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Overseas Contract Remains In Limbo

Negotiations on a new contract for FEA's Overseas bargaining unit remain on hold for now, but the environment in which future bargaining takes place will look different due to several changes instituted by the Biden administration in recent months.

Representatives of FEA and DoDEA last met for bargaining in November, 2020. That bargaining session was required after FEA members overwhelmingly voted in October to reject management's proposed tentative agreement for the Overseas unit.

At the close of the November session, the two-sides remained apart on multiple issues. Many of the differences were due to DoDEA management's adherence to a trio of Executive Orders issued by the Trump White House that stipulated anti-labor processes and bargaining positions for federal agencies to follow.

Those Executive Orders – which FEA and other federal unions consider to be violations of civil service laws and have challenged via legal action – were rescinded earlier in 2021 by a new Executive Order signed by President Biden in January.

In March, the Office of Personnel Management (OPM) ordered agencies engaged in contract negotiations to rescind any proposals based upon those Trump-era Executive Orders, which sought to weaken employee grievance and due process rights and to restrict the ability of federal employees elected to union positions to represent their members, among other harmful measures.

Another change came in February, when Biden dismissed the sitting members of the Federal Service Impasses Panel (FSIP), which is commonly done when a new administration takes office.

Traditionally, the FSIP's role is to serve as a neutral body to resolve contract disputes between federal agencies and employee unions. Throughout the previous four years, however, the FSIP, whose members are appointed solely by the White House, was filled with anti-union, anti-employees activists who overwhelmingly sided with federal management over labor in disputes brought to them.

DoDEA has twice appealed to the FSIP in the Overseas contract negotiations. The panel sided with management on most disputed contract articles in DoDEA's original proposal – the proposal that members then overwhelmingly voted against ratifying. Following the November bargaining session, DoDEA had again asked FSIP to take jurisdiction over the contract process and impose an agreement. The Trump-appointed FSIP had not acted on management's request prior to the Panel's members being dismissed by President Biden.

New members of the FSIP are expected to be appointed by the White House in the near future.

FEA believes negotiations should resume under the new guidance issued by the White House and OPM this year. A decision on the future of bargaining for the Overseas contract is not anticipated at least until a new FSIP is in place.

FEA President's Corner

Brian Chance



FEA's Washington DC office sends out frequent updates on issues of concern to Association members at their personal (non DoDEA) e-mail address.

If you are not receiving updates from FEA in your e-mail, please notify us at fea@feaonline.org

• Some Hope Amid The Chaos

I have spent more hours than I can count in the past year working to help find resolution to basic pay problems facing members. The process has been equal parts frustrating and encouraging.

The frustration, of course, comes from the fact that any organization with the resources of the Department of Defense and the federal government should be capable of so rudimentary a function as paying all of its employees on time and in the correct amounts.

As we all know, however, this too often does not happen. Occasional errors are an unavoidable part of any human endeavor, but the effort the government puts into ignoring, denying and complicating pay problems is simply maddening.

Because there are so many different offices and agencies involved in the process – DoDEA, DFAS and CHRA being the ones we're most familiar with – trying to get individual pay problems resolved quickly turns into a game of "Pass the Buck," with each government office blaming another for the problem and insisting that someone else has the solution.

The fix to such systemic breakdowns is to pick one of the offending parties and hold their feet to the fire, insisting they take action.

I have done that with DoDEA's Resource Management office, reminding them that they are ultimately responsible for making sure that DoDEA employees are paid correctly.

Fortunately, I have found support for this belief among some in the staff and leadership at Resource Management. They have frequently shown a willingness to work with the Association that been lacking in many other parts of DoDEA in recent years.

In cooperation with the head of the Resource Management office, we have been able to establish monthly meetings between Association and Resource Management representatives, with the goal of addressing and fixing pay problems that have not been resolved through other channels.

Not every problem has been fixed, but a great many have. It's enough to encourage and remind me that positive results can come about when some in management are willing to listen to the

Association and to work with us rather than reflexively shutting every door in our face and – by extension – the faces of our members, who do the hard work of educating and caring for DoDEA students everyday.

There are still far too many pay errors and other issues affecting employees to declare a new day in labor-management relations. But this sign of cooperation at least gives me hope that change is possible.

