



February 2024 Newsletter

Director's Desk — Greetings! I am writing this monthly update from Peachtree City, Georgia, where the FEA-SR Certified MLA Bargaining Team is stationed for two weeks while we begin bargaining over a new, successor Certified MLA. At the time of publication, FEA-SR's team has participated in four (4) bargaining sessions with DoDEA management's team. So far, the Agency has been receptive to listening to explanations about FEA-SR's initial bargaining proposals and our intent behind them. Read more about Certified MLA Bargaining later on in this newsletter.

Recent Area Council Meeting— The FEA-SR Area Council Meeting took place on February 1- 3 in Herndon, Virginia, which is located near Washington D.C. Presidents and invited guests arrived one day early to participate in training from the Federal Labor Relations Authority (FLRA) on Thursday, February 1. The beneficial training was on the Federal Service Labor-Management Relations Statute including what constitutes Unfair Labor Practice (ULP) charges. On Friday, February 2, FEA-SR leadership and management met to discuss concerns and issues impacting our schools, students, and members. We were pleased to engage with Dr. Minor, Mr. Woods, Mr. Bull, and Mr. Worford. In addition, Mr. Brady, the DoDEA Director, stopped by our meeting in the afternoon. Due to the massive number of agenda items and the Agency needing to leave a bit earlier than expected, I am going through the leftover agenda items with Dr. Minor and will follow-up with you (the membership) in a subsequent newsletter. I will also be providing notes from our Saturday, February 3 meeting with FEA-SR leadership. Please stay tuned!





ESP/Classified MLA Bargaining Update — The FEA-SR ESP Bargaining Team has completed the agreed-upon initial expedited bargaining schedule. Thus far, FEA-SR's bargaining team has tentatively agreed to 17 contract articles. However, 12 contract articles remain in dispute. FEA-SR and management have agreed to contact a federal mediator to assist the parties reach an agreement on the

remaining articles. Although we cannot report on much of the specifics since the negotiations are ongoing, rest assured that bargaining is going well and that members' rights are at the forefront of FEA-SR's focus. The ESP MLA Bargaining Team members - consisting of Wendy Russell (Camp Lejeune), Lee Gladden (Fort Campbell), Wanda Merritt (Fort Knox), and Curtis White (Camp Lejeune) - have been doing a phenomenal job at the bargaining table! FEA-SR is hopeful that bargaining is entering the final stages. FEA-SR will be sharing more information about how and when members can participate in a ratification vote to decide whether to adopt or turn down the Tentative Agreement once bargaining is complete.

Certified MLA Bargaining Update — Operating on an expedited (six-week) and hybrid bargaining schedule (50% in-person and 50% virtual), in-person bargaining at the DoDEA Americas Regional Office began on February 26. The initial Certified MLA Bargaining Team members - me (Alan Danahy), Annitra Smith-Lincoln (Fort Liberty), Jerri Huber (Fort Campbell), Patricia Cleveland (Fort Jackson), and Jennifer Kaysak (Quantico) - collaborated to develop initial bargaining proposals, which were submitted to the Agency on February 20. The process was intense and involved reading through the 2005 and 2019 MLAs multiple times to revise portions of the existing contract language and create new language to address problems and inconsistencies in our schools. We have spent the past four (4) days discussing these proposals with the Agency's team.

Read 180 MOU — FEA-SR recently completed bargaining over the transition to the upgraded Read 180 platform for secondary educators. Visit the FEA-SR Website to review the signed MOU.

Universal PreK — In December 2023, FEA-SR submitted Requests to Bargain (RTBs) for the Certified and Classified bargaining units and a Request for Information (RFI) regarding the transition to Universal PreK. Bargaining will be

handled by DoDEA HQ, which we are still waiting on. In the meantime, DoDEA HQ has notified FEA-SR of its decision to convene a PreK Focus Group. As such, FEA-SR will be recommending two PreK teachers - one from the Southeast and one from the Mid-Atlantic - to serve as FEA-SR representatives on the focus group.

FEA-SR Election for RA Delegates — As an active FEA-SR member, you should have received a ballot in the mail for the FEA-SR Delegate Election for the 2024 NEA Representative Assembly. Per the ballot, you are invited to vote for no more than five (5) of the listed nominees. Listed in alphabetical order by last name, the nominees are: Teresa Brown, Nona Croom, Lee Gladden, Windie Kehn, Leslie McClammy, Tracy Lopez, Tara Nye, Luis Rios, and Tammy Wright. Read the instructions carefully and mail your completed ballot back using the enclosed postage-paid envelope by the April 5, 2024, deadline for receipt. Ballots must be received (not just postmarked) by April 5 to be counted.

Black History Month — Throughout the past month, we've celebrated Black History Month, paying tribute to the incredible achievements, contributions, and resilience of Black individuals. This observance has provided a meaningful opportunity to recognize the richness of Black culture and history, fostering a greater understanding of the challenges and triumphs that have shaped our world. As we bid farewell to February, let's carry forward the spirit of unity, equality, and appreciation for diversity that Black History Month inspires. Visit the FEA-SR Website to view a beautiful presentation created by Teresa Brown in her capacity as the Human and Civil Rights (HCR) Coordinator for the Lejeune Education Support Association.

Certified — Know Your Rights/Know Your MLA — Article 25, Section 1(e) — “The employee has the right to have union representation during any investigative interview by Agency personnel if the employee reasonably believes disciplinary action may result against him/her. If requested, the bargaining unit member will be

entitled to be represented by a FEA attorney, at no cost to the Agency, and a local Association representative. If the bargaining unit member requests Association representation by a FEA attorney or local Association representative, or both, no questioning will take place until the Association has been given at least (24) hours to confer privately with the bargaining unit member. In no event will the employee be permitted to delay questioning beyond (24) hours.”

Classified — Know Your Rights/Know Your MLA — Article 9, Section 1(c) — “A bargaining unit member who has a permanent or long-term illness or disability and who is unable to perform his/her full-time duties may submit a written request to his/her supervisor (or designee) for a change to another position or for accommodation of his/her medical condition within his/her current position. The bargaining unit member has the responsibility to support his/her request with appropriate medical documentation as provided in 5 C.F.R. Part 339.104 and is responsible for costs incurred in obtaining such documentation. The Agency shall consider granting such change in positions if supported by appropriate medical documentation and a position to which the bargaining unit member may be assigned is available. The position can be either at the bargaining unit member’s current pay level (reassignment) or at a lower pay level with retained pay as provided for in Article 20. The Agency shall also consider modifying the bargaining unit member’s current job, if reasonable.”

Next Membership Meeting — Due to scheduling conflicts and upcoming spring breaks, we will wait until April to resume our online membership meetings. FEA-SR has scheduled that for Tuesday, April 9 at 6:30 p.m. EST via [this GoToMeeting link](#). We hope you can join us!

In Solidarity,
Alan

Dr. Alan Danahy

🍎 FEA Director for DDESS

☎️ (803) 414-6355

✉️ ADanahy@nea.org



✉️ This email was sent to FEA-SR members on February 29, 2024. Please remember to [visit the Member Login page on the FEA-SR Website](#) to access all recently sent emails, information updates, and other resources for members.

FEA-SR Member Login

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