



**NEA-Retired Executive Council Minutes
NEA-Headquarters, Washington, DC
May 6-8, 2018**

DRAFT – These are not official minutes until approved by the NEA-Retired Executive Council.

Executive Council Officers/Members

Sarah Borgman, President (IN)	Bobbie Margo (MN)
John Jensen, Vice President (NE)	Linda McCrary (TN)
Martha Karlovetz, Secretary (MO)	Alen Ritchie (CA)
Julie Horwin (AZ)	Jon-Paul Roden (CT)
Susan Jones (PA)	Martha Wood (Elections Chair) (VA)

NEA-Governance –

Ashley Muscarella, NEA Aspiring Educators Chairperson
George Sheridan, NEA Executive Committee
Hanna Vaandering, NEA Executive Committee

NEA-Board Members representing NEA-Retired:

Bob Hoffman (SD)	Joanne Mashburn-Smith (TN)
Dan Rudd (MI)	Marilyn Warner (FL)

Guests: Barbara Matteson, AZ

Mary Moran, PA

Kevin McDermott, Senior Labor Policy Advisor,
House Congressional Education & Workforce Committee

NEA Staff

Mary Alice Heretick, Center for Governance
Sabrina Tines, Senior Director, Center for Governance
Louise Haney, Center for Governance
Lisa Leigh, Center for Communications, Editor *NEA Today for Retired Educators*
Steve Grant, Manager, Center for Communications
Melissa Slaughter, Vice President of Finance, NEA Foundation
Kimberly Lindsey, NEA Member Benefits (by phone)

Sunday, May 6, 2018

President Sarah Borgman called the meeting to order at 8:30 am.

Ashley Muscarella, NEA Aspiring Educators Chairperson: Ashley mentioned that the applications for the Kinnaman scholarships are slightly down this year. She's not sure why. She finishes her term the end of July. There have been many changes in the student program this year, including a name change to "Aspiring Educators". The Aspiring Educators program will no longer be in Center for Governance but will be under the auspices of the Center for Great Public Schools. The next Chair will reside in his/her home state, not in Washington, DC which is very expensive.

The Legacy project that was very successful in Florida was not so successful in Boston. The event took months of planning, but the students found out only the day before that only 200 of the 1600 participants expected were actually going to attend. Plans for 2018 shift the focus: think globally, act locally. How can you bring that back to your local community as some states have done with the Outreach to Teach Program? On June 29th, from 7:30 am until noon, the Aspiring Educators will be joining the conference on Racial & Social Justice and doing an "unconference", taking about three hours to have the conversations. This will be held at the Radisson Blue in the Mall of America. Over lunch they will be planning what they will be taking back to their own communities. Even if only half of the students attend, 150 students can make a difference. Julie Horwin suggested that we survey our delegates to see if anyone is interested in attending.

President Sarah thanked Ashley for her service as Aspiring Educators Chair.

NEA Board Report, Dan Rudd (MI): Much of the Board meeting was the discussion of the 2018-2020 NEA Program Budget. The Board made no recommendation on the budget at this meeting but will wait until after the committee hearings. Higher Ed was very concerned about the loss of one of their publications. The Board took positions on all but two of the Constitution and Bylaws Amendments. A complete listing will be in the Board report. One of these amendments creates a Community Allies category of membership for community supports who are not educators. This category would not have governance/voting rights.

Membership in NEA-Retired is up to 318,095. Student membership has gone down. The Summit will be held in Denver, CO, March 15-17, 2019. The Retired Conference will follow the Summit as it did this year. The HCR event at this year's NEA-RA will be a different format, more like an Academy Award "Oscar" ceremony. Tickets will be \$35 and can be purchased in sets of 10.

Martha Wood asked if the \$50 dues increase for NEA-Retired Lifetime dues would enhance the NEA-Retired Program. Discussion followed. Martha Wood also followed up on a request from a Virginia leader asking if there would be someone who could answer the phone for NEA-Retired. To have a single phone dedicated to NEA-Retired would require prohibitive staff costs.

The Board has asked if there is some way the Council and the Board can work more closely together.

Dan Rudd thanked us for the opportunity to serve on the Board. He suggested that NEA-Retired nominees be posted on our website.

Motion: To adopt the agenda with flexibility. Jones/Ritchie. **Approved.**

Motion: Approval of minutes from February 28 virtual meeting. Stand approved as presented.

The Council Recessed for committee meetings at 9:15 am and resumed at 10:40 am.

