



November 2023 Newsletter

November Highlights — As the weather changes and the spirit of the holiday season has arrived, I hope this newsletter finds you well. Earlier this month, I had the privilege of visiting West Point Schools in New York on November 8-9 along with Ben Hunter and Lee Gladden who filled in for Teresa Brown. Thank you to presidents Tracy Lopez and Rodelyne Pierre for organizing the visit and for the excellent work you are doing to represent your members at West Point. Upon visiting classrooms in the legacy building and hubs/studios in the 21st century

school, I saw passionate and dedicated educators demonstrating best instructional practices and stellar classroom management.

After West Point, I was back home in South Carolina for about 48 hours before leaving for D.C. where I attended FEA Board of Directors Meetings during the week of November 13-17. These meetings were pivotal in discussing various issues and concerns affecting educators and ESPs, highlighting our collective resolve to address these challenges.

November also featured online meetings for presidents, vice presidents, and building representatives (anyone holding an FRS or FR position). These sessions focused on reviewing updated templates and procedures essential for filing bargaining requests, grievances, unfair labor practice (ULP) charges, and information requests. These tools and strategies are instrumental for FEA-SR in our mission to represent and support our members effectively.

A notable event was our online membership meeting on November 13, marking our second monthly gathering with another impressive turnout. The meeting was an open forum where I shared updates and reminders, followed by a vibrant Q&A session addressing various questions, concerns, and discussion topics. Lasting an hour and a half, the meeting was a testament to our shared experiences and challenges as members of FEA-SR and DoDEA educators.

December Membership Meeting — As we continue to navigate these challenging times together, I eagerly anticipate our next membership meeting scheduled for Tuesday, December 12. You can join us via [this link](#).

Impact & Implementation Bargaining: Progress and Ongoing Discussions — Earlier this week, I participated in impact and implementation (I&I) bargaining sessions with DoDEA HQ. More specifically, we started bargaining the transition to the updated Read 180 platform and the new K-5 math curriculum resources (Reveal

Math for core instruction and Numbers Worlds for strategic intervention). Bargaining sessions were very productive and I am looking forward to continued discussions. Other items in our diverse bargaining agenda include the transition from half-day to full-day PreK, EPIC Digital Learning Summit 2024, Career Practicum certification category update, Phase 2 of middle school AAPS, and the Substitute Caller Pilot Program. A notable development is DoDEA's acquisition of Swivl robots; however, it is important to note that DoDEA did not inform the Union about this purchase in accordance with the Master Labor Agreement (MLA). Consequently, the implementation of these Swivl robots is currently being held in abeyance. FEA-SR is monitoring this situation and stands ready to request bargaining as soon as more information becomes available.

ESP and Certified MLA Negotiations — This November marks the commencement of a significant phase for FEA-SR as we began bargaining on a new ESP/classified Master Labor Agreement (MLA) on November 27. The dedication and hard work of our ESP Bargaining Team, comprising Lee Gladden, Wanda Merritt, Wendy Russell, and Curtis White, alongside FEA-SR General Counsel Ben Hunter, have been instrumental in this process. Their meticulous preparation of bargaining proposals and supporting documentation/arguments lays a solid foundation for the negotiations ahead.

In parallel, FEA-SR is gearing up to begin bargaining a successor Certified MLA. Currently, we are in the process of negotiating ground rules with the Agency. Establishing these ground rules is a crucial preliminary step, ensuring that both parties have a clear and agreed-upon framework before delving into the substantive aspects of the new MLA.

There is a sense of positive anticipation within FEA-SR, bolstered by the belief that DoDEA HQ is equally committed to advancing the bargaining process. This mutual desire to move forward is a promising sign, indicating a potential for collaborative

and constructive negotiations.

As we embark on these crucial bargaining sessions, both for the ESP/classified and Certified MLAs, our focus remains steadfast on achieving agreements that reflect the best interests of our members and contribute to the betterment of our educational environment. We look forward to keeping you updated on the progress of these important negotiations.

FEA-SR Files Unfair Labor Practice (ULP) Charge Over Unilateral Changes for Teachers at Camp Lejeune — FEA-SR has been in litigation over previous un-bargained schedule changes since the 2021/22 school year. On June 22, 2021, FEA-SR filed a ULP charge with the Federal Labor Relations Authority (FLRA) over unilateral changes to the DoDEA Americas Southeast District schedule for educators during SY 2021-2022. After the FLRA's Atlanta Regional Office investigated the charge, the Regional Director agreed with FEA-SR that DoDEA violated the Federal Service Labor Management Relations Statute by unilaterally implementing the new schedule. On August 11, 2022, the FLRA issued a complaint and referred the matter to the FLRA General Counsel to prosecute the charge before an Administrative Law Judge. The case went to trial on February 15-16, 2023 and the parties are currently waiting for the judge's decision. Rather than waiting for final resolution of the ULP complaint, DoDEA has continued to forge ahead with un-bargained schedule changes for teachers last year and again this year, resulting in FEA-SR filing another ULP charge on November 6, 2023. This marks the third ULP filed on the issue.

