



## NEA-Retired Annual Meeting Minutes

Hyatt Regency at the Galleria, Houston, TX -- June 30 & July 01, 2019

**Unofficial Draft until approved by the Delegates to the 2020 Annual Meeting**

Sunday, June 30, 2019

**The First General Session of the 2019 NEA-Retired Annual Meeting** was called to order by President Sarah Borgman (IN) at 9:30 AM. She welcomed the participants.

- I. **Welcome:** Sarah asked delegates to be mindful of the needs of retired members and the great work of our profession and of public education so that in the end our influence, our decisions, and our work may be that which honors all. She then asked those that are able to stand and to remain standing for the pledge, national anthem, and invocation.
- II. **Pledge of Allegiance:** Judy Foster (MI), President MEA-Retired, led in the pledge. Judy was a middle school teacher in Grand Ledge, Michigan. Due to term limits, as of August 31, she will no longer be President.
- III. **The National Anthem:** Steve Franko (MI), MEA-Retired, led in singing the National Anthem. Steve is a retired music teacher at Central Elementary in Vassar, Michigan.
- IV. **Invocation:** Eric Brown (IL), NEA Executive Committee and biology teacher from Evanston Township High School in Illinois, led in the invocation.
- V. **Opening Remarks and Introduction:** Sarah stated that this is a meeting of NEA-Retired members, guests, staff, and invited participants. She asked those not in one of these categories to please leave the room. Sarah said

that this is serious business and because we don't always have friends standing with us, that if you see someone who is not wearing the appropriate credentials or is suspicious, to contact a staff member or Roger Sharp (IN). She introduced platform members Jean Dobashi (HI), Vice President; Daniel Rudd (MI), Secretary; and Barry Poyner (MO), Parliamentarian. She also introduced the Executive Council members, NEA Board members, and alternates representing retirees as well as members on the NEA Resolutions Committee and alternates. NEA-Retired past presidents present were also introduced. She also introduced staff members: Louisa Haney, Mary Alice Heretick, Yvonne White, Sabrina Tines, Kelvin Smith, Corey Wolford, and Raub Dakwale. She introduced the last four NEA-Retired Presidents: MaryAnne Conrad (NV), Jim Sproul (KY), Barbara Matteson (AZ), and Tom Curran (ME/FL).

Sarah Borgman introduced Steve Franko (MI) for a musical tribute to the various branches of the military. She asked the veterans to stand as they heard their song.

#### **VI. Welcome to Houston:**

Barbara Davis-Staley (TX), President Texas State Teachers Association-Retired welcomed delegates to Texas and more specifically to the city of Houston. She said that there is no book on the shelf, movie, or song that captures the beauty of their beloved Lone Star.

Things are bigger in Texas:

- with more than 268 square miles of precious land
- weather of all kinds
- Houston is the fourth largest city in the USA where culture, labor and style come together, and big ideas are born
- the energy capital of the world
- home to the largest medical complex
- the second largest post in the nation
- home of NASA mission control
- many restaurants, and sporting events, including the world's largest rodeo.

Noel Candelaria (TX), President Texas State Teachers Association also welcomed delegates to Texas. He listed some important facts about his state and thanked retirees for the work which has been done and which continues

for students, educational employees, and public education in the United States.

- VII. Adoption of the 2019 Annual Meeting Agenda:** It was moved by Anita Gibson (AL) and seconded by Barbara Schram (MI) to adopt the agenda with flexibility. **Motion carried.** Both Anita and Barbara represent NEA-Retired on the NEA Board of Directors.
- VIII. Adoption of the 2018 Annual Meeting Minutes:** Daniel Rudd (MI), NEA-Retired Secretary, moved the adoption of the 2018 Annual Meeting Minutes on behalf of the Executive Council. **Motion carried.**
- IX. Adoption of the 2018 Annual Meeting Standing Rules:** Linda McCrary (TN), Bylaws Chair, reviewed the Standing Rules and moved the adoption of the Standing Rules on behalf of the Executive Council. **Motion carried.**

Sarah reminded delegates that NBIs had to be submitted by 4:00 PM today.

- X. Introduction of NEA-Retired President** – Theresa Meredith (IN), President of the Indiana State Teachers Association, praised Sarah for her credibility and dedication while still finding time to be with her family. She described Sarah as follows:
- S - Super Woman
  - A - Advocate
  - R - Right person at the right time for the right work
  - A - Action
  - H - Hero with heart

**NEA-Retired President’s Address - Sarah Borgman:** “We are going to mind our P’s and Q’s today.”

**Purpose** – Her goal last year was for better and on-going communication with leaders and members. She did this through the “President to President” newsletter and “Sarah Says” for the general membership, so everyone gets the information in a timely manner. She also wanted to broaden involvement in our established as well as the newly formed virtual committees: communications, membership, PAC fund raising, and legislative/lobbying advocacy.

Her goal for this year centers around NEA PAC fund raising at home. She is encouraging leaders to ask the average Jane and Joe members at home to give to PAC. She asked each state President to give her the name of one person to act as the state PAC Captain. She would like to target a minimum of 10% of our membership to give \$5 a month this year. The purpose is that NEA cannot afford to lose the 2020 election. There is too much at stake with cuts in education budgets, taking children and putting them in prison, pensions, health care, price gouging of prescription drugs, all the negative things coming out of the nation's capitol. "We are professionals and we want to protect public education. We can't afford to use the SALY method (Same As Last Year) anymore," she said.

**Priority** – Sarah asked the listeners to make contacting individual members a priority this year.

**Plan** – There is a need to plan for the year and share it with others.

**Persevere**– "Put your feet to your prayers," Sarah said. She gave examples in Mary Alice Heretick and Louisa Haney as living examples of perseverance.

**Power** – She feels power as she travels to state meetings and sees what various states are doing. As delegates do the above items, they, too, will feel the power. Let the power flow.

**Personal** – How personal is your NEA-Retired membership to you?

**"We are NEA and we are needed now, more than ever," Sarah concluded.**

**XI. Welcome** – Lily Eskelsen Garcia (UT), NEA President

Lily said that her energy comes from hearing of NEA-Retired's work, and it inspires her. She said that all members need to be all in and not wait for someone to save us. She asked for support for the Community Allies as NEA needs all the allies possible. She talked about the presidential candidate forum at the RA.

She announced John Stocks "retirement" as NEA Executive Director. He will now have a special assignment on the 2020 election. John said that when the election is over his retirement will begin.

The Executive Committee had been charged with selecting the new Executive Director. John Stocks spoke briefly and announced that Kim Anglin

Anderson will be the new NEA Executive Director beginning September 1, 2019.

Kim Anglin Anderson, NEA Executive Director, spoke briefly about the greatest asset of any membership organization - its members and she said she will never ever forget that. She reminded retired members to never forget to honor one's own voice, values, and to fight like ###. Collectively NEA Retired members have a mission and that she shares those values and the desire to make sure that education continues to be an engine of the nation's economy, fuel for cultural vibrance, and the foundation for Democracy which is at risk. What members do is fundamental to the nation. It is in the preamble, of NEA's mission, vision, and core values. Not only does she have a teaching degree, but she is also a lawyer, both of which have helped her in her positions with NEA.

