



# NEWSLINE

OHIO EDUCATION ASSOCIATION RETIRED



## MISSION STATEMENT

OEA-Retired is dedicated to meeting the needs of its members, providing member involvement within OEA and supporting public education.

### 2019-2020 Officers

Mary Binegar, Chairperson  
Carol Kinsey, OEA Director

Phil Long, Vice Chairperson

Peg Ham, Secretary  
John Hoyes, Past Chairperson

***NEWSLINE is the official publication of OEA-Retired***

Jack Boyd, Editor

## **OEA FUND FOR CHILDREN AND PUBLIC EDUCATION**

Help OEA-FCPE raise money to elect pro-senior, pro-union, pro-education candidates. It's quick and easy to donate electronically. Go to: <http://ohea.org> and click on the DONATE button at the top of the page.



## Chair's Message

Many of you may already be aware that Bill Sears resigned as OEA-R Chair as of Nov. 1, 2019 due to health concerns. As of Nov 1, Mary Binegar, the former Vice Chair, became OEA-R Chair. Then at the Dec OEA-R Advisory Council meeting, Phil Long was elected to fill the Vice Chair vacancy. According to the OEA-R Guidelines, the new Chair is to complete the current term which will end July 14, 2021, and the new Vice Chair will only serve until the next election. Therefore the position of OEA-R Vice Chair will be on the Spring ballot, Both Phil and I are looking forward to serving all members for the remainder of our terms.

One of our main goals is to involve more members in the work of OEA-R. We believe that each member brings great value to this organization both through all the foundational work you did as active members and all the work yet to be accomplished to ensure a strong organization into the future. There are many ways to get involved. OEA-R has received an NEA grant to work with the Ohio New Educators (ONE) in reaching out to new educational employees. We will need volunteers to reach out through texting, making visits to schools to speak with new employees and/or non-members to encourage membership, and working with local association leaders to

promote pre-retired membership. Other ways to be involved are through participating in Lobby Days in Columbus, making personal visits to representatives at their local offices, becoming an OEA cyber lobbyist, writing a letter for your hometown newspaper supporting public education, attending an STRS, SERS, or PERS meeting, or participating in Read Across America program at your neighborhood school. You may not want to do all these jobs but hopefully one might appeal to you!

To become more involved, please contact the chair of your district's unit of OEA-R or your OEA-R Advisory Council representative for information on district events. Contact information is available on our website, [oea-r.ohea.us](http://oea-r.ohea.us). Also please make sure we have your cell phone number if you are willing to receive an occasional text from us about upcoming events.

My promise to you is that I will keep you as informed as possible through this newsletter, our website, email or text of opportunities for involvement. My hope is that you also will look to find ways to help us show how dynamic, valuable, and essential our OEA-R members are to the future of OEA, I look forward to meeting many of you as Phil and I attend OEA-R District events across the state.

Please feel free to contact me at [binegm@aol.com](mailto:binegm@aol.com) with any comments or concerns. Also feel free to let me know about upcoming events or other ideas on how to engage more members.

***Submitted by Mary Binegar, Chair***



## **STRS REPORT**

The December meeting of the STRS Board of Directors was a busy one. We began at 8:00 A.M. with a meeting of the Executive Director's Search Committee meeting with Michael Kennedy from KornFerry. We reviewed the resumes of the individuals who applied to be the replacement for Mr. Nehf. We decided to interview eight candidates in the first round. There are three in house applicants and five outside candidates. We will be interviewing four individuals on January 15th and another four will be interviewed on January 16th.

After that meeting the Audit Committee heard a review of the STRS Ohio Audit performed by CliftonLarsonAllen. We received a clean audit, which is always good news.

After the Audit Committee the Regular Board Meeting opened. The Board reviewed and approved the Statement of Investment Objectives and the Statement of Fund Governance. John Morrow reported that the fund has increased by 4.5% through November for the fiscal year 2020. The investment assets rose to \$80.7 billion.

CEM Benchmarking reported its annual findings. The benchmarking report compares our cost and return performance to the 329 funds in CEM's extensive pension database. 166 U.S. pension funds participate. The median U.S. fund had assets of \$24.2 billion. Total participating U.S. assets were \$4.0 trillion. The peer group for STRS Ohio includes 17 U.S. Public sponsors from \$47 billion to \$228 billion. The median size is \$83 billion versus STRS Ohio's \$73 billion.

