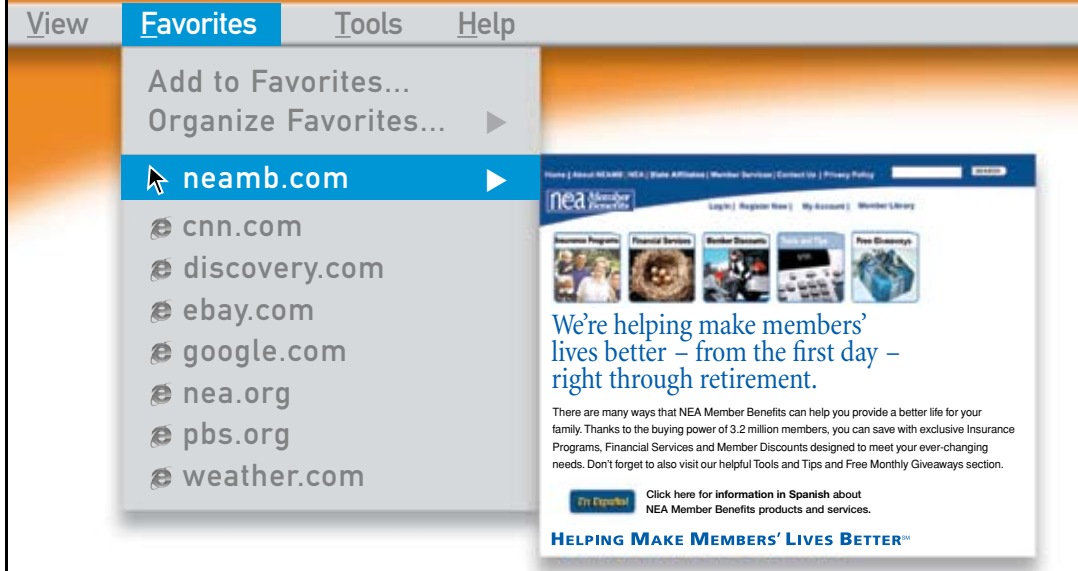
**Can't get your child away from the computer? Encourage her to solve a puzzle every day.** Education World features a page with links to various online puzzle and game sites that will help children retain information they learned the previous year and sharpen their skills for the next grade. They might have so much fun, they won't even realize they're learning something! [www.education-world.com/a\\_lesson/lesson/lesson336.shtml](http://www.education-world.com/a_lesson/lesson/lesson336.shtml)

The beginning of the school year is always a nervous time, and parents want to do all they can to prepare their children for that first day in class. NEA offers a list of **tips parents can use to help their kids start the school year off right**. Dealing with first-day jitters, setting up a work space for children at home, and creating expectations for learning are a few of the tips covered at [www.nea.org/parents/startnewyeartips.html](http://www.nea.org/parents/startnewyeartips.html)

Finally, just encourage parents to spend time with their children and share their own knowledge about the world. Any activity – from a walk in the city to an amusement park visit – can be turned into a learning opportunity.



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For more information, write to NEA Member Benefits at 900 Clopper Road, Suite 300, Gaithersburg, MD 20878-1356.

Representantes que hablan español están disponibles a pedido.

WS680508

## Call NEA Member Benefits Toll Free Around the World

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](http://www.neamb.com)**

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

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## Calendar of Events

### June

**30-July 1**  
FEA Annual Membership Meeting  
Washington, DC

### July

**1-6**  
NEA Annual Meeting and Representative  
Assembly  
Washington, DC

*The FEA Staff  
wishes all of our  
members a safe, fun  
and relaxing summer  
break!*

## Bringing the Heat



Richard Houghton, Vice President of the Lejeune Education Support Association, intimidates the competition before the chili cook-off he organized for the injured Marines at the Wounded Warriors barracks at Camp Lejeune. LESA President Jeanette Martinez won the prize for best chili, but the real winners were the Marines the event honored – as well as antacid salesmen throughout the area.