President's Report: Sarah highlighted some of her activities since we last met including conference calls, the February Super Week, writing the President to President newsletter, a visit to Oregon and meetings with staff. She has asked Government Relations Director Mary Kusler to offer at least one legislative priority to focus on an issue pertaining to retired. The lobby day we had requested will be May 9. We will be talking about Social Security and Medicare and Medicaid. She mentioned that last year we had only spoken to the "choir" on the Social Security Offsets but no one on the fence.

Four excellent applications for the Distinguished Service Award have been received. She has named a committee to help with the selection.

Sarah will be going to New Hampshire with some of the Connecticut people to meet with the Active President and Executive Director about establishing a retired affiliate. Sandy Amlaw does come to the Annual Meeting. Sarah has spoken with the new president in Vermont as well.

Communications: Bobbie Margo reported that the committee had selected the award winners. She will continue to talk with Lisa Leigh about continuing advertisement in NEA Today. The committee will discuss an electronic newsletter when they meet in October. Pictures for award winners will be taken off to the side of the stage. There were no Hall of Fame awardees this year, but previous years' honorees will be on printed on the back of the program. Seven state newsletters were submitted, 13 local newsletters, two website applications and one for the Spotlight award.

Elections: Martha Wood reported that there will be a different procedure this year, but it should go quickly. The committee is considering several amendments and will report back later. Regarding disclaimers: every printed piece must have a disclaimer – paid for by or authorized by the candidate. The committee is also working on clarifying the procedures for the determination of alternates when there are three alternates to the NEA Board and the issue of filling vacated terms. Julie Horwin, co-chair, is working on cleaning up wording procedures to make sure we are in compliance with NEA. Kiosks will be set up in the elections room for delegates. Committee volunteers will be needed, There is a probability of run-off elections for Vice President and Board members. Candidates may request a delegate list but will be asked to sign that they understand the rules regarding its use.

George Sheridan and Hannah Vaandering, NEA Executive Committee: George is now the senior member on the NEA Executive Committee; Hanna is finishing her first year. Hannah will be our new liaison. She thanked Sarah for coming to Oregon and for all that retired do. George thanked Arizona Retired for their work in conjunction with the Paradise Valley Ed Association. Julie Horwin trained 1000 teachers on how to get ready for the walkout. Arizona retired members provided water, support and visibility. George mentioned that the key job when Executive Committee members go places is listening. He recently attended the Florida-Retired meeting for their Racial Justice Awareness Training.

Martha Karlovetz raised the question about including retired issues on the website. John Jensen said that NEA needs to think beyond simply repeal of the GPO/WEP and include other Social Security issues and Medicare.

Finance Budget: Martha Karlovetz reminded the Council that the committee's report had been distributed to the Council and Board members prior to the May NEA Board meeting when the 2018-2020 budget is discussed. We have maintained the funding for the Council and for the Summit and the Annual Meeting. As with every other group, there will be a 15% reduction in our grant funds. This has been created by the pending Janus decision as well as the need to provide assistance to affiliates for state-wide actions. NEA-Retired Annual memberships will remain at \$35.00. Pre-retired and Life-Retired memberships will increase from \$250 to \$300 effective with the 2019-2020 membership year. This gives us time to do a "join now and save" effort. Martha is still asking for more information about the some of the programs in the 2017-2018 budget focus regarding retired.

NEA Fund for Children and Public Education: John Jensen said that no longer will NEA be giving out the crystal awards when you give \$500. For \$200 contribution, you'll get a T-shirt. We will not be having the "bag" auction but will be doing the silent/live auction for quality items as we did at the Summit. Julie Horwin will make the flyers with pictures as she did for the Summit. The Council agreed that this made a real difference. The Fund Committee, assisted by Barbara Matteson, cleaned out and re-stocked the trunks used at the Annual Meeting and RA. We will sell the NEA-Retired pins will have the pink and/or blue cards that go in the drum for the quilt raffle. Sue Jones reported that Pennsylvania Retired gives to PSEA-PACE but not for the NEA Fund for Children & Public Ed. Discussion followed. Volunteers are needed during the Annual Meeting and in the Exhibit Hall during the RA. We need to emphasize that contributions for silent/live auctions are in addition to what you give so if you're planning on bidding something, you might want to wait until the silent auction closes

NBI-Committee Report: Linda McCrary shared the committee's written report. They have updated the NBI and amendment forms and worked with NEA staff for a solution to showing the documents on the NEA-Retired website. They have submitted the NBI information to Sarah for inclusion in the next President to President newsletter. The report on action on 2017 NBIs is completed. They are working on a schedule for volunteers to staff the NBI table during the Annual Meeting. Per the Committee's written charge, they reviewed Article I-Purpose in the NEA-Retired Bylaws and felt that the purpose and objectives were clearly stated.

The Council recessed for lunch at 12:20 and resumed at 1:20 pm.

NEA Grants Committee: Jon-Paul Roden distributed the written report of the committee. They made several recommendations, summarized here:

- The "matching funds component" needs to be reconsidered in terms of extra value being given to those grants noting matching funds above the minimum amounts.
- During the Summit, Todd Crenshaw and/or State-Retired Presidents with outstanding grants could present a workshop. The Grants Committee could provide a brief presentation of any problems and/or concerns.

Following an extensive discussion and because of the changes both to the president/staff meeting and the 15% reduction in NEA Grant Funding, the committee made the following recommendation.

- The 10% "minimum match" should be continued but without any additional weighting for applications with greater than a 10% match.

- Notification of grants needs to go to the State-Retired Presidents and staff at the same time it goes to the Active Presidents and staff.
- The state retired grant requests for funds should be limited to \$4250 and states should be notified of this decision as soon as possible.

Since it is unlikely that the committee will be allowed to come into DC a day early to review the 2018 grants, the committee asks that Todd prepare his recommendations earlier – a minimum of one week prior to our fall DC meeting and forward his spreadsheets to the Grants Committee for Committee and Council input.

Motion: Chair Jon-Paul Roden moved the report on behalf of his committee. **Motion passed.**

Intergenerational Committee: Alen Ritchie had set up a score sheet matrix which the committee used to evaluate the applications that had been received for the Kinnaman Scholarships. Seven applications were reviewed. Three scholarships of \$2500 each will be awarded. Jack Kinnaman's daughter is now sending a note to Kinnaman Fund contributors.

Summit Evaluations: Overall retired attendees were very pleased with the meeting. Concern was expressed about the length of time allotted for the Retired meeting. Becky Pringle is looking into how we might gain another hour. The presentation of the officers was excellent, and the conference was excellent. Having the program on the back of the badges was very helpful. The reception was not successful. John Jensen suggested that two or three members of the Executive Council present a session during the regular Summit about how you can grow your retired membership. Sarah will forward to the Council the digital Summit evaluations for our review.

Janus and the "movement" needs: Alice O'Brien, General Counsel: President Sarah updated us on Alice O'Brien's, General Counsel, report to the Board on the pending Janus decision. Actives are going to need a lot of help if Janus prevails. Sarah urged us to offer to help with membership drives. We're behind where we were in 2012 even though we are now again over three million members. NEA has a plan for the day and the week that that decision comes down. Many states have started moving everybody over to electronic payment. The best way to recruit members is face-to-face.

John Stocks, Executive Director: President Sarah reported that NEA Executive Director gave Retired great credit for our help in the actions taken in Kentucky, West Virginia and Arizona.

Calendar -- Sarah distributed the tentative calendar for 2018-2019. The Summit will be March 14-18 in Denver, Colorado.

Fall communications training will be on the Council's agenda at the October meeting. The Council asked that this be designated "team building" training.

The Council recessed at 2:30 pm and resumed at 2:45 pm.

Future Committee Structure and Work – Sarah has suggested expanding some of the Council Committees to include members out in the field as a way to get fresh ideas and new people involved. She also suggested that we have a Legislative Committee. Discussion followed. NEA technical assistance would be required if this were to be done. E-mails, conference calls would be just for your committee. Virtual meetings need to be facilitated. Committees that might be expanded include Communications,

Membership, PAC and a Legislative Committee. Sue suggested contact member chairs rather than presidents. Committee structure on the first day of the Council will probably remain the same.

The meeting recessed at 3:30 pm.

Monday, May 7, 2018

The meeting was called to order at 8:30 am.

Responses to Presidents Session: The Council reviewed the responses from the Presidents Session at the Summit that had been compiled by Sarah and Martha Karlovetz. Discussion centered on whether the issues/activities suggested were something we could and whether they could be carried out with a committee or by staff.

We need to make sure that states know that grants are intended to get you started on a project -- not to simply help fund a project. We need clarification from C4O about whether the "growth & strength" triangle is the focus of the 2018 grants.

We need to do more with the Alliance for Retired Americans. States can join individually, and many have. This enables more communication with the Alliance on education issues. John Jensen recommended encouraging someone from the Council to attend the conference.

NEA needs to communicate directly simultaneously with state-retired leaderships. This is especially important about the grants and any conferences.

A Speakers Bureau was suggested but this could be very expensive.

Should ESP members have lower Retired dues? Only four states have that currently. Sarah would like to put ESP members on our expanded committees. How have some states accomplished this? This needs further discussion as NEA-Retired members already have reduced dues.

GPO-WEP: -- Will it ever happen? It used to be a national NEA priority.

Membership Best Practices: Have award-winning states share the ideas that made them successful.

Publish grant titles and states awarded each year --need to have an explanation of what grants are available.

The meeting recessed at 9:45 and resumed at 10:00 am.

Melissa Slaughter, Vice President of Finance, NEA Foundation shared a report on the status of the Jack Kinnaman Scholarship Fund. The fund has brought in over \$6,000 since September 1. The current balance is close to \$105,000. We have raised \$20,533 from 377 donors from May 2017 to May 2018. The fiscal year ends at the end of August. Investments are co-mingled with the Foundation. Alen shared the selection of the scholarship winners. Question: Could we give more and/or increase the amount? Melisa will get back to us after talking with the CFO. For a continuing program, you need to give no more

than 4-5%. When asked if there were other things we could do for fundraising, probably not as we are not a 501C3. (The Foundation is, however.)

Member Benefits, Kimberly Lindsey spoke to us by phone: Wells Fargo has been in the news regarding red-lining and sales goals in addition to recent NRA issues, so NEA is dropping them. AFT has dropped them as well. The NEA Member Benefits Board is looking into other partners that will fulfill the same needs. NEA Member Benefits is developing a plan to communicate with members about this change. There is no change for people with current mortgages.

The NEA Vacation Program is new. Retirees are always looking for ways to travel where they don't have to overpay. There will be special deals for airlines, cruise lines, resort vacations and tours. Members can receive \$500 travel dollars by registering online. Over the course of a year, a member can receive \$1500 travel dollars that can be used to pay for travel. Register online for an e-travel newsletter: neamb.com/discountprograms/travel. Call the toll-free number to find out more.

Sarah thanked Member Benefits for partnering with us for our 35th anniversary.

President Sarah met with Vice President Becky Pringle, Sabrina Tines, Senior Director Center for Governance, and Jim Testerman, Senior Director for Center for Organizing, to see about adding time at the Summit. She was pleased to report that we will have June 29th in Minneapolis as a presidents' training day. New presidents should be the ones that attend.

Sabrina Tines, Senior Director, Center for Governance: Sabrina reported on the Chicago Summit. There were 1839 participants at the Summit; 245 at the Higher Ed pre-Summit; and 262 at the Retired Conference. There was a lot of positive feedback from Active members about having Higher Ed and Retired there. 98.4% of the attendees liked the conference design. Sabrina thanked Julie Horwin for her excellent presentation at the Summit.

Sabrina reported that the conference alignment team is looking for ways to help member/leaders develop proposals for the Summit. A sample proposal will be available. Sabrina encouraged us to submit an RFP.

Jon-Paul asked where NEA provides our Active Members with information about pensions/financial planning. Martha Karlovetz asked for additional information about the 2017-2018 NEA-Retired Budget Focus. Sabrina will provide a summary to us and will follow up with a few items.

Sarah thanked Sabrina for her work and support of NEA-Retired.

NEA-Retired Annual Meeting, Minneapolis, MN: Mary Alice reviewed the tentative schedule and agenda for the 2018 Annual Meeting Agenda. Exhibits and PAC tables will open at 7:30 am on June 27. Registration will open at 7:45 am. Orientation for new delegates will be held from 8:30 – 9:00 am. The first general session will begin at 9:30 am. Attendees will receive a printed program, but Annual Meeting documents will be posted online as we will be going "green" as much as possible. Past NEA-Retired Presidents have been invited for a 35th Anniversary Celebration for NEA-Retired which will be held at 1:15 pm on the first day. The deadline for submitting new business items will be 4:00 pm on June 27.

The Council recessed at 12:00 Noon and resumed at 1:00 pm.

Steve Grant, Manager Center for Communications, and Lisa Leigh, editor of NEA-Today for NEA-Retired: Steve reported that for the next budget year, retired members will continue to get four magazines. Due to budget constraints, NEA is pairing down the K-12 version. Retired members will get the same articles as K-12 plus our articles. This will mean that retired members will actually receive more information than we are now. K-12 will get one more issue than retired members. Students will have only one issue and it may be going away.

The October issue will have information about our 35th Birthday celebration and a feature article about our Annual Meeting. The deadline for the October issue is July 24.

Louisa Haney, Center for Governance, reviewed the information about the Intercontinental Saint Paul Riverfront Hotel where the Annual Meeting will be held. All the exhibits and meeting space will be in the lower level meeting rooms and the lower level ballroom. Classroom-style seating rather than round tables will be used in the ballroom to accommodate all attendees. Sarah thanked Louisa for the work she does all year.

Doug Snow, NEA Campaign and Elections: You will receive your delegate badge at registration. Registration will be like it was last year but with double the kiosks and printers. You don't necessarily have to bring anything with you. They can verify your ID by doing a name search. You'll pick up your packet and a special lanyard for Retired delegates.

We will be using a new voting procedure. Your delegate badge will be scanned, you'll be handed a ballot, you will vote and then exit. There should be no standing in line.

The Council recessed from 2:30 to 2:45 pm.

Elections Procedures: Julie Horwin reviewed changes to the elections procedures which clarified the disclosure clause and candidate table requests. Several changes were also recommended to clarify the conduct of elections: nominations for Resolutions shall be open at the Annual Meeting; election for the Resolutions Committee is by plurality. In the event there is more than one open alternate position for the NEA Board, the individual with the greatest number of votes is the 1st alternate. Candidates for run-off elections will be able to address the delegates: candidates for officers, Council and NEA Board will be allowed 3 minutes; candidates for alternate to the NEA Board and Resolutions will have two minutes.

Motion: Co-chair Julie Horwin moved approval of the changes on behalf of the committee. **Motion passed.**

Membership Committee: Sue Jones reported that the "Join Now and Save" campaign will continue as Life-Retired dues will increase by \$50 for the 2019-2020 membership year. A flyer and poster are available to states online. Sue thanked Martha Wood for her time at the membership table at the Summit and for her report. She indicated that she will be presenting a short segment on membership recruitment at the presidents' session at the Annual Meeting. She will be working with staff to identify states qualifying for the membership awards. The dues survey results and the percentage of retirees who join NEA-Retired will be part of an ongoing committee discussion.

Motion: Chair Sue Jones moved the report as filed. **Motion carried.**

Presidents' Session & Annual Meeting: Sarah shared some possible topics for the presidents' session: Using your constitution as a road map; getting volunteers and keeping them; membership best practices and communications. Other topics suggested by the Council were something for new NEA-Retired

president; awards and membership growth; organizing members from other states; and organizing retired locals. Sarah cautioned that time will be limited.

Sarah suggested at the NEA-RA that we communicate through the e-tree on whether we would have a caucus. The Council was asked to contact their state presidents to be sure we have the correct phone number to contact them during the RA. If they are not a delegate, get the phone number of someone who is.

Someone had suggested giving a voluntary contribution of \$5 for the NEA Fund for people whose phone rings at our Annual Meeting. We will not do this, but Sarah will remind people.

The meeting adjourned at 3:45 pm.

Sarah will not be here tomorrow for the lobbying in order to attend her granddaughter's graduation from college.

Respectfully submitted,

Martha Karlovetz, Secretary

Special Lobby Day Report, Tuesday, May 8, 2018

The Council met at 8:30 am for a legislative briefing and lobbying. Members of the Center for Advocacy, Government relations team that joined us were Marc Egan, Director, Government Relations, Sylvia Johnson, Lobbyist and Kimberly Johnson Trinca, Manager.

Sylvia Johnson introduced a special guest, Kevin McDermott, Senior Labor Policy Advisor for the House Congressional Education & Workforce Committee. Kevin spoke about the importance of building relationships with our Congressional representatives. This includes establishing relationships with the staff aides on Capitol Hill but even more importantly, establishing relationships with their state or district offices. He stressed the importance of being courteous but also being persistent. Always make an “ask” and make it clear that you have hundreds more behind you. Disagreement on one issue doesn’t mean disagreement to all. He spoke of the Congressional calendar. Representatives tend to alternate two weeks in DC with one week in the home district. He indicated that a thoughtful e-mail or a handwritten response has more chance of being answered.

Marc Egan distributed packets for the issues we were going to address on Capitol Hill:

- Gun Violence Prevention: require universal background checks, ban assault-style weapons, reject the notion of arming educators, and increasing funding for school-based health centers and professional development for educators.
- Social Security: raise the cap to ensure the solvency of Social Security for future retirees and support the Social Security Fairness Act which would repeal the Government Pension Offset (GPO) and the Windfall Elimination Provision (WEP).
- Farm Bill and SNAP (food stamps): 265,000 students will lose access to free school lunches.
- Vouchers for Military-Connected Students which will take money and resources from public schools; 10 million students will be affected if Impact Aid is diverted to vouchers.

Marc agreed to forward the legislative lobbying electronic reporting forms to us.