They reported that STRS Ohio's five-year net total return of 6.25% was the top quartile. This was above both the U.S. Public Median of 5.42% and the peer median of 5.73%. STRS Ohio's five-year policy return was 6.09%. This was above both the U.S. Public median of 5.30% and the peer median of 5.72%. Our investment cost of 40.1 basis points was below our benchmark cost of 54.5 basis points. This suggests that our fund was low cost compared to our peers. Our fund was low cost because we paid less than our peers for similar services and we had a lower cost

implementation style. Our investment costs were \$279.1 million in 2018. If our internally managed assets were managed externally and we paid the peer median costs, our costs would have been higher by approximately \$107 million.

Gary Russell reported on the current status of the Health Care fund. He reviewed several options that the Board may consider for 2021. The Board asked a number of questions and Mr. Russell will return at the February meeting with the responses to the questions. No decisions need to be made before May 2020.

I hope everyone had a wonderful holiday season. May 2020 bring us peace and good health. There is no regular STRS Ohio Board of Directors' meeting in January.

***Submitted by Rita Walters, STRS Board Member***



## **SERS REPORT**

### **SERS BOARD MEETING HIGHLIGHTS - DECEMBER 2019**

#### **Board Members Takes Oath**

Employee-member Matthew King, took his oath of office at this month's Board meeting. King, treasurer and chief financial officer at East Central Ohio ESC in New Philadelphia, is beginning his first term on the Board. He was chosen in November to fill the unexpired term of a member who resigned. King's term runs through June 30, 2020.

#### **Candidate Chosen for Open Retiree-Member Seat**

In accordance with the rules of a Special Board Election, Frank Weglarz, was chosen to fill the open retiree member Board seat. Weglarz took his oath of office at this month's Board meeting. This is Weglarz's second term on the Board. He previously served from November 2013 to June 2015. Weglarz retired from Cleveland Heights-University Heights City Schools after 23 years of service.

#### **Board Member Candidates Certified**

At the meeting, the Board certified that Matthew King submitted sufficient petitions to qualify as a candidate for the four-year employee-member seat term that begins July 1, 2020 and ends on June 30, 2024. Under Ohio law, because only one candidate qualified for the open employee-member seat, no election will be held and Mr. King will take office on July 1, 2020 as if elected.

The Board also certified that Catherine Moss and Beverly A. Woolridge submitted sufficient petitions to qualify as candidates for the four-year retiree-member seat term that begins on July 1, 2020 and ends on June 30, 2024. Moss is running for a fifth term on the Board, and Woolridge for a third term. Woolridge previously served one term as an employee-member and one term as a retiree-member. **Beverly is the ONLY OEA candidate so be sure to vote for her if you want OEA representation on the board!**

All retirees and disability recipients will receive a ballot, a postage-paid return envelope, and candidate biographies by early February. Ballots must be returned no later than 4:30 p.m. EST on March 2, 2020, to be valid.

#### **Pension and Health Care Sustainability Discussions**

The Board continued their discussion on pension sustainability. You can find a detailed description of this facilitated discussion on the [Sustainability](#) page of the SERS website in the coming week.

### **External Auditor Presents FY2019 Analysis**

David Andrews, engagement partner with SERS' independent external auditor, RSM US LLP, presented the FY2019 Independent Auditor's Report to the Board. The results of the RSM audit produced an unmodified opinion, which means that SERS' financial statements are presented, in all material respects, in accordance with applicable financial reporting framework.

The auditors examined controls governing investment transactions, assessed contributions and benefit payments for compliance with SERS' policies, and confirmed the relevance of actuarial assumptions. There were no material findings in any of the audited areas.

As the audit progresses, staff works to assemble the information contained in the Comprehensive Annual Financial Report (CAFR), which summarizes SERS' financial health, investment performance, and accomplishments of the last fiscal year (July 1-June 30). The CAFR also provides detailed financial statements, statistical information, and in-depth explanations of the numbers.

### **Fixed Income Annual Portfolio Review**

Staff presented a review of the fixed income portfolio's structure and performance, as well as progress on FY2020 goals.

The fixed income portfolio has registered positive returns over the 1-, 3-, 5-, and 10-year periods, and has outperformed the benchmark in all periods as well.