**XII. Remarks – Becky Pringle (PA), NEA Vice President**

Becky started by honoring and recognizing our visionary leaders and courageous leaders starting with Sarah along with Jean and Dan.

She spoke about:

- what has happened since the last Representative Assembly
- challenged us to take to the streets, get to the polls, keep raising one's voices
- help Aspiring Educators
- work on racial justice and education at both the local and state levels
- advocate around *My School, My Voice*
- help to elevate our professional excellence is now available in ways not done in years past
- our members helped in school board, local, state and national elections in electing pro-education candidates - those that were here for America's children
- a need to share the issues of educators, retirees and students so they are always front and center
- "Collective action works and elections matter."
- a need for allies an issue coming up for vote at the RA
- asked delegates to tell stories about public education
- education is the last best hope for democracy
- members are tired of giving in to corporate powers and other groups.

She thanked attendees for all that is done for students, for our country and for each other.

**XIII. NEA-Retired Elections – Eloy Gonzales (NM), Chair**

Eloy read the list of qualified candidates for NEA-Retired Vice President, NEA-Retired Executive Council, Retired and Alternate to the NEA Board of Directors that filed by the May 1<sup>st</sup> deadline as found in the election procedures. He also listed the pre-filed candidates for the NEA Resolutions Committee.

Election for NEA-Retired Vice President, Executive Council and NEA Board of Directors will be determined by a majority vote of the ballots cast for each position. Election for NEA Resolutions will be determined by a plurality vote.

**For the office of Vice President:** (1-position for a three-year term beginning September 1, 2019 – August 31, 2022): Jean Dobashi (HI).

No one else filed by the May 1<sup>st</sup> deadline. Sarah said that according to Article VII Section 3A of the NEA-Retired Bylaws “If there is only one (1) candidate for the position, the presiding officer shall declare such candidate elected.”

**For the office of NEA-Retired Executive Council:** (2 positions for a three-year term each beginning September 1, 2019 – August 31, 2022): Linda McCrary (TN), Roberta (Bobbi) Margo (MN), Emma Shepherd (LA)

**For the NEA Board of Directors Representing Retirees:** (2 positions for a three-year term each beginning September 1, 2019 - August 31, 2022): Mae Smith (IL), Carlos Mariscal (CA), Marilyn Warner (FL).

**For the NEA Board Alternate:** (1 position for a three-year term beginning September 1, 2019 - August 31, 2022): Dianne Larson (MN).

No one else filed by the May 1<sup>st</sup> deadline. According to Article IX Section 4A of the NEA-Retired Bylaws “If the number of candidates nominated equals the number of positions to be filled, the presiding officer shall declare such candidates elected.”.

**For the NEA Resolutions Committee:** (6 positions for a one-year term beginning September 1, 2019):

**The following candidates had filed by May 1:** Karen Solheim (GA), Ron Moss (TN), Judy Rhode (MN), Karen Reynolds (?), Ginny Bosse (WI), Bobby J. Pierson (AL) and Gloria Lee Cook (NJ).

**The following candidates were nominated from the floor:** John Heineman (NE) by Deloris Tonack (NE), Sandra Hatley (NC) self-nominated, Sidney Kardon (MI) by Sally McNamara (MI), Ross Dill (IL) by Janet Kilgus (IL), Marchelle “Marcie” Agostinelli (PA) by Patsy Tallarico (PA), Deborah Sheehan (CA), Rosalinda Vargas (CA).

It was moved by Geraldine McNeil (NC) and seconded by Yvonne Williams (NC) to close nominations. **Motion carried.**

It was moved by Sidney Kardon (MI) to reconsider the motion to close nominations for the Resolution Committee. Since Sid did not vote on the prevailing side, the motion was out of order.

It was moved by Marilyn Warner (FL) and seconded by Ulysses Floyd (FL) to reconsider the motion to close the nominations for Resolutions Committee. **Motion failed.**

Credentials report: As of 10:20 AM June 30, 2019, there were 302 delegates in attendance out of 323 elected delegates.

**XIV. Guidelines for New Business Items** – Linda McCrary (TN), Chair, stated there were no changes proposed for the NEA-Retired guidelines for the introduction of new business items. She then walked us through those guidelines.

Linda moved, on behalf of the NEA-Retired Executive Council, the adoption of the NBI guidelines. **Motion carried.**

**Report on Action Taken on 2018 NBIs:** Linda McCrary (TN), on behalf of the Executive Council, moved the adoption of the 2018 NBI final report. (See attachment A.) **Motion carried.**

**The NEA Fund for Children and Public Education PAC Drawing** – Jean Dobashi (HI) introduced this years’ auctioneer, Davey Vela (TX). She also talked about the green card in delegate packets to be placed in the container in the PAC room, for a drawing at the end of each session.

Live auction – four items brought in \$455.

Winner of the \$100 Amazon Gift Card, donated by Barbara Matteson (AZ), was Larry Koenck (MN).

- XV. Moment of Remembrance** – Ginny Bosse (WI) – She talked about the many memories’ retirees have – personal, professional and NEA-Retired.

**Sunday, June 30, 2019 – Second General Session**

**The Second General Session of the 2019 NEA-Retired Annual Meeting** was called to order by President Sarah Borgman at 1:45 PM.

- XVI. Remarks** – Princess Moss (VA), NEA Secretary/Treasurer  
Sarah introduced Princess as an advocate and friend to retirees. Princess thanked members for all that has been done and all that retirees will continue to do. Princess said that Sarah has been an amazing representative for NEA-Retired.

She talked about:

- the theme for the NEA Representative Assembly – “Our Democracy, Our Responsibility, Our Time”
- the experience of retirees, as well as the resolve and the passion for students and for public education
- thanked members for involvement in the “REDforED” movement throughout the country to reinvest in public education
- growth in the retired membership comes wisdom and experience that can benefit the entire organization
- asked us to do whatever is necessary to ensure that students will have the same access to opportunities that retirees had

- XVII. NEA-Retired Candidate Speeches** – Eloy Gonzales (NM) and Sarah Borgman (IN)

Fred and Patty Hester (KY) were the timers for speeches. The Executive Council and NEA Board speeches were 3 minutes and the Resolution speeches were 2 minutes.

See **XIII. NEA-Retired Elections** above for the list of candidates. All the candidates for Executive Council, NEA Board and NEA Resolutions spoke except Karen Reynolds who was a no-show.

Eloy reminded delegates that voting tomorrow will be in the room next door from 7:45-8:45 AM and badges will be scanned. Campaign materials are prohibited in the voting area.

**Explanation of NEA Fund for Children and Public Education** – Jean Dobashi spoke to the requirements for giving to The NEA Fund.

Live auction - 4 items brought in \$550.

The winner of the \$100 VISA gift card donated by our 6 NEA Directors - Linda Young (NJ).

**XVIII. Discussion of Changes to NEA-Retired Bylaws** – Linda McCrary (TN)  
See Appendix “B” for the entire document.

***Proposed Amendment #1, addition:***

***MISSION***

***NEA-Retired, integral to the strengthening of NEA’s goals and strategies, supports and stewards the work of NEA-Retired members.***

It was moved by Richard Shea (MA) and seconded by Sid Johnson (AR) to strike the word “members”. **Motion failed.**

It was moved by Steve Gorrie (MA) and seconded by Claire Naughton (MA) to close debate. **Motion failed.**

It was moved by Millie Lambert (MI) and seconded by Sally McNamara (MI) to refer this document to the appropriate individual or committee and the document be posted somehow so that the NEA-Retired delegates, who are here, are able to provide suggestions or input they might have regarding the document and possible rationales for those.

Jim Sproul (KY) moved a substitute motion to refer the Mission and Vision part of the document back to the Executive Council, for further work and to make it a separate document. It was seconded by Marc Sternberger (CA). Discussion followed.

It was moved by Pat Jordan (CT) and seconded by Ilene Siegel (IL) to close debate. **Motion carried.**

Shall we refer the Mission Statement back to the Executive Council? **Motion carried.**

***Proposed Amendment #2, addition:***

***VISION***

***Our vision is a just and equitable public education system for all.***

It was moved by Marc Sternberger (CA) and seconded by Jim Sproul (KY) to refer the Vision Statement to the NEA-Retired Executive Council. **Motion carried.**

It was moved by Ulysses Floyd (FL) and seconded by Meg Gruber (VA) to close debate. **Motion carried.**

It was moved by Millie Lambert (MI) and seconded by Meg Gruber (VA) to refer the remaining items, as outlined in yellow, in the document back to the NEA-Retired Executive Council. **Motion carried.**

It was moved by Bob Barzdukas (CO) and seconded by Charles Moskowitz (FL) to close debate. **Motion carried.**

It was moved by Richard Shea (MA) and seconded by Sandra Hatley (NC) to reconsider all business up to this point. **Motion failed.**

- XIX. Remarks** – Mary Kusler, Senior Director, NEA Center for Advocacy  
Mary walked us through her presentation giving additional information for each slide.  
  
Mary auctioned off boxing gloves, following Julie Horwin’s presentation, for PAC - \$525.
- XX.** Julie compared NEA’s legislative fight to that of a boxing match. She said we have to be on the offense but need to be on the defense. She then discussed what the committee had done this year.
- XXI. Overview of the Kinnaman Scholarship Program** – Alen Ritchie, Chair  
Sarah Borgman, Lynda Wolfe Smith, and Jim Sproul put on a skit about the program. This year NEA Retired will present four scholarships. Alen asked us to make our contributions by check if at all possible. Past contributions were:  
2016 - \$7,711 --- 2017 - \$9,930 --- 2018 – \$11,217

Sarah reminded delegates that the session will begin at 9:00 AM tomorrow. Voting will be from 7:45-8:45 AM tomorrow.

### **Monday, July 1, 2019 – Third General Session**

**The Third General Session of the 2019 NEA-Retired Annual Meeting** was called to order by President Sarah Borgman at 9:00 AM.

Sarah asked us to respect others and keep conversations down. She also thanked our door keepers as well as the sound and lighting staff for the fine work being done.

#### **XXII. NEA-Retired Distinguished Service Award Presentation – Sarah Borgman**

Sarah thanked the committee and asked them to please stand and be recognized – Tom Wellman (NV), Dan Rudd (MI), Anita Gibson (AL), Alen Ritchie (CA), and Steve Tafflinger (IN).

She also asked the past recipients to please stand and be recognized: Lithangia Robinson (GA-2001), Marian Conrad (NV-2002), Kathleen Roberts (MA-2003), Ellen Logue (CA-2004), Ruth Watkins (NC-2005), Johnnie Davis (AL-2006), Janet Agnew (SC-2007), John Campbell (AZ-2008), Agnes Chavis (NC-2009), Sue Wiele (IA-2010), Joe Higgins (NE- 2011), Jim Sproul (KY-2012), Dr. Helen Zappia (GA-2013), Jean Savage (WA-2014), Gene Craig (IL-2015), Ulysses Floyd (FL-2016), Barbara Matteson (AZ-2017), and Lynda Wolfe Smith (GA-2018).

Sarah announced this years' recipients – Justin F Wong (HI) and Joan K Bass (NC).

#### **XXIII. NEA-Retired Jack Kinnaman Memorial Scholarship Award Presentation – Alen Ritchie, Chair and Sarah Borgman**

Four scholarships of \$2500 each were presented to the following:

- Monica Ordonez will be attending the University of Houston.
- Tiffany Timpel will be attending the University of Wisconsin-Whitewater where she will be doing student teaching.
- Emma Todd will be attending the University of Minnesota where she will be student teaching in an elementary resource classroom in Minneapolis.

- Susan Arns will be attending Western Illinois University.

During the “Parade of States” the “Cat in the Hat” hats were also passed for individual contributions.

State-Retired Presidents shared recent contributions from their states in the “Parade of States”: Illinois - \$585; Nebraska - \$620; Colorado - \$200; Florida - \$1035; Arizona – 700; Indiana - \$547; Kentucky - \$308; Tennessee - \$205; Maine - \$80; Texas - \$626; Wyoming - \$240; Minnesota - \$765; California - \$1100; Iowa - \$100; Georgia - \$400; Pennsylvania - \$322; Alabama - \$709; New Jersey - \$435; Michigan - \$840; Oregon - \$120; Arkansas - \$300; North Carolina - \$500.

Jackie Gorrie (MA) suggested that this committee consider, in addition to the scholarship money, that if there is a student NEA affiliate at their college, NEA Retired pay their membership for that affiliate to be part of the union as well.

**XXIV. NEA Grant Report:** Jon-Paul Roden (CT), NEA-Retired Grants Committee Chair.

Jon-Paul stated that grants were merged into the comprehension grant program of NEA. States can apply for one grant with a higher amount request (\$7000). Details are available on the NEA-Retired website. The available amount for the grants was \$134,000. The NEA-Retired website will have a new template that MUST be used to apply. (There will be a presentation at the President’s workshop.) There is some on-going discussion as to the role of the Executive Council and in the final decision-making process. Todd Crenshaw is still the go-to person on the grants. Matching funds is still an important part of the application. Evaluation of last year’s grant must be at NEA on or before August 1<sup>st</sup> to be eligible for a grant this year.

**XXV. NEA Resolutions Committee Report:** Ross Dill (IL) and Judy Rohde (MN), NEA-Retired Representatives to the Resolutions Committee.

Judy introduced the NEA-Retired members of the Resolutions Committee – Ron Moss (TN), Sid Kardon (MI), Sandra Hatley (NC), John Heineman (NE), Ross Dill (IL), and Judy Rohde (MN).

Judy then reviewed the process for submitting resolutions and amendments which at this time will need to be done online at [www.NEA.org/policyresourcecenter](http://www.NEA.org/policyresourcecenter).

Consideration of the Resolutions will be on the third day of the RA beginning with Section F.

Ross Dill reviewed the changes to B-26, Education of Refugee and Undocumented Children and Children of Undocumented Immigrants; B-31 Educational Programs in Support of Lesbian, Gay, Bisexual, Transgender, Non-Binary, and Questioning Students; C-38 School Facilities, Design, Construction, and Function; NEW C Opioid Addiction and Abuse; I-27 Immigration; I-32 Gun-Free Schools and the Regulations of Deadly Weapons; I-35. Human Trafficking; I-52 Hate-Motivated Violence.

**XXVI. Elections Report:** Eloy Gonzales, Chair of the Elections Committee, gave the following report: 295 of the 317 registered delegates voted.

**Vice President:** (3-year term) , **Jean Dobashi** was elected by acclamation.

**Executive Council:** (2 positions – 3-year term)  
290 – Valid 0 – Not Valid 5 – Blank

**Linda McCrary – 197 (78.49%)**  
**Roberta (Bobbie) Margo – 181 (72.11%)**  
Emma Shepherd – 124 – (49.40%)

**Retired NEA Board of Directors:** (2 positions – 3-year term)  
291 – Valid 0 – Not Valid 4 – Blank

**Mae Smith – 229 (88.08%)**  
**Marilyn Warner – 207 (79.62%)**  
Carlos Mariscal – 84 (32.31%)

**Retired Alternate for NEA Board of Directors , Diane Larson (MN)** elected by acclamation.

**Retired Seats on the NEA Resolutions** (Vote for no more than 6)  
292 – Valid 2 – Not Valid 2 – Blank

**Ron Moss – 184 (88.89%)**  
**Judy Rohde – 163 (78.74%)**

**Ross Dill – 162 (78.26%)**  
**Sid Kardon – 134 (64.73%)**  
**John Heineman – 101 (48.79%)**  
**Bobby J Pierson – 93 (44.93%)**  
Ginny Bosse – 85 (41.06%) 1<sup>st</sup> Alternate  
Sandra Hatley – 77 (37.20%) 2<sup>nd</sup> Alternate  
Debra Sheehan – 68 (32.85%) 3<sup>rd</sup> Alternate  
Karen Solheim – 60 (28.99%) 4<sup>th</sup> Alternate  
Gloria L Cook – 58 (28.02%) 5<sup>th</sup> Alternate  
Marchelle Agostinelli – 45 (21.74%) 6<sup>th</sup> Alternate  
Karen Reynolds – 12 (5.80%) 7<sup>th</sup> Alternate

It was moved by Eloy Gonzales, on behalf of the Election Committee, to adopt the election report. **Motion carried.**

NEA The Fund update: \$11,000

Live auction - four items: \$2,100

The winner of the \$100 in eatery gift cards, donated by Jean Dobashi – Dixie Rhodes (PA).

**XXVII. NEA 2019 ESP of the Year - Matthew Powell (KY)**

Matthew is a participant on this conference planning committee. He stopped by to thank delegates for fighting for students, schools and communities. He said, “If it wasn’t for retired, I don’t know what we would do”.

**XXVIII. Action on New Business: Linda McCrary, Chair**

**New Business Item 2019-1 - Motion carried.**

**Motion:** I move that the NEA-Retired Executive Council and NEA-Retired Board members lobby the NEA to return the NEA-Retired Organizing Conference to a full 2 (two) days.

**Rationale:** The State Presidents used to be able to meet before the Conference. The shortened version of the conference does not give enough time.

**Cost:** \$0

**Submitted by:** Robert C Barzdukas, CO  
**Second:** Beverly Green, CO

**New Business Item 2019-2 – Motion failed.**

**Motion:** I move that NEA-Retired support the Vintage Reading initiatives to Fight Against Childhood Alliteracy by encouraging all members to contact a Cracker Barrel through their 800 number and encourage them to support this initiative.

**Rationale:** Alliteracy is when a child knows how to read but chooses not to. One way to fight alliteracy, is to put in place again colorful picture oriented shortened literature.

**Cost:** \$ 0

**Submitted by:** Judy Gail Armstrong-Hall, MI  
**Second:** Al Beamish, MI

It was moved by Ulysses Floyd (FL) and seconded by Marilyn Warner (FL) to close debate. **Motion carried.**

**XXIX. “Why Supporting Professional Quality is Union Work” – Andy Coons, Senior Director, NEA Center for Education Policy and Practice.**

Andy discussed his topic as it relates to the budget.

- The Green line – NEA comes to the defense of educators and all of our affiliates.
- The Yellow line – Our capacity – Ensuring that our Locals have the capacity to do the good work we do.
- The Blue Line – The Four Priorities of the Association – Increase the educator voice around the issues that impact their work in the classroom and with students.
- Recruiting and educating new educators
- Advancing social justice in education
- Supporting professional excellence

He related his story as to how he became involved in the Association and his work in professional quality.

Every program, training and professional resource NEA has, should be thought about as an opportunity to engage and organize our members. Andy talked about many of the programs NEA has for the members.

What do our members really need? Is there a program that NEA has that can help us or that we can modify? Can it be delivered by a member?

NEA is trying to build a system that is Association convened, educator lead professional learning, and has supports that meet the educator's needs. This is a huge opportunity for retirees to help.

### **Action on New Business (continued):**

#### **New Business Item 2019-3 – Motion as amended carried.**

**Motion:** I move that NEA-Retired adopt and recommend to the NEA RA that in choosing sites for future Representative Assemblies, NEA should **not** consider **states with** oppressive gender-based **statutes**.

**Rationale:** We need to spend our money to support our beliefs. Those who want to dictate personal choices need know there is a cost involved.

**Cost:** \$ 0

**Submitted by:** Jack Tucker, IL **Second:** Lindy Hiatt-Hecox, IL

#### **New Business Item 2019-4 - Motion failed.**

**Motion:** I move that NEA-Retired support a friendly amendment to Constitution Amendment #2 so that it reads "Teachers – Educators".

**Rationale:** Inclusivity is very important, but the word "Teacher" should not be erased from the NEA Constitution.

**Cost:** \$0

**Submitted by:** Bob Myers, NJ **Second:** Minnie Mozee, NJ

It was moved by Marc Sternberger (CA) and seconded by Lois Sales to close debate. **Motion carried.**

#### **New Business Item 2019-5 Motion carried.**

**Motion:** I move that NEA-Retired support NEA NBI A: Migrant Detention and Family Separation: A Humanitarian Crisis. NEA will immediately call on the Trump Administration, the US Senate, the House of Representative and the Courts, for the immediate end to the detention and criminalization of immigrant children and their families; including an end to large-scale ICE raids, which inflict chaos, fear, and instability on entire communities. Specifically, NEA will call on the U.S. government to address the human rights violations in detention centers across the country by demanding that:

**Rationale:** Immigrant children currently incarcerated by the U.S. government be treated as human beings with infinite worth and potential and not be exposed to conditions that harm or traumatize them.

Detention facilities be open to visits by doctors, educators, social workers, clergy and other children’s advocates.

The US government comply with the guidelines for basis standards of care of children set forth by the American Academy of Pediatrics.

The US government stop sending children and immigrant families to for-profit detention centers.

**Cost:** \$0

**Submitted by:** Juliana Rivera Horwin, AZ

**Second:** Barbara Schram, MI

### **Monday, July 1, 2019 – Fourth General Session**

**The Fourth General Session of the 2019 NEA-Retired Annual Meeting** was called to order by President Sarah Borgman at 1:45 PM.

The following NEA Candidates stopped by to address us:

- Andrea Beeman – NEA ESP At-Large Director
- Mary Ann Rivera- NEA ESP At-Large Director
- Michael Wesley, Jr – NEA Executive Committee
- Tania Kappner – NEA Executive Committee
- Robert V Rodriguez – NEA Executive Committee
- Ruben Murillo – NEA Executive Committee
- Victoria Reese – NEA At-Large Administrator (video)

Christine Sampson-Clark – NEA Executive Committee  
Ellen Olsen – NEA ESP At-Large Director  
Mike Glabere – NEA ESP At-Large Director  
Cynthia Henderson – NEA At-Large Administrator  
DeWayne Sheaffer – NEA At-Large Higher Ed  
Loretta A Ragsdell, PhD – NEA At-Large Higher Ed

**Action on New Business (continued):**

**New Business Item 2019-6 - Motion to postpone indefinitely carried on a standing vote. 184-106**

**Motion:** I move that the NEA will call for the impeachment of President Trump. Support for and the rationale of this action shall be printed in NEA Today.

**Rationale:** Under President Trump, the children of families attempting to immigrate to the United States have been separated from their parents. This cruel and deliberate policy and the conditions of incarceration of these children has already resulted in the deaths of two children. As advocates for the welfare of students we cannot stand by and merely watch.

**Cost:** The cost of printing an article in an existing NEA publication will be minimal.

**Submitted by:** Sidney Kardon, MI

**Second:** Pam DeGryse, MI

It was moved by John Heineman (NE) and seconded by Marc Sternberger (CA) to postpone this NBI indefinitely. After much debate it was moved by Bob Thesman (KS) and seconded by Roger Sharp (IN) to close debate.

**Motion carried.**

**New Business Item 2019-7 - Withdrawn**

**Motion:** I move that the NEA-Retired Distinguished Service Award presentation be made only after all elections are finalized and announced.

**Rationale:** To ensure that our elections are not unduly impacted by any presentations or awards given to members.

**Cost:** \$0

**Submitted by:** Anne Hoeffler, PA    **Second:** Robert C Barzdukas, CO

**New Business Item 2019-8 - Referred to the NEA-Retired Executive Council.**

**Motion:** I move to phase out ~~discontinue~~ the hard-copy, NEA-Retired Affiliates Award within the next 3-5 years and replace it with Communications Awards, with emphasis on electronic newsletters, association websites, listserv messages, Facebook and other means of electronic communication at state, regional and/or local levels.

**Rationale:** With ever-increasing postage and copying costs, this will be significant budget savings, while accomplishing the same purpose as hard-print newsletters. Electronic communication also appeals to newer retirees who are more comfortable and familiar with this style of informing members.

**Cost:** \$0

**Submitted by:** Carol Weatherford, MO

**Second:** Martha Karlovetz, MO

It was moved by Roger Rae (NE) and seconded by Pat Heatherton (NE) to refer the NBI to the Executive Committee. **Motion carried.**

**New Business Item 2019-9 – Motion – Referred to the Executive Council.**

**Motion:** I move that the NEA-Retired support the creation of a 40<sup>th</sup> year commemorative booklet and on-line version of the History, Life and Times of NEA-Retired.

**Rationale:** Our history, past and present deserves a respectable format to collectively chronicle on whose shoulders we stand, one that will depict our struggles, successes and challenges for generations to come.

**Cost:** \$10,000

**Submitted by:** Lynda W Smith, GA      **Second:** Karen Solheim, GA

It was moved by Sandra Hatley (NC) and seconded by Anita Longheart (NC) to refer this NBI to the NEA-Retired Executive Council. **Motion Carried.**

**New Business Item 2019-10 – Motion carried.**

**Motion:** I move the NEA-Retired respectfully requests that the NEA-Retired Distinguished Service awardee be recognized during the NEA RA each year.

**Rationale:** We are simply asking that the NEA President take an opportunity to recognize the person who is awarded the highest honor in the retired division of NEA. This can be accomplished in a multitude of ways that will not take away from the RA, nor add more than a few short minutes, such as if the awardee attends the RA and was asked to stand as our awardee.

**Submitted by:** Anita Gibson, AL      **Second:** Meg Gruber, VA

**New Business Item 2019-11 – Motion carried. – Referred to the NEA-Retired Executive Council**

**Motion:** I move that NEA-Retired requests that the following be included with the current variety of articles in future publications of the NEA-Retired members' magazine:

- An article highlighting the NEA-Retired Distinguished Service Award winner each year.
- A list of the Communication Awardees in all categories accompanied by an article interviewing winners and possibly an example of their work.
- A list of the membership category awardees accompanied by an article interviewing the winners.

- Pictures and highlights of workshops and interviews with a sampling of presenters at the Retired Conference each year.
- A report on New Business Items submitted and action taken on each by the NEA-Retired delegates at the Annual Meeting.
- An article on our very successful PAC efforts and the results of those efforts.
- An article about the history of the NEA-Retired Jack Kinnaman Scholarship Fund.

**Rationale:** While any of the articles in the NEA-Retired member magazine highlight activities of our retirees, by highlighting honors, awards, and events at our conference we will create a greater interest in participation among our members, while advancing our status as retirees in the NEA family.

**Cost:** \$0

**Submitted by:** Anita Gibson, AL

**Second:** Meg Gruber, VA

Crystal Ward (ME) asked to add an article highlighting the history of NEA-Retired to the above list. There wasn't any objection. Jack Kinnaman Award was also added to the list.

It was moved by Sandra Hatley (NC) and seconded by Linda Gunner (NC) to reconsider all NBI's. Motion failed.

Sarah asked delegates to join her in thanking the NBI Committee and Yvonne White for the help with the NBI's.

Mae Smith (IL) asked to share information about the Community Ally membership category which will be voted on at the Representative Assembly.

Hannah Vaandering, NEA Executive Committee, brought greetings from the NEA Executive Committee and thanks for all NEA Retired does every day to make a difference in the lives of students through the work and support for public education.

**XXX. Presentation of Communication Awards** – Bobbie Margo (MN), Chair

Bobbie introduced the Executive Council members on her committee - Linda McCrary (TN) and Jon-Paul Roden (CT) as well the staff that assisted the committee - Louisa Haney, Mary Alice Heretick and Yvonne White. **(See Attachment “C” for the winners.)**

**XXXI. Membership Awards** – Lynda Wolfe Smith (GA), Chair

Lynda introduced the Executive Council members on her committee - Roberta Margo (MN) and Daniel Rudd (MI)  
**(See Attachment “D” for the winners.)**

**XXXII. Finance Committee Report** – Sarah Borgman (IN), NEA-Retired President

As the 2018-2019 budget year draws to a close, there is good news for NEA. There was an anticipated loss of 216,000 fair share fee payers. However, the positive impact of the membership organizing led to 180,000 FTE over the adopted budget for 2018-2019. Some of this is due to the attacks on education and the anti-establishment movement that has caused the need to band together.

- \$1 million – reinvest in growth and strength
- \$1.66 million – enterprise operation
- \$1.23 million – building capacity
- \$ 5.688 - securing the environment

The total figure for the 2019-2020 modified budget is \$350 million.

Sarah also said that NEA Retired has had all its needs met and then some.

She is also looking forward to increases in the future to enhance NEA Retired work, advocacy, and activities.

**XXXIII. Update from the General Counsel’s Office** – Alice O’Brien, NEA General Counsel

Alice said that the day before JANUS, NEA didn’t have any cases against NEA in the US Supreme Court. Almost all of the states with fair share members are facing litigation following the JANUS decision either through individual or class action cases. These cases are raising many different claims.

- Strike down fee statutes and CBA provisions
- Seek to recover fees already paid for last several years

#### Challenge membership cards and window periods

- Seek to revoke prior consent to membership
- Challenge limitation on dropping dues deductions
- Seek to recover previously paid dues going back several years

#### Challenges to public sector bargaining

- Anti-trust challenges to public sector bargaining
- Challenges to disclosure of unit contact information/support for the exclusive representative

#### Challenges to exclusive representation

- 18 challenges to exclusive representation are now pending

#### Early wins have been favorable

- Back fee claims dismissed
- Claims to revoke membership consents rejected
- Challenges to public sector bargaining rejected
- Exclusive representation rejected
- Massachusetts Supreme Court upheld exclusive representation

#### Almost all of the District Court wins already on appeal

- Trial Court – 12% Trump appointees
- Federal Appeals Court – 25% Trump appointees
- US Supreme Court – 22% Trump appointees

JANUS result of decade long strategy to capture the courts.

Trump's Supreme Court appointee Neil Gorsuch plots rightward course – will make the Supreme Court more anti-union for decades.

Labor movement just one of the key targets

- Unlimited dark money in politics – 2010
- Voting rights – 2013
- Political gerrymandering – 2019
- Census – 2019
- New Deal Programs/Administrative State – 2019

NEA vs Betsy DeVos suit.

Alice then spent time answering questions from the delegates. She concluded her remarks by thanking members for all their efforts.

Jean Dobashi thanked the members who staffed the PAC room – Barbara Matteson (AZ), Gene Craig (IL), Judy Dill (IL), Peggy Hann (OH) and Martha Wood (VA). She thanked Julie Horwin (AZ) as the high-tech person, Linda McCrary (TN) for helping with the typing, Lynda W Smith (GA) and Cleorah Scruggs-DeBose (MI) as the town criers and those that volunteered in the PAC room.

Live auction - five items brought in \$1695.

The unofficial total raised for PAC was \$30,870.

The winner of the \$100 gift card donated by Gene Craig (IL) – Bobby Pierson (AL).

The unofficial total raised for the Jack Kinnaman Scholarship Fund is \$11,500.

Sarah installed the following elected members, alternates and officers:

- Members and alternates to serve on the NEA Resolutions Committee
- Members and alternates to serve on the NEA Board of Directors
- Members of the NEA-Retired Executive Council
- Vice President

There were many points of personal privilege.

The 2019 NEA-Retired Annual Meeting adjourned.

Announcement of 2020 Candidacy for NEA-Retired Office

President – Sarah Borgman (IN)

Executive Committee - Janet Kilgus (IL)

Janice Eggert (OR)

Bob Hoffmann (SD)

JoAnn Smith-Mashburn (TN)

Emma Shepherd – (LA)

NEA Board of Directors - Julie Horwin (AZ)

Penni Cyr (ID)

Bobbie Duncan (TX)

Resolutions Committee - Ginny Bosse (WI)

Respectfully submitted,  
Daniel L Rudd, NEA-Retired Secretary

## Attachment A

### NEA-Retired Action Report on New Business Items 2018

#### **NBI 1 - 2018 - Passed**

Moved that NEA-Retired oppose NEA Constitutional Amendment #5.

Response - No Action Required

#### **NBI 2 - 2018 - Passed**

Moved that the NEA-Retired propose the use of smartphones or tablets for voting at the NEA-RA.

Response - Referred to NEA-RA Planning Committee who chose not to implement due to lack of security during voting.

#### **NBI 3 - 2018 - Passed**

Moved that a highly visible “Go To” section of lobbying information be included in *NEA Today*.

Response - Referred to Executive Council with the suggestion that members could subscribe to online sources such as Education Votes.

#### **NBI 4 - 2018 – Passed**

Moved that paper copies of campaign literature of NEA-Retired candidates be confined to candidate campaign tables.

Response - Referred to Executive Council for implementation.

The NEA-Retired Election Committee is proposing this change in the Elections Guidelines to be voted on during the 2019 Annual Meeting.

#### **NBI 5 - 2018 – Referred**

Moved that the NEA-Retired commend American teens for actions regarding gun violence in schools.

Response - Referred to Executive Council – “Top 10 Challenges Facing Educators” published in *NEA Today for Retired Members*, August 2018.

**NBI 6 – 2018 – Passed**

Moved that beginning in 2019 the Report on Action Taken n NBIs be available electronically.

Response - Referred to Executive Council for implementation. Report is available on-line.

**NBI 7 – 2018 – Referred**

Moved that NEA-Retired promote through existing resources the efforts of student led groups against school violence.

Response - Automatically referred to the Executive Council.

“Top 10 Challenges Facing Educators” published in *NEA Today for Retired Members*, August 2018.

**NBI 8 – 2018 – Ruled Out of Order and Referred to NEA Program and Budget Committee**

Moved that the NEA-Retired Executive Council and Board of Directors to consider setting half dues for Education Support Personnel (ESPs).

Response – Ruling by NEA Membership Department:

There is no way to differentiate a retired active member from an ESP one.

One must also consider that the \$300 NEA portion is for a lifetime of service. The Council encourages states to give reduced dues to encourage ESPs to become members.

## Attachment "B"

### 2019 PROPOSED AMENDMENTS TO THE NEA-RETIRED BYLAWS

*Proposed Amendment #1, addition:*

#### **MISSION**

***NEA-Retired, integral to the strengthening of NEA's goals and strategies, supports and stewards the work of NEA-Retired members.***

*Proposed Amendment #2, addition:*

#### **VISION**

***Our vision is a just and equitable public education system for all.***

#### **ARTICLE I - PURPOSE**

The NEA-Retired, an organization of the National Education Association, shall advance and promote the NEA programs for Retired members and Pre-Retired Subscribers.

#### **ARTICLE II - GOVERNING AUTHORITY**

The NEA-Retired shall be governed by these Bylaws which shall be compatible with the Constitution and Bylaws of the NEA.

#### **ARTICLE III - OBJECTIVES**

The NEA-Retired shall:

- A. Provide opportunity for NEA members to continue their membership and involvement in the NEA following retirement from active educational employment;

- B. Provide opportunity for educational employees not previously NEA members to become involved in the NEA following retirement from active educational employment;
- C. Enroll members of the NEA and its affiliates as Pre-Retired Subscribers and provide opportunities for their involvement in certain NEA-sponsored programs;
- D. Establish opportunities for NEA-Retired members to address and pursue issues of common concern, create avenues to safeguard and strengthen retirement benefits, and provide forums for information sharing and social interaction;
- E. Create ways and means for NEA-Retired members to join with the NEA in efforts to bring about positive support for public education and the achievement of NEA objectives;
- F. Become involved in the election of pro-education candidates to public office and lobby for educational measures in conjunction with policy decisions made by the NEA and its affiliates; and
- G. Assist the NEA in the improvement of instruction, and the advancement of the image of teaching in America.

## **ARTICLE IV - NEA-RETIRED MEMBERSHIP**

### **Section 1. Eligibility**

The NEA-Retired shall be comprised solely of the retired members of the NEA. Pursuant to NEA Bylaw 2-1(d) Retired membership in NEA is open to any person who is at least forty-five (45) years of age or who is eligible to receive a pension from an educational employment retirement system (including Social Security), and who was employed for at least five (5) years in a position that qualified him or her for Active membership but who is no longer so employed or who retired and returns to either day-to-day or regular full time or part time educational employment as part of an early retirement agreement with the local school district. Retired membership is limited to persons who support the purposes and programs of the Association. Retired members shall maintain membership in the state affiliate provided the affiliate has a membership category for retired

members and provided the affiliate grants such members at least the right to serve as delegates to its delegate assembly or equivalent body and to be counted toward the representation entitlement of such body.

Section 2. Rights and Responsibilities

- A. NEA-Retired members shall have the right to vote, to hold elective or appointive positions in the NEA-Retired and the NEA, and to be counted toward representation entitlement for the NEA Board of Directors and the NEA Representative Assembly as provided in the NEA Constitution and Bylaws.
- B. NEA-Retired members shall be eligible to receive benefits and services of the NEA authorized by the NEA Board of Directors.

**ARTICLE V - PRE-RETIRED SUBSCRIBERS**

Section 1. Eligibility

Members of the NEA shall be eligible to become Pre-Retired Subscribers.

Section 2. Rights and Responsibilities

Pre-Retired Subscribers shall be eligible to receive benefits and services of the NEA as authorized by the NEA Board of Directors.

**ARTICLE VI - DUES AND FINANCES**

Section 1. Dues

Dues of Retired members of the NEA shall constitute the dues for membership in the NEA-Retired. They shall be established by the NEA Board of Directors and payable (a) by a retired individual who joins the NEA on an annual basis or (b) through a Retired Membership for Life Program. The dues of Pre-Retired Subscribers shall be established by the NEA Board of Directors and payable through the Retired Membership for Life Program.

## Section 2. Lifetime Dues

Lifetime dues receipts shall be deposited in a special purpose interest-bearing account.

## Section 3. Income

Income for NEA-Retired programs shall be derived from annual dues and the interest from the lifetime account.

# **ARTICLE VII - NEA-RETIRED EXECUTIVE OFFICERS**

## Section 1. Executive Officers

The NEA-Retired Executive Officers shall include the President, Vice President, and Secretary.

## Section 2. President

- A. Election. The President of the NEA-Retired shall be elected at the NEA-Retired Annual Meeting for a three-year term of office through an open nomination and secret ballot election. Members of the NEA-Retired shall be eligible to be candidates. Voting shall be restricted to the Retired delegates to the NEA Representative Assembly. If there is only one (1) candidate for the position, the presiding officer shall declare such candidate elected.
- B. Duties. The President of the NEA-Retired shall chair all meetings of the NEA-Retired Executive Council and shall be responsible for the preparation of the agendas. He/she shall chair the NEA-Retired Annual Meeting and be responsible for preparation of the agenda with the advice and consent of the NEA-Retired Executive Council.
- C. Vacancy. A vacancy in the office of President shall be filled by the Vice President only until the next NEA-Retired Annual Meeting, at which time a duly called election shall be held to fill the unexpired term of office.

### Section 3. Vice President

- A. Election. The Vice President of the NEA-Retired shall be elected at the NEA-Retired Annual Meeting for a three-year term of office through an open nomination and secret ballot election. Members of the NEA-Retired shall be eligible to be candidates. Voting shall be restricted to Retired delegates to the NEA Representative Assembly. If there is only one (1) candidate for the position, the presiding officer shall declare such candidate elected.
- B. Duties. The Vice President shall chair all meetings of the NEA-Retired Executive Council and the NEA-Retired Annual Meeting in the absence of the President. He/she shall assist the President in representing member interests and in carrying out such duties as the President may delegate.
- C. Vacancy. The NEA-Retired Executive Council shall be authorized to fill a vacancy in the office of Vice President only until the next NEA-Retired Annual Meeting, at which time a duly called election shall be held to fill the unexpired term of office.

### Section 4. Secretary

- A. Election. The Secretary of the NEA-Retired shall be elected at the NEA-Retired Annual Meeting for a three-year term of office through an open nomination and secret ballot election. Members of the NEA-Retired shall be eligible to be candidates. Voting shall be restricted to the Retired delegates to the NEA Representative Assembly. If there is only one (1) candidate for the position, the presiding officer shall declare such candidate elected.
- B. Duties. The Secretary shall be responsible for keeping the minutes of all meetings of the NEA-Retired Executive Council and the NEA-Retired Annual Meeting. He/she shall present for adoption at the subsequent meeting of each of these two governing bodies, the respective minutes of the previous meeting.

*Proposed Amendment #3:*

He/she shall also be responsible for maintaining the historical records of the organization. ***The secretary is also responsible for keeping up to date a directory of state affiliate leaders.***

*Proposed Amendment #4:*

- C. ***Vacancy.*** ~~A vacancy in the office of Secretary shall be filled at the next NEA-Retired Annual Meeting, at which time a duly called election shall be held to fill the unexpired term of office. Until such election is held, the President of NEA-Retired shall appoint an interim secretary to fulfill the duties of the office of Secretary.~~ ***The NEA-Retired Executive Council shall be authorized to fill a vacancy in the office of Secretary only until the next NEA-Retired Annual Meeting, at which time a duly called election shall be held to fill the unexpired term of office.***

## **ARTICLE VIII - NEA-RETIRED EXECUTIVE COUNCIL**

### *Section 1. Composition and Election*

The NEA-Retired Executive Council shall be comprised of the President, Vice President and Secretary of the NEA-Retired, and six members of the NEA-Retired elected at the NEA-Retired Annual Meeting, for three-year staggered terms, through an open nomination and secret ballot election. Following the election of officers and Executive Council members at the NEA-Retired Annual Meeting, if the total membership of the NEA-Retired Executive Council does not include at least one member of an ethnic-minority group, an ethnic-minority member shall be elected to the Council in accordance with the provisions of these Bylaws. The election shall be conducted with open nominations and a secret ballot. The term of the ethnic-minority member shall be one year.

### *Section 2. Terms of Office*

NEA-Retired Officers and Executive Council members shall serve no more than two terms in the position to which elected.

### Section 3. Function

The NEA-Retired Executive Council shall provide leadership in carrying out the objectives of the organization and shall advise the NEA in the operation of the NEA-Retired program.

### Section 4. Meetings

The NEA-Retired Executive Council shall meet at least three times each year at times and locations to be determined by the NEA-Retired President. A majority of members shall constitute a quorum. Minutes of each meeting shall be recorded and duly adopted.

### Section 5. Vacancies

The NEA-Retired Executive Council shall be authorized to fill vacancies in its body only until the next NEA-Retired Annual Meeting, at which time a duly called election shall be held to fill the unexpired term of office.

## **ARTICLE IX - REPRESENTATION ON THE NEA BOARD OF DIRECTORS**

### Section 1. Representation

Members of the NEA-Retired shall have representation as provided in the NEA Constitution and Bylaws.

### Section 2. Number of Directors

The number of Retired directors on the NEA Board of Directors shall be determined as provided in the NEA Constitution and Bylaws.

### Section 3. Eligibility

#### *Proposed Amendment #5:*

Only NEA-Retired members shall be eligible to serve ~~on~~***in*** the positions of NEA Board of Directors ***for Retired and NEA Board of Directors for Retired Alternates.***

#### Section 4. Election

Directors shall be elected at the NEA-Retired Annual Meeting consistent with the NEA requirements for three-year staggered terms. Nomination for office shall be open and election shall be by secret ballot. Each Retired delegate to the NEA Representative Assembly in attendance shall be entitled to vote. If the number of candidates nominated equals the number of positions to be filled, the presiding officer shall declare such candidates elected.

#### Section 5. Vacancy

The NEA-Retired Executive Council shall recommend an individual to fill a Director's vacancy. The vacancy shall be filled by the NEA Board of Directors when in session or when not in session by the NEA Executive Committee. The individual appointed shall serve until the next NEA-Retired Annual Meeting, at which time a duly called election shall be held to fill the unexpired term of office.

### **ARTICLE X - REPRESENTATION TO THE NEA REPRESENTATIVE ASSEMBLY**

#### Section 1. Representation

Members of the NEA-Retired shall be represented at the NEA Representative Assembly by the Retired delegates to the NEA Representative Assembly.

#### Section 2. Number of Delegates

The number of Retired delegates to the NEA Representative Assembly shall be determined as provided in the NEA Bylaws.

#### Section 3. Eligibility

Only NEA-Retired members shall be eligible for delegate positions to the NEA Representative Assembly.

#### Section 4. Election

Based upon the number of Retired delegate positions allocated by the NEA to the several states, each NEA state affiliate shall carry responsibility to ensure that the election of Retired delegates is conducted in accordance with the NEA requirements. Only Retired members of the NEA shall be eligible to vote.

## **ARTICLE XI - REPRESENTATION ON THE NEA RESOLUTIONS COMMITTEE**

### Section 1. Representation

Members of the NEA-Retired shall have representation as provided in the NEA Standing Rules.

### Section 2. Number of Members

The number of NEA-Retired members on the NEA Resolutions Committee shall be determined as provided in the NEA Standing Rules.

### Section 3. Eligibility

#### *Proposed Amendment #6:*

Only Retired delegates to the NEA Representative Assembly shall be eligible to be elected to **the positions of** NEA Resolutions Committee **for Retired and NEA Resolutions Committee Alternates for Retired.**

### Section 4. Election

Resolutions Committee members shall be elected at the NEA-Retired Annual Meeting consistent with the NEA Standing Rules. Nominations shall be open, and election shall be by secret ballot. Each Retired delegate to the NEA Representative Assembly in attendance shall be entitled to vote.

### Section 5. Alternates

Alternates in equal number to committee members shall be elected at the NEA-Retired Annual Meeting. Should the number of alternates be fewer than the number needed to fill Retired member vacancies on the Committee, additional alternates shall be appointed by the NEA-Retired Executive Council.

## **ARTICLE XII- NEA-RETIRED ANNUAL MEETING**

### **Section 1. *Agenda***

The agenda for the NEA-Retired Annual Meeting shall be prepared by the President of the NEA-Retired with the advice and consent of the NEA-Retired Executive Council. The President of the NEA-Retired shall chair the NEA- Retired Annual Meeting.

### **Section 2. *City and Date***

The NEA-Retired Annual Meeting shall be held immediately prior to and in the same convention city as the NEA Representative Assembly.

### **Section 3. *Voting***

Only NEA-Retired members who are delegates to the NEA Representative Assembly shall have full voting rights at the NEA-Retired Annual Meeting.

## Section 4. Meeting Participation

### Proposed Amendment #7:

NEA-Retired members who are not delegates to the NEA Representative Assembly and Pre-Retired subscribers will be treated as observers without the right to vote but may otherwise participate in the proceedings according to Robert's Rules of Order **Newly Revised**. **(Current Edition)**

## **ARTICLE XIII - AMENDMENTS**

### Section 1. Submission of Amendments

An amendment to the NEA-Retired Bylaws may be submitted by a majority vote of the NEA-Retired Executive Council, a majority of retired members of the NEA Board of Directors or the official action of a state retired affiliate.

### Section 2. Deadline for Submission

For consideration at the NEA-Retired Annual Meeting, proposed amendments to the NEA-Retired Bylaws must be submitted in writing to the NEA-Retired Executive Council before its May meeting.

### Section 3. Adoption

Adoption of the proposed amendment(s) shall be determined by a simple majority vote of the retired delegates present and voting by secret ballot at the NEA-Retired Annual Meeting. Unless otherwise provided, an amendment shall take effect at the beginning of the fiscal year following its adoption.

*Adopted by the NEA Board of Directors: December 1983*

*Amended by the NEA of Directors: May 1987, May 1989, February 1991, October 1996, June 1998, June 2007, May 2008*

*Amended by the NEA Representative Assembly: July 2008*

*Amended by the Retired Annual Meeting: July 2009, July 2010, July 2014 Updated administratively: April 2018, May 2019*

## **Attachment “C”**

### **ESTABLISHED STATE RETIRED NEWSLETTER – Tie for first**

#### **CTA/NEA Retired-Retiree Advocate – California Teachers Association**

Editor – Bonnie Shaun

Nominated by – Marc Sternberger

#### **NJREA Newsletter – New Jersey Retirees’ Education Association**

Editor – Miriam Reichenbach

Nominated by – Christy Kanaby

### **LOCAL NEWSLETTERS**

#### **First Place**

##### **Edgecombe/Nash Retired School Personnel – North Carolina**

Editor – Doris Cooper

Nominated by – Joan Bass

#### **Runner Up**

##### **The MNRTA Newsletter – Metropolitan Nashville Retired Teachers Association**

Editor – Doris Hendrix

Nominated by – Clementine Chamberlain

### **SPOTLIGHT AWARD**

#### **First Place**

##### **CEA Advisor – Connecticut**

Editor – Lesia Winiarskyj

Nominated by – Gloria Brown

#### **Runner Up**

##### **Know Georgia – Georgia Association of Educators**

Editor – Kevin Pearson

Nominated by – Karen Solheim

**WEBSITE AWARD – Tie for First**

**Maine Education Association Retired**

Web Designer – Pam Partridge

Nominated by – Jane Conroy

**Michigan Education Association-Retired**

Web Designer – Kyle Shumaker

Nominated by – Judy Foster

**E NEWSLETTER – New Category This Year**

**First Place**

**In The Loop** – Georgia Association of Educators-Retired

Editors – Toni Smith and Karen Solheim

Nominated by – Karen Solheim

**Runner-Up**

**Our Times** – Portland Area Teaches Retired

Editor – Ray Johnson

Nominated by – Ray Johnson

**Attachment "D"**  
**MEMBERSHIP AWARDS**

**Numerical Increase**

**Winner** – Kentucky Education Association Retired - 542

**Runner Up** – Pennsylvania State Education Association Retired - 486

**3<sup>rd</sup> Place** – Michigan - 476

**4<sup>th</sup> Place** – California - 465

**5<sup>th</sup> Place** – Minnesota - 425

**Percentage Increase**

**Winner** – Education Minnesota Retired – 5.7%

**Runner Up** – Federal Education Association Retired – 4.8%

**3<sup>rd</sup> Place** – Washington – 3.0%

**4<sup>th</sup> Place** – Wyoming – 2.66%

**5<sup>th</sup> Place** – Vermont – 2.64%

**Hall of Fame** – Kentucky Education Association Retired – 2016, 2017, 2019