Another Pending ULP Charge Against DoDEA — This school year, the Southeast District began requiring phonics assessments and inputting scores into a data tracker, which was a change in working conditions. FEA-SR supports quality assessments and tracking meaningful data; however, we object to DoDEA's failure to notify FEA-SR of the change and give us an opportunity to bargain. We also

object to DoDEA's implementation which excluded teacher voice. When I contacted management and LMER to request Article 7 notice and bargaining, DoDEA refused. To date, FEA-SR has given the Agency multiple chances to follow federal law and the MLA but they have repeatedly refused. I have given DoDEA HQ our 15 Day Notice of Intent to File a ULP, and will be filing the charge with the Federal Labor Relations Authority if DoDEA decides not to settle the violation. FEA-SR will continue to FIGHT for members and hold DoDEA accountable for its bargaining obligations!

Elementary Health Grades — After questions from the Union, the Agency clarified that elementary educators should not be giving a Health grade on the report card. However, for secondary educators who teach Health as a course, it is still appropriate to continue providing grades. Thank you for letting your local presidents know about the inappropriate Health grades. Please continue to keep the Union in the loop so we know what to advocate for. It is imperative that you let your FRS/ president know when there is a change in working conditions.

FEA-SR Representation on the Integrated Library System TET — During the month of November, DoDEA convened a technical evaluation team to select an integrated library system for DoDEA schools. Thank you to Beth McGinley, Information Specialist at Maxwell Elementary/Middle School, for serving as the FEA-SR representative on this technical evaluation team (TET).

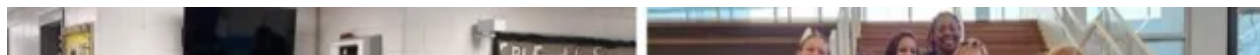
FEA-SR SPED Advisory Team — This month, our brand new FEA-SR SPED Advisory Team led by David Presley met to discuss key issues in special education, including student behavior problems, policy clarifications, and training deficiencies. A total of 22 team members attended the meeting, comprising 17 certified members and 7 ESP members. Concerns were raised about the allocation of SPED teachers, the effectiveness of crisis teams, and inconsistencies in staffing and student placement. The team also highlighted the need for improved training for

administrators, teachers, and parents. The next meeting is scheduled for Thursday, December 7.

Have You Been Injured by a Student? — If you have been injured by a student while working at a DoDEA school, please send an email with the details to injuries@fea-stateside.org. Your situation will be reviewed only by the FEA-SR Director (me) and FEA-SR Legal Team (Ben Hunter and Angelia Stubbs). Strict confidentiality of your information is required by law. Please reach out to share your story and help us advocate for safe working conditions for everyone!

Data Collection on Subbing — Please help us better understand how often our members (certified and classified) are being required to sub and how often teachers are not given sub coverage but are instead asked to split their class among teammates. [Click or tap here to complete an anonymous survey \(Google Form\) to help us better understand these issues.](#) Having data and documentation is helpful in our discussions with DoDEA management and other government officials who need to step in and correct DoDEA's problems. Having data is also important when we need to file grievances. Your participation is valued!

American Education Week — American Education Week is an annual event that celebrates public education and honors individuals who are making a difference in ensuring that every child receives a quality education. This week-long observance highlights the importance of bringing together educators, parents, students, and communities in a unified effort to provide the highest quality education. This year, educators and Fort Moore Education Association (FMEA) members showed pride in their profession by wearing their "Proud Fort Moore Educator" t-shirts in celebration of American Education Week. The shirts were provided by FMEA. Thank you to FMEA President Penny Wilson for sharing these great pictures!





Certified — Know Your Rights/Know Your MLA — Article 32, Section 1(a) from the 2019 Bogus MLA “In the event the immediate supervisor is not available or is suspected or accused of abuse or neglect, the information shall be reported to the next higher level supervisor in the chain of command. When contacting FAP officials to make a report, an employee may request assistance from other school personnel in facilitating the employee’s obligation to contact FAP officials. The obligation to make such a report is an official, professional responsibility of each unit employee.”

Classified — Know Your Rights/Know Your MLA — Article 9, Section 1(a) “A


bargaining unit member recuperating from an illness or an injury and temporarily unable to perform his/her full-time duties may submit a written request to his/her supervisor (or designee) for a temporary assignment to limited duty. 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 temporary assignment if supported by appropriate medical documentation and if a position to which the bargaining unit member may be detailed is available. The Agency shall also consider reasonably modifying the bargaining unit member's current job, if reasonable.”

Upcoming Visit to Fort Campbell — I look forward to visiting Fort Campbell on December 4-6. Although I previously visited Campbell back in August to experience the incredible success of the 2nd Annual ESP Learning Day, I look forward to returning and doing a complete visit alongside Angelia Stubbs, FEA-SR General Counsel, and Teresa Brown, FEA ESP Coordinator. I am excited to meet as many members and administrators as possible and want to thank presidents Jerri Huber and Lee Gladden for arranging our upcoming visit. See you next week, Fort Campbell.

Fighting for a Strong Union,
Alan

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✉ This email was sent to FEA-SR members on November 30, 2023. 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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