A four-page newsletter with content devoted entirely to the sustainability initiative will be mailed to all retirees and active members at the end of December.

### **Year-End Federal Update**

Carol Nolan Drake, SERS' federal government relations consultant, briefed the Board on pension and health care issues tackled in 2019, as well as issues to watch for in the coming year.

#### **Significant Issues Addressed in 2019 Include:**

##### **1. SERS Wraparound Plan**

Congresswoman Marcy Kaptur introduced the Wraparound Health Coverage Protection Act, or H.R. 4763, which would extend the limited wraparound coverage pilot program for five years or until December 31, 2024. The bill had bipartisan support, and SERS is pushing for its passage.

Efforts have also focused on seeking inclusion of the wraparound plan extension language in other vehicles. Even though the language was not accepted into the recently passed federal government spending bill, SERS will continue to look for other appropriate bills where it could be included.

SERS is moving forward with an HRA alternative to the Wrap for that population in calendar year 2020. In the event that legislation is passed to secure a long-term extension, SERS will move back to the Wraparound model.

##### **2. Windfall Elimination Provision (WEP) and Government Pension Offset (GPO)**

Earlier this year, Congressman Richard Neal (D-MA) introduced H.R.4540, currently with 65 cosponsors, and Congressman Kevin Brady (R-TX) introduced H.R. 3934, currently with 43 cosponsors. Both bills propose an alternative formula that is intended to be fairer than the current WEP formula.

On November 19, 2019, Executive Director Richard Stensrud wrote a letter to the Committee on Ways and Means Chairman Richard Neal (D-MA) and Ranking Member Kevin Brady (R-TX) recommending a bipartisan solution. Staff members from the House Ways and Means Committee indicated that both Chairman Neal and Ranking Member Brady are hoping that a bipartisan agreement will be reached to sort out the differences between the two bills.

In January, Congressman Rodney Davis (R-IL) introduced H.R. 141, the "Social Security Fairness Act of 2019," a full WEP and GPO repeal bill with 231 bipartisan cosponsors. The Senate companion bill, S. 521, had 36 cosponsors.

### **3. Cadillac Tax Repeal**

The 2020 federal government spending bill will include a repeal of three Affordable Care Act taxes, namely the Cadillac tax, which is currently scheduled to take effect in 2022. If implemented, the tax would have made employers responsible for a 40% tax on the value of health care benefits above certain thresholds.

The other two taxes up for repeal are the 2.3% excise tax on medical devices and the Health Insurance Tax, an excise tax on health insurance providers.

### **What's in Store for 2020?**

#### **1. SERS Will Continue to Fight for Health Care.**

SERS will remain vigilant in lobbying for an extension of the wraparound coverage pilot program. It will continue to seek cosponsors for the Wraparound Health Coverage Protection Act from the entire Ohio delegation and other House members in states that have supported wraparound plans.

#### **2. SERS Will Continue to Advocate for WEP Reform.**

SERS will meet with members of Congress to discuss and encourage bipartisan support of permanent legislative solution for retirees who have been impacted and members who will be unfairly disadvantaged by the WEP when they retire.

#### **3. SERS will continue its education and outreach to Ohio's federal delegation.**

### **Monthly Retirement and Survivor Benefit Transactions**

For December, the SERS Board approved 217 active members for service retirements, and 12 survivor benefits for spouses and/or dependents.

### **February Meeting Dates**

There will not be a Board meeting in January. The next Board meeting will take place Thursday, February 20 at 8:30 a.m. and Friday, February 21 at 8:30 a.m. (if necessary). The Board will hold its annual retreat in the O'Keefe Conference Center at SERS' headquarters in Columbus on Wednesday, February 19, beginning at 10 a.m.

*Submitted by Barb Catalano, SERS Observer*



## **UNIT NEWS**

### **Capital**

It is hard to believe that we have reached the year 2020. As always, the Capital planning team has put together a host of activities for the new-year. On February 12th, we will visit the historic Greenlawn Cemetery and have a presentation by fellow Columbus retiree Doreen Uhas Sauer, Education and Outreach Coordinator for the Columbus Landmarks Foundation. She will present stories about famous 19th century residents of the cemetery. You can find us at the historic Kelton House on February 27th for a presentation by fellow retiree Cathy Nelson. Cathy is a

member of the Ohio Humanities Council Speakers Bureau. Cathy will speak about Ohio and its relationship to the Underground Railroad. Both Doreen and Cathy were social studies teachers with the Columbus City Schools.

