



DEPARTMENT OF DEFENSE
EDUCATION ACTIVITY
4800 MARK CENTER DRIVE
ALEXANDRIA, VIRGINIA 22350 - 1400

JAN 31 2013

MEMORANDUM FOR ALL DODEA EMPLOYEES

SUBJECT: Updated Guidance on Handling Budgetary Uncertainty in Fiscal Year 2013 - #3

This memorandum updates our contingency planning to meet the challenges of a potential sequestration on March 1, 2013, should that happen. Our planning does not assume that this unfortunate event will occur, only that we must be ready.

In my January 15 and 18 memorandums, I informed you of a number of near-term and longer-term actions that we are taking or might have to consider taking to handle the budgetary uncertainties. For example, in the near-term, we suspended the teacher transfer program, the administrator rotation program; and we deferred non-mission essential travel and training. In the longer-term, we advised that we would consider a furlough of up to 30 calendar days or 22 discontinuous workdays along with other actions, such as imposing hiring freezes and releasing temporary employees for above-school level operations.

We recently received additional guidance from the Department of Defense (DoD) to intensify and expand our planning efforts to address Fiscal Year 2013 budget uncertainties. The new guidance mandates that if furloughs become necessary, they will apply universally to all DoD employees, with few exceptions. A furlough must be part of every organization's cost-savings plans. Thus, it is necessary to expand our longer-term planning to include furloughs of school-level personnel. We will plan to furlough school-level personnel without risking a full-year of academic credit for our students.

School-level employees includes all professional and support employees. At this time, the Secretary of Defense has exempted the following categories of personnel from the potential furlough:


- Civilians serving in a combat zone
- Safety of life or property (only to the extent needed to protect)
- Non-appropriated fund (NAF) employees (most NAF employees are not paid from appropriated funds authorized by annual appropriations)
- Foreign nationals (if required by the Status of Forces Agreements)
- Employees exempted by law (e.g., Presidential Appointees).

Any additional component requests for exceptions will be decided by March 15. In the meantime, we must provide a plan by February 8 to senior DoD officials that expands furlough consideration to all DoDEA personnel. We will work closely with our teacher unions/support unions/associations and DoDEA leaders to develop our plan. Attached is the tentative DoD timeline for furloughs should they become necessary. I will continue to honor my commitment

to maintain transparency and communicate frequently, and I have asked the same of our DoDEA leadership team. I encourage you to review the DoDEA webpage for updated information on budgetary uncertainties, furloughs, and additional support resources: www.dodea.edu/Budget/index.cfm. We update the webpage frequently. We also have a link should you wish to contact us through the website with your questions and or suggestions.

We are all concerned about the impact that a furlough of this magnitude would have on school operations, instructional time, student achievement, educator preparation time, student extra-curricular activities, and summer school. I also have not overlooked the personal impact of furlough on all of you --Headquarters, Area, District and School staffs. The financial and emotional effects of a furlough on our DoDEA workforce undoubtedly will be a hardship for many. You have my commitment that as we prepare our plans, we will take all possible steps to mitigate the harmful effects associated with this action and to maintain a strong and viable school system.

It is hard to separate contingency planning from reality. We are, indeed, in difficult times. I remain hopeful that these budgetary challenges will be resolved in a manner that allows us to fulfill our mission and support our employees. I encourage you to continue to focus on your important work. Our schools are a great source of strength for our military communities. DoDEA employees, in all roles, personify that strength for our children and their families. No one knows that better than you do. Thank you for all you do.



Marilee Fitzgerald
Director

Attachment:
As stated