It should not take so much effort to convince DoDEA and the government to fix clear and obvious problems when they are reported to them.

The optimist in me finds encouragement in the willingness of some Resource Management staff to work jointly with us toward fixing problems, rather than simply passing them along.

The realist in me knows we're still a long way from changing the negative environment that has dominated DoDEA in recent years.

Professional and courteous treatment of employees from all levels of management remains our goal.



Association Business

Richard Tarr
FEA Executive Director

Making Sure DoDEA Knows What's On Your Mind .

The change in administration at the White House earlier this year has brought about a new environment in which federal agencies are required to conduct bargaining on a wider range of issues.

An Executive Order signed by President Biden in the first days of his presidency rescinded a trio of harmful Trump-era Orders that sought to weaken employee rights. In addition, the new Executive Order directs agencies to bargain over so-called “permissive” subjects.

In recent years, DoDEA has refused to bargain on many issues, such as curriculum materials and implementations, because those topics were considered permissive rather than mandatory topics for bargaining.

FEA is carefully examining the new Executive Order and its implications for requiring DoDEA to bargain with us over various topics and practices.

We will call for DoDEA to fully comply with the President's order and to conduct bargaining over any topics

the agency formerly refused to negotiate because they not were not considered mandatory bargaining issues.

In years past, the Association and management bargained over most issues affecting working conditions. We provided input from members on things such as trainings and curriculum buys prior to their taking place and that input was used by management to prevent easily-avoidable problems.

In recent years, however, DoDEA has increasingly declared nearly every subject to be non-negotiable and refused or ignored input from the field that FEA has brought to the agency's attention.

The result has been a severe erosion in trust among faculty and staff for management and its decisions.

It should be obvious that having honest and informed input from its most important employees – the educators and support staff who work with children every day – would be tremendously valuable to DoDEA. We intend to use this new labor

environment to remind DoDEA of this.

To that end, I encourage all Association members to provide feedback to the Association on the issues you're facing. When you see something that works, let us know. Likewise, when you see something that is clearly not working or if you have a suggestion for how to do something better, let us know that as well.

Share your opinions and concerns with your Local President, Division or Country representative, or your Area Director. They will share your thoughts with Association leadership, who will use your input when bargaining with management.

DoDEA is now being ordered to listen to unions and the employees they represent. They won't always agree with our ideas and proposals, but your feedback will make sure we are making the strongest arguments possible and the ones that best represent your thoughts and concerns to improve working and learning conditions.

Get all the latest news on issues affecting FEA members by regularly visiting FEA's Web site at feaonline.org

You can also follow us on Facebook or Twitter @FedEdAssoc

Delayed RAT Travel Subject of Arbitration

As summer 2021 draws near, the Association continues working to resolve issues involving deferred RAT travel from summer 2020.

Many employees on two-year agreements who were eligible for RAT during summer 2020 delayed their travel for numerous reasons.

Those employees should be able to use RAT in 2021 under normal procedures.

DoDEA maintains that such employees must sign a new two-year agreement when requesting RAT travel in 2021.

FEA maintains these employees are eligible to travel in 2021 using their delayed 2020 RAT authorization and, in accordance with Joint Travel Regulations, should be able to travel on RAT again in 2022 and then begin a new two-year RAT cycle.

An Association Grievance has been filed on the issue and an arbitrator has been selected to hear the case, but a resolution to the case is not expected prior to summer break.

Members having issues with RAT should notify their elected FEA leaders and fealegal@nea.org.

FEA Legal Department Works To Enforce Members' Rights

by Suzanne Summerlin, Deputy Executive Director/General Counsel

The FEA Legal Department in Washington, D.C. has filed three Unfair Labor Practice charges against DoDEA since the beginning of 2021, all pertaining to the Overseas bargaining unit. An Unfair Labor Practice charge ("ULP") is an allegation that DoDEA has not followed the law that governs labor relations between agencies and federal workers. Specifically, the Association has filed ULP charges on:

- 1. Mursion ASD Training:** In this case, the Agency reneged on its declaration that training offered via its contractor Mursion was to be voluntary for educators. Instead, after committing to the voluntary nature of the training to the Association, it allowed Mursion to announce that the training was mandatory, and that it was "union approved". The Association never approved any such message, and we have filed charges to enforce our rights to accurate information, fair representation, and proper notice to changes in trainings.
- 2. Arbitrator Roster Suspension:** In this matter, the Association and DoDEA both received notice from the Federal Mediation and Conciliation Services ("FMCS") that DoDEA has failed to pay arbitrators. DoDEA has created other "tortuous" obstacles for arbitrators to perform their job of settling disputes between FEA and DoDEA. DoDEA's actions have hamstrung many pending arbitration matters, and we are seeking a quick resolution to this issue.
- 3. LQA Discipline:** In March 2021, the Association became aware of a memo issued in December 2020 which purports to assign an "operations manager" to be the deciding official in disciplinary actions involving Living Quarters Allowance. This action violates law, the contract, federal regulations, and the Agency's own policies. We are seeking a recession of this memo and any cases brought forth due to it.

The Federal Labor Relations Authority ("FLRA") makes determinations related to ULPs. The FLRA is now functioning with a full staff for the first time in more than four years, so cases are a bit backlogged.

We do expect to be heard on these issues and to move forward on them in the coming weeks, and we will update you with any pertinent news.

LEARN AND CONNECT WITH FEA MEMBERS THIS SUMMER

Are you taking a course this summer for recertification or salary purposes? Network and share the best practices you learn with other teachers by creating or joining an online book club!

DoDEA educators may be able to receive credit for The University of San Diego's Project Read for DoDEA/International Educators (pce.sandiego.edu) courses (search for 'DoDEA').

Usually 1 credit each, the courses are typically structured around one book focused on professional development and can be taken anytime.

If you are taking one of these courses, create or join a club with in FEA's book club group found in NEA360 (mynea360.org), the online professional learning community for members. Just search for 'Federal Education Association Book Clubs' in the search box!

For information or assistance joining or setting up a club, contact rforristal@nea.org.

FEA-Stateside Region Continues Work on Contracts, Salary Case

STATUS OF CERTIFIED MLA

Nearly 18 months after an arbitrator ruled that DDESS acted illegally by prematurely implementing an unsigned contract on certified employees in DoDEA's Stateside schools, FEA-Stateside Region is still awaiting a ruling on management's appeal of the decision.

The arbitration decision, which came at the beginning of January 2020, completely supported FEA-SR's contention that management acted illegally when it implemented an unsigned successor Master Labor Agreement in the spring of 2019.

That ruling ordered that DoDEA/DDESS must provide back pay to all affected employees in the Stateside certified bargaining unit for any violations of the legally valid 2005 Master Labor Agreement (MLA).

It also ordered management to comply with the 2005 MLA and to stop bargaining in bad faith while the two sides resume work to complete a properly negotiated agreement.

Management's appeal has left the process on-hold for nearly 18 months.

Should the FLRA rule to uphold the arbitrator's decision, FEA-SR intends to seek compensation for unpaid time employees have been made to work under management's required additional 24 hours per academic quarter. Compensation will also be sought for any leave that was improperly denied under the illegally implemented successor MLA, and for the insufficient pay increases paid to employees since that illegal MLA was imposed.

Management appealed the arbitrator's ruling to the Federal Labor Relations Authority (FLRA) in February 2020 and has been awaiting a ruling from that body ever since. While President Biden recently appointed a General Counsel to the FLRA, the majority FLRA Board who decides arbitration appeals remain Trump appointees, pending replacement by the new administration.

ESP CONTRACT RENEGOTIATION

In April 2020, in the height of the first wave of COVID-19 and the resulting disruptions to DoDEA schools, management declared its intention to open negotiations on a new contract for the Education Support Professional (classified) bargaining unit represented by FEA-SR.

The existing and still legally valid agreement governing Stateside ESPs was finalized in 2010.

At this time, FEA-SR and management are still in negotiation over the ground rules of that contract renegotiation. Until completion of those ground rules, which govern things such as the size of negotiating teams and the schedule for bargaining, work on the new ESP contract remains on hold.

There is no specific deadline for completion of the ground rules, so it is unclear when they will be set.

Members are advised to watch for future updates from FEA-SR on the status of the ESP Contract.

The 2010 classified MLA remains in full force and effect until bargaining over a new MLA is completed.

ACADEMIC LANE "PLUS" HOURS

DoDEA has finally begun processing claims for Stateside bargaining unit members who had been paid on the wrong salary lane because they were denied credit for all relevant semester hours.

FEA-SR has issued a claims form to be completed by bargaining unit members who were never placed in the correct academic salary lane because management refused to honor semester hours earned prior to the awarding of an academic degree.

FEA-SR won an arbitration on this matter in 2018, which was upheld by the FLRA in the fall of 2019. That ruling requires management to retroactively place employees in the correct academic salary lane, with recognition for all relevant semester hours, and to pay affected employees back pay and interest dating back to November 2010 for time they were not properly compensated.

Camp Lejeune Schools Awarded For Commitment To Military Community

The North Carolina Department of Public Instruction recently recognized all schools at Camp Lejeune as Purple Star Schools.



PURPLE STAR AWARD
NORTH CAROLINA SCHOOLS

The Purple Star program was begun in North Carolina a few years ago as a way to recognize schools that demonstrate military-friendly practices and a commitment to military students and families. This was the first year the awards were opened up to on-base schools.

Congratulations to our members at Camp Lejeune for the role you played in this recognition. Your service to the military community made this recognition possible.

Members Amend Constitution, Create New Office on FEA Board

This February, FEA members amended the Association's constitution to create a new At-Large office representing Education Support Professional (ESP) members and to clarify election and voting procedures for Human and Civil Rights Coordinators at the Area level of the Association.

Results of the vote are summarized below.

BALLOTS CAST BY AREA			
	<u>Valid</u>	<u>Invalid</u>	<u>Total</u>
Europe	136	7	143
Pacific	135	1	136
Stateside	175	7	182
TOTAL	446	15	461

AMENDMENT TO FEA CONSTITUTION				
	EUROPE	PACIFIC	STATESIDE	TOTAL
YES, I approve of the amendment	107	109	154	370
NO, I disapprove of the amendment	29	26	21	76
Abstentions	0	0	0	0
Invalids	0	0	0	0
TOTAL	136	135	175	446

Teresa Brown Elected First ESP Coordinator

As part of the amendment to the FEA Constitution passed this year, FEA members created the new position of Education Support Professional (ESP) Coordinator as a seat on the FEA Board of Directors.

Members also voted to make Teresa Brown, an education aide at Heroes Elementary School on Camp Lejeune, the first ESP Coordinator in FEA's history.

Brown will represent the concerns of and help coordinate activities for ESP members – such as classroom aides,

custodians, clerical staff, bus drivers and cafeteria workers.

FEA's ESP members are located almost exclusively within DoDEA Americas schools.

Brown's term began May 1. Her office will next be up for election in SY 21-22 along with other At-Large offices.



Teresa Brown

EDUCATION SUPPORT PROFESSIONAL (ESP) COORDINATOR

	EUROPE	PACIFIC	STATESIDE	TOTAL
Teresa Brown	111	113	156	380
Write Ins	4	2	0	6
Abstentions	21	20	19	60
Invalids	0	0	0	0
TOTAL	136	135	175	446

At Large Officer Elections Slated for SY 21-22

During the 2021-2022 school year, FEA members worldwide will elect the following officers to three-year terms on the FEA Board of Directors:

- FEA President
- FEA Vice President/Secretary-Treasurer
- NEA Director for Federal
- Human and Civil Rights Coordinator
- Education Support Professional Coordinator

Information on how to run for office, including how to nominate yourself or another FEA member for any of the above positions, will be included in the August 2021 FEA Journal. All Active Members of FEA are eligible and encouraged to run for office.

Shawnette Mendiola Named To Fill HCRC Post

The FEA Board of Directors this winter appointed Shawnette Mendiola, a Special Education teacher at Ikego Elementary school in Japan, to fill the remaining term of the FEA Human and Civil Rights Coordinator (HCRC) after the sitting HCRC, Alina Rozanski, stepped down. As HCRC, Shawnette is a full voting member of the FEA Board and leads the Association's efforts in social justice issues. The term to which she was appointed will expire in August 2022.



Shawnette Mendiola

Members Can Get Free Help With Debt Forgiveness

If you have student loan debt, you may be eligible for debt forgiveness. A new service from NEA provides members with one year of free assistance from experts in the field.

NEA's Student Debt Navigator helps student loan borrowers understand the federal Teacher Loan Forgiveness and Public Service Loan Forgiveness (PSLF) programs.

Association members get one year of free access to the Navigator's premium service, which provides technical support from student loan experts at Savi, a social impact technology company working to solve the student loan debt crisis. Savi's experts can answer questions and help Association members file loan forgiveness applications.

Learn more and sign up for your one year of free access by going to www.neamb.com/GetNavNEA.

Public servants, including DoDEA teachers, with at least 10 years of service, may be eligible for assistance through the PSLF program.

There are conditions that must be met: loans must be through the Federal Direct loan program and serviced by FedLoan. You must make 120 on-time monthly payments through an income-driven repayment plan and you must work full time.

More information on the PSLF program and how NEA can help members is available at www.nea.org/your-rights-workplace/fair-pay-benefits/student-debt-support.

An FEA member in Germany with over \$50,000 in student loan debt learned of the assistance available through NEA and reached out for help.

The member, who wishes to remain anonymous, had been trying to navigate the PSLF program himself but found the system difficult and unhelpful. He reached out to NEA after his wife found information on the program for members.

"I am extremely grateful for this aspect of the NEA to work for its members. The fact that lawyers know how they need to go about helping people that have actually qualified for this [PSLF] program is really comforting," the member says. "You feel helpless at times when trying to get all this together. I'm starting to see the light at the end of the tunnel."

FEA members facing student debt are urged to look into the PSLF program and the assistance available to them at www.neamb.com/GetNavNEA.

Overseas Members Reminded to File Goodbye Grievance

If you are leaving the FEA Overseas Bargaining Unit at the end of this school year, either by retiring/resigning, moving to DDESS or transferring to the Med District, be sure to file a "Goodbye Grievance" early enough so that you will have time to elevate it before your last day of duty.

This grievance was developed by FEA UniServ Bill Freeman in order to allow FEA to represent overseas bargaining unit members after they retire or resign and to ensure their rights under the Debt Collection Act and the currently valid Overseas Negotiated Agreement. We have heard far too many stories of retirees receiving erroneous debt letters after their departure. Ask your FRS for a copy of the forms for the Goodbye Grievance as well as the Request to Elevate.

How To Halt Your Dues Deductions or eDues Payments for SY 21-22

Members who are retiring/separating from DoDEA at the end of SY 20-21 or who do not wish to continue paying Association dues in SY 21-22 by payroll deduction or eDues (EFT or Credit Card), take note: you may need to take action to avoid being billed for dues next school year.

If you are a current FEA member who paid your SY 20-21 dues via payroll deductions and you wish to end those dues deductions for SY 21-22, you must submit a Cancellation of Payroll Deduction for Labor Organization Dues, Form SF 1188, to the appropriate location. This should be done at the start of SY 21-22.

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.

Only returning members who wish to end payroll deductions in SY 21-22, whether to terminate their membership or to switch to another payment method, need to take this action. Employees who retire or

separate from DoDEA at the end of SY 20-21 and were on payroll deduction do not need to do anything, since your pay has ended.

To ensure you are complying with all local requirements, please check with your FEA building representative about this procedure.

Members who paid SY 20-21 dues by EFT or Credit Card and wish to end those payments for SY 21-22 should send a message to ghritz@nea.org informing us of your desire to do so. This includes members who are retiring/separating at the end of SY 20-21. Failure to notify FEA will result in you being billed SY 21-22 dues.

Please note if you wish to halt payroll dues deductions for SY 21-22 in order to switch to EFT or Credit Card payments via the e-Dues program: ending payroll dues deductions does not automatically enroll you in e-Dues. To remain an Association member in SY 21-22 you would need to enroll in the e-Dues program in addition to submitting an SF-1188 to end payroll deductions. Information on how to enroll in eDues will be distributed at the start of SY 21-22.

FEA, NEA Prepare For Second Summer of Online Meetings

NEA RA June 30-July 3

Delegates representing NEA members from around the country and (thanks to FEA) around the world will meet online this summer to set policies and guidelines for the national Association.

The NEA Representative Assembly will be held June 30 through July 3 via online sessions each day. It is the second consecutive year the NEA-RA has been held online due to concerns over the pandemic.

The RA is the primary legislative and policy-setting body for NEA and is considered to be the largest democratically elected deliberative body in the world.

Each state, including FEA, elects delegates to attend the RA on behalf of their full memberships. Only elected delegates can vote and participate in debate during the RA.

NEA this year is rolling out a new meeting platform that is expected to allow elected delegates to participate in debate and vote electronically on business items and other matters before the body.

During the 2020 NEA-RA, there were no new business items. Officer elections and other required votes were conducted via paper ballots, which were mailed to all elected delegates over the summer.

In addition to the business items to be voted on this year, elected delegates may participate in a number of caucuses and other gatherings related to various education and social justice issues.

Members with an interest in following the actions taken at this summer's NEA-RA should visit ra.nea.org, the official Web site of the RA. There you will find agendas and other meeting information. The site is available to all members, not just elected delegates.

FEA Membership Meeting To Take Place Late June

The FEA Annual Membership Meeting will take place from 7:00 a.m. to 9:00 a.m. on June 28 and 29.

As it was last year, the meeting will again be held virtually, using Microsoft Teams as the forum.

Members who are interested in attending the online meeting can signal their interest by filling out an online form available at

<https://forms.gle/tW25unSQ5aD8pNa89>

The deadline to complete the form and submit your information is June 12, 2021.

The information from the form will be used to confirm the memberships of those who sign up. Members who indicate their interest in attending via the form will be sent additional information about accessing the online FEA meeting via Teams.

In addition, members who sign up will be sent information about accessing a private group on the NEA360 platform. Meeting information and reports from FEA Board of Directors members will be posted to that 360 group site prior to the FEA Annual Membership Meeting.

The Teams platform was used to host the 2020 FEA meeting, which also had to be restructured due to pandemic concerns and the cancellation

of last year's in-person version of the NEA Representative Assembly. Member reaction to the online format was positive.

The FEA Annual Membership Meeting takes place each summer, normally just before the NEA-RA, and gives attendees an opportunity to hear presentations from FEA and NEA officers and staff about issues affecting the Association and its members.

Usually held in the same city as the NEA-RA, FEA's meeting was originally scheduled to take place this summer in Denver before switching to the online format for a second consecutive year.

FEA and NEA Meetings Will Hopefully Be Back to Normal Next Year

With a little luck (and more than a few inoculations) we are optimistic both the NEA Representative Assembly and the FEA Annual Membership Meeting will return to their regular, in-person format for 2022.

Next year's meetings are scheduled to take place in Dallas, Texas.

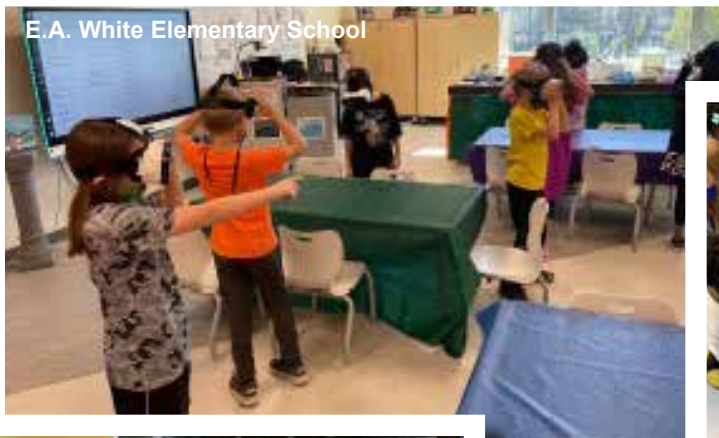
The FEA meeting is tentatively scheduled for June 30 and July 1, 2022, at the Sheraton Dallas Hotel. That meeting will be open to any current or retired FEA member who wishes to attend. More specific details of that meeting will be determined, based on conditions at the time, as summer 2022 approaches.

The 2022 NEA Representative Assembly is tentatively scheduled to take place at the Kay Bailey Hutchinson Convention Center Dallas, July 2-6, 2022.

As is the case each year, members of FEA and all NEA state affiliates will be able to elect delegates to represent them at the NEA-RA.

Delegate elections are managed by your FEA Area. Information on how to run for an RA delegate seat and election details will be distributed by your FEA Area next school year.

E.A. White Elementary School



Patch Elementary School



2021

Despite the many challenges the past year has brought, FEA members again celebrated the joy of reading by organizing Read Across America events at their schools throughout the world of DoDEA

Liberty Intermediate School



Smith Elementary School



Hohenfels Elementary School



Matthew C Perry High School

**TOGETHER
WE
READ**

MATTHEW C. PERRY HIGH SCHOOL
THE BLESSED BOOKS PROJECT
FEA/NEA READ ACROSS AMERICA



Kaiserslautern

Retired Members Reach Out To Active Members

by FEA Retired Members Michael Priser, Trudy Pollard and Ingrid Ahlberg

Sooner or later, our FEA educators will make that decision to retire and a whole new journey will begin. Retired members remember all of those hurdles we jumped through to make that happen. Sometimes, there are smaller details that retired members wished they had thought of, prior to retirement. So, our retired members are sharing those with our active members as you prepare for your retirement journey.

- Lorraine Huffaker (who worked in Belgium, the Netherlands and Germany) highly recommends that educators max out their TSP and IRA contributions; and try to reduce or eliminate as much debt as possible.
- Another retired member gave cautionary advice to those who believe they may need longer than 3 months for temporary storage of their household goods. With good cause, the government may increase the storage time but there may be tax implication and changes in the insurance coverage on those goods that should be explored. Check with your accountant or government resource if you think you might need additional storage time.
- Closely examine your health insurance options in retirement (especially if you plan to live overseas). Do you plan to have only Medicare? Will you only keep your FEHB insurance? Will you have both? Know the advantages of your choice and its medical/health and financial implications.

- Check about mortgage possibilities and what the rates are for that retirement home. It may be easier to get a mortgage while you can still show a current “leave and earnings statement.” Also, if you still reside overseas, check with your credit union on base/post, as they may be more flexible with “overseas loans.”
- Remember not to put important documents in your household goods or hold-baggage, and that includes your Social Security card. It may be needed after you arrive stateside. Also, make sure that the name on your card matches your name given on your birth certificate. If not, correcting that now could save you time in the future.
- Do you need to update your driver’s license in your home of record? Most states are issuing “real ID” drivers’ licenses so you can check-in for domestic flights without a passport. Make sure you bring your passport with you when getting your license and request the “real ID” drivers’ license.

REMEMBER TO ACTIVATE YOUR RETIRED MEMBERSHIP

A reminder to members who are retiring or have retired: If you paid for an FEA/NEA Pre-Retired membership, you must notify FEA’s Washington DC office when you actually retire so that we can activate your Retired membership. Do not assume we have learned of your retirement from your FRS or DoDEA: we must hear from you directly.

If you paid for a Pre-Retired membership and are not certain that membership has been activated, please send a message to Nereyda Jones-Luciano at njones@nea.org to inform her of your retirement and confirm your status. If you will be retiring at the end of this school year and have paid for a Pre-Retired membership, please send Nereyda a

message at the time of your retirement (not before) telling her to activate your Retired membership.

Also, if you know any members who retired in recent years, please pass this information on to them and urge them to contact Nereyda if they had paid for Pre-Retired membership but never contacted FEA about their retirement. Thank you!

JOIN FEA RETIRED

With one low payment now, you can assure yourself or one of your fellow FEA members a lifetime of access to the many benefits of Association membership.

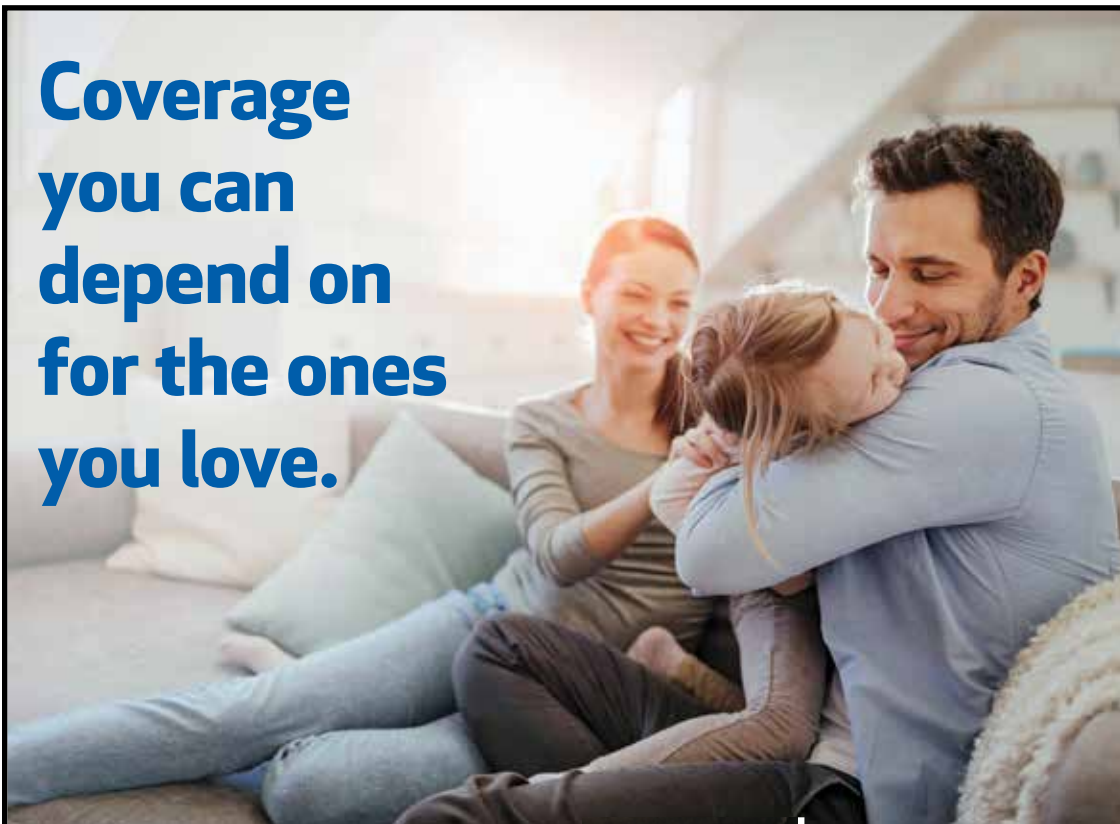
FEA/NEA Pre-Retired Membership is open to any current member of FEA/NEA, regardless of the person’s retirement date. This membership allows an individual to enroll in the FEA/NEA retirement program, prior to actual retirement, for a one-time-only payment.

Retired memberships take effect once you have retired from DoDEA. Members must continue to pay annual FEA/NEA Active Member dues until the time of their retirement.

As an FEA/NEA Retired member, you will be able to retain access in your retirement to the many Member Benefits programs for retired members, including various financial, insurance and investment programs. You will also continue to receive FEA and NEA publications. And, if you decide to substitute teach after your retirement from DoDEA, you will continue to be covered by NEA’s liability insurance.

Completing your Pre-Retired Membership is easy. Go to www.feaonline.org/join/form.htm and follow the link for Pre-Retired Membership. You can purchase the membership for yourself or any other FEA/NEA Member.

Coverage
you can
depend on
for the ones
you love.



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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:

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1-800-637-4636

Overseas

First dial the AT&T Direct Access Code

In **Germany** and **UK**

0800-2255288

In **Japan**

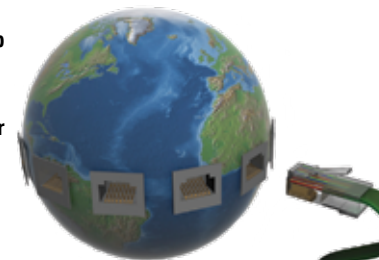
00539-111

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



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Calendar of Events

MAY

31
Memorial Day

JUNE

25 & 26
FEA Board of Directors Meeting

28 & 29
FEA Annual Membership Meeting (online)

30
NEA Representative Assembly Via Online Session

JULY

1-3
NEA Representative Assembly Via Online Sessions

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