On March 5th, we will meet at the Franklin Park Conservatory and Botanical Gardens, for a docent led tour of the current Dale Chihuly Exhibit. The exhibition presents the artist's work in full, along with temporary installations never before seen at the conservatory. Our other March activity occurs on March 25th at the Riffe Center, where we will attend the production of Moonlight and Magnolias by Ron Hutchinson.

Our group will meet on April 6th at the Microsoft Store at Easton Mall for a presentation on Cyber Security and Going Digital in the Modern World. These sessions will be led by Grace Marasco, an Education Consultant at the Microsoft Store. Would you believe that Grace is also another of our retired teachers from Columbus? Afterwards, we will have lunch at the Cheesecake Factory, also at Easton Mall. We will conclude the month on April 30th with a trip to the Glass Rooster Cannery. The Glass Rooster is a sustainable farm and licensed cannery. The day will begin in their authentic restored barn where we will enjoy "A Farm to Fork Meal."

We have not scheduled all events for May 2020 yet. There will be a bus tour to Holland, Michigan for its Tulip Time Festival May 5th-8th. On June 25th, we will cruise the Ohio River on a Queen City Riverboat, with lunch and the songs of Nashville Recording Artist and Songwriter, Steven Whitson. At a date to be determined in June, we will hold our Capital Annual Meeting with a luncheon and the election of officers and executive board.

Finally, looking ahead to September, we have planned a trip to the heart of Texas. Sights include, the Southfork Ranch and George W. Bush Library in Dallas. In Waco we will tour the Magnolia Market and HGTV. Finally in Fort Worth, we will tour the AT&T Stadium and the Stockyard District.

***Submitted by Jeff Corbin***



## **East Central**

December Luncheon. ECOEA-R members and-guests gathered for our annual Holiday Happenin' luncheon at the beautiful Pine Tree Barn in Wooster, December 3<sup>rd</sup>, for good food, great conversation, and an STRS update from Rita Walters, STRS Board member. This luncheon is held the first Tuesday of December each year and we hope to see you in 2020!

Volunteers Needed for OEA's Retiree Action Team (R.A.T) The Ohio Education Association, in partnership with the Ohio Education Association-Retired, is developing a Retiree Action Team (RAT). The vision is that this team will build local teams in each OEA District to have the capacity to take rapid action around issues that matter most to members (active and retired) and students in the areas where you live. In addition, this team will help OEA connect retirees to one another in each Region, build relationships between retirees and OEA Locals, and engage retirees around action. This action may include political action, labor disputes, school crisis, and/or other issues that matter most to members.

The next R.A.T. training will occur on Feb. 25, 2020 from 10-3 at OEA's Media Center or STRS; mileage will be covered as well as a provided lunch. If you are interested in participating in this important partnership, please contact Anne Bowles, ECOEA-R Rep. at [abowleswoo@aol.com](mailto:abowleswoo@aol.com) or my cell: 330-347-7378.

Organization of ECOEA-R: In an effort to rejuvenate involvement with ECOEA-R, work will occur in 2020 to review and update our Guidelines. In addition, please let me know what types of

activities or events you'd like ECOEA-R to consider offering. Please contact me at: [abowleswoo@aol.com](mailto:abowleswoo@aol.com) or my cell #: 330-347-7378.

Save the Date! ECOEA's Legislative Dinner will occur at La Pizzeria on Friday, March 6 in Canton and ECOEA-R members are welcome to attend. All of the elected officials serving any portion of the six ECOEA counties in Columbus and Washington, DC are invited to attend. This is a great opportunity to find out where our invited legislators, on both sides of the aisle, stand on public education issues. Attendees submit questions that are asked through a moderator format, via the ECOEA President. In this critically important election year, ECOEA will be honored by the presence of the NEA Secretary/Treasurer Princess Moss from Virginia at this event. Please join us for a delicious dinner, networking with current and retired educators as well as the elected officials in attendance, and an NEA officer! For details and to RSVP, please see ECOEA's website at: [www.ecoea.ohea.us](http://www.ecoea.ohea.us).

***Submitted by Anne Bowles***



## **Eastern**

Eastern OEA-R continues to have lunch in Zanesville the last Friday of each month at the Olde Falls Inn. Attendance has picked up since Jack and Pat wore their turkey feathers in November. The December luncheon had the best crowd in several months.

