

## **DoDEA General Talking Points**

- This is a direct attack on labor. DoDEA employees would lose the right to bargain.
- This proposal takes away local authority and puts it in the hand of the Federal government. DoDEA's proposal will tamper with the success of the schools and penalize educators who have worked directly with students and families to achieve that success. Ongoing quality of DoDEA schools will be harmed and the students and military families will lose the excellent school system they enjoy.
- Local authority over Stateside DoDEA schools would be eroded by the decision to replace School Boards with advisory committees and allow the Pentagon and DoDEA sole authority to determine who can be on such bodies. Military spouses and other parents often serve on these bodies and their voices could be silenced, as could anyone else who disagrees with DoDEA management about how students are being served.
- DoDEA provides an outstanding education for military dependents and has done so for many years. Management's proposal is messing with success and penalizing the very people who have worked directly with students and families to achieve that success. Ongoing quality of DoDEA schools will be harmed and the students and military families will lose the excellent school system they enjoy.

This year's fourth and eighth grade student performance continues DoDEA's overall strong performance on the NAEP Reading and Mathematics Assessments. Eighth grade students in DoDEA schools lead the nation in their scores on the 2017 Reading Assessment and fourth grade students are tied with their counterparts in Massachusetts for the top score in the nation on the NAEP 2017 Mathematics Assessment. Fourth grade students scored second in the nation on the NAEP 2017 Reading Assessment and eighth grade students tied for third in the nation on the NAEP 2017 Mathematics Assessments

- Military culture is different than that in regular public schools. DoDEA educators spend years in this culture and understand the unique stresses and needs of a highly mobile student body who frequently deal with one or both parents on deployment. Without longevity in its employees, DoDEA loses that institutional knowledge and fails in its mission to meet those unique needs of military dependents.
- DoDEA management is seeking to make itself virtually unique among all federal agencies by being allowed to ignore the most basic rights and civil service protections all other employees are granted. This is not a failing agency we are talking about. It is one of the unquestionable success stories of the Pentagon and the federal government. It is not broken and does not need to be fixed.

## **Talking Points Specific to Bargaining**

- Employees would lose the right to bargain and meaningfully influence just about every aspect of their careers and work life. These harmful changes to its employees were conceived, developed and are being promoted solely by the existing management of DoDEA schools, not Congress.
- If the proposed law is enacted, existing pay laws and structures for stateside and overseas employees would be thrown out. DoDEA claims the policy to replace those existing pay laws has not been developed yet. In other words, no one knows yet what salaries would look like in the future. DoDEA, however, claims that no employee will “lose any money”, meaning salaries for existing employees could be frozen for an indefinite amount of time.
- In addition to compensation, the following topics will be considered the “sole and exclusive authority” of the Secretary of Defense and considered to be non-negotiable:
  - Allowances
  - Leave
  - Benefits
  - Performance management
- These changes would make DoDEA an undesirable place to work, leading to difficulties retaining and recruiting quality employees and ultimately harming the quality of DoDEA schools.
- DoDEA has indicated the new policies that will govern the areas of allowances, leave and benefits have not yet been developed . This means DoDEA wants to scrap existing policies and protections and be given a blank check to do what it wants to employees.