Eastern OEA is planning to host a retirement workshop in March.

***Submitted by Jack Boyd***



## **North Central**

Two of our members, Pam Jones and Tina Adams, are involved in a Retired Action Team to aid active members. We also have members working with the NEA-R Organizing Grant committee. The title of this grant is "Leadership Development for Organizing through the New Educator Program." The participation of retirees in the New Educator Program will help build and strengthen an existing relationship between active and retired members, increase visibility and relevance of OEA-R, and help recruit new OEA-R members. Retirees working with actives in reaching our new educators will encourage understanding of the ever-changing needs of today's classroom and how the association can meet those needs.

Future dates to remember:

"January Doldrums" Luncheon will be held on January 20 at 12:00 at "The Blueberry Patch" located at 1285 Hanley Rd. W., Mansfield, Ohio 44904.

"End-of-the-Year" Luncheon will be held on May 27 at 12:00 at "The Old Bag of Nails" located at 625 Lexington Ave. #7, Mansfield, Ohio.

"Not Back to School" Brunch will be held on August 12, 2020 at 11:00 at IHOP Restaurant located at 2190 Walker Lake Rd., Ontario, Ohio.

***Submitted by Judy Novak***



## **North Eastern**

North East Ohio retired members are engaged in many volunteer opportunities. Under the coordination of Beryl Burkle, NE-R has begun the 11<sup>th</sup> year of mentoring with KSEA. Eleven Mentors and 27 Mentees will share face-to-face meetings to discuss educational ideas.

Retired members of NE will also be participating in Read Across America during the week of March 1-31, 2020. They will be reading in classrooms, libraries or at other events where children are gathered.

NE-R members sponsored an event on NEOEA Day "Books Save Lives, Cleveland Kids Book Bank". The volunteers sorted books for children.

Several NE-R members have hosted NE area Retired Luncheons. These luncheons provide a personal connection among our retired members and offer an opportunity for communication between retired members and their leaders within the Association.

**Submitted by Donna Smoot Walters**



## **Southeastern**

SEOEA President Bill Van Pelt won a \$250.00 music and arts grant from California Casualty Insurance Company.

Jane Miller SEOEA retired attended a meeting for those interested in Retired Action Team or RAT. Hopefully this team will have the capacity to take rapid action around issues that matter most to members both active and retired. Our next meeting will be held on February 25th. If you are interested please contact [janemiller@ohionetworks.com](mailto:janemiller@ohionetworks.com).

**Submitted by Jane Miller**



## **Southwestern**

SWOEA-R ended the year with a great turn out for our annual Christmas Luncheon, held at the Cheesecake Factory in Liberty Center, West Chester, OH. We had 2 very special guests from OEA-R, Mary Binegar, Chair and newly elected Vice-Chair, Phil Long.

Now as we go into the new year, the SWOEA-R Executive Committee will be meeting to look at the upcoming events and how we will be reaching out to the new group of teachers and support staff ready to retire. Our goal is to increase our membership and to keep retired members involved! We want our members to retire from the day-to-day job, but definitely NOT FROM THE PROFESSION!

There is so much we as retirees can do including outings and activities within our communities that we now have time to enjoy. Look for the next SWOEA-R newsletter and flyers about upcoming events and join us for a fun time!

**Submitted by Judy Buschle**





## Western

2019-20 is the 30th Anniversary of WOE-R. Members plan to focus on using “30” when making donations to Artemis (30 pencils, 30 notebooks, \$30 gift cards etc), donating books for the Read Across America project, FCPE contributions, members attending events.

WOE-R members have been very generous in contributions to FCPE since September - \$700!!!!

WOE-R voted to join the Dayton UNIT N.A.A.C.P. as a Silver Life member. Members feel there is a strong need to support social justice and the N.A.A.C.P. in their efforts to encourage youth with scholarships and public education. Also at the October meeting members voted to have a WOE-R representative (other than a current N.A.A.C.P. member) at each meeting of the Dayton UNIT N.A.A.C.P. For more information contact Willie Terrell at: [que1699@aol.com](mailto:que1699@aol.com).

Changes: Phil A. Long was elected OEA-R vice chair at the December OEA-R Advisory Board meeting. That created a vacancy for a WOE-R representative to the OEA-R Advisory Board. Sandy Coe was elected to fill that position.

The 2019 WANDA ADAMS MEMBER ADVOCACY AWARD was presented to Dawn Wojcik on November 6, 2019.



Dawn personifies the ultimate qualifications for the Wanda Adams Member Advocacy Award in that she has held numerous positions in WOE, OEA, and NEA. Dawn served WOE as President and represented WOE on the OEA Board of Directors. She served as delegate to all available assemblies throughout her education career. She also served Northmont in various leadership positions. Dawn has continued to serve her union and fellow educators in WOE-R having served for several years as the Legislative/FCPE Chair. During her time as FCPE Chair of WOE-R, members have contributed over \$1000 each year to FCPE.

Dawn has served her community being involved in the Local and County Democratic Party and ran for District 3 State Board of Education placing second. Dawn has also been involved helping youth through a peace project at her church. While Dawn retired from the daily schedule of an educator, she has remained active in supporting educators, education friendly legislators, and the education profession. She is well versed on any topic relating to education and her union. It is obvious that Dawn Wojcik's life partnership with Wanda Adams served to benefit many

individuals and organizations on many levels and in many facets of life. Those who have had any association with these two individuals are better human beings because of the impact made by Wanda Adams and Dawn Wojcik.

***Submitted by Phil Long***



## **At-Large Report**

I have been privileged to attend the Retired Fall conference in Columbus, meetings of the Greene County Leadership Council in Beavercreek, Miami Valley Leadership Council A and B in Miamisburg and Happy Trails Leadership Council in Troy for the fall of 2019. The leaders of the Councils and LRCs' are welcoming and the information that is gained and shared is relevant to all. At these Council Meetings I have shared OEA-R and Retired District events and encouraged membership benefits as a pre-retired unified OEA-R/NEA-R member.

By participating in the OEA-Retired grant to help clean-up membership lists in the Western District and encourage active members to participate in OEA sponsored events Phil Long and I have used personal phone contact, e-mail and texting to communicate with the names of the local leaders that were provided us.

The results of the OEA-R Fall Delegate Assembly that took place on December 6, 2019 at the STRS Building meeting room on the 7<sup>th</sup> floor are as follows: Forty-three delegates in attendance, eight guests and one delegate absent. Thirty-four evaluations received. STRS Executive Director, OEA Officers, Liaison Report, Delegate Briefing, Elections, Registration, Meeting Accommodations all received *Excellent* and/or *Good* ratings. Comments on Accommodations: Room temperature too cold; have chairs for people of size (chairs with no arms and wider); the building and parking are great. The Luncheon had ratings from *Poor* to *Excellent*. Suggestions included have three meat choices: turkey, ham and roast beef; keep vegetarian; have sandwiches plain with fixings on the side; have enough soda for all; maybe alternate turkey and ham; good to have pitchers of water and ice. The ratings of the materials, use of time, planning, and speakers being prepared received comments of *YES*. Suggestions included: Include in the packet a listing of all the members of the Advisory Council plus the OEA Committees appointees determined by OEA-Retired; Recognize New Delegates; Perhaps some reports could be printed if they are particularly long; Keep up the good Work!; Thanks!

The Ohio ARA (Alliance for Retired Americans) has a fall and spring meeting in September and April in Columbus. If you would like to attend from your District please contact Chairperson Mary Binegar, John Hoyes or myself. Thank you. For current information their website is [www.retiredamericans.org](http://www.retiredamericans.org)

To receive 133rd General Assembly Legislative Directory 2019-2020 call Hannah News Service 614-228-3113 or go to the website [www.hannahnews.com](http://www.hannahnews.com)

Thank you for the opportunity to serve.

***Submitted by Jane Rahn***



## **Grant Committee Report**

This year's grant is titled "Leadership Development for Organizing Through the New Educator Program" and the members of the committee are Judy Buschle, Chair, Mary Binegar and Past Chair, John Hoyes and Todd Jaeck, Staff Liaison. This year NEA-R awarded \$6,300 to OEA-R for

implementation. Our main focus for this year's grant is to work with Ohio's O.N.E (Ohio New Educator) Member Ambassadors to strengthen our relationship with the state affiliate and local leaders. Working with Leadership Councils, Staff Liaisons, and O.N.E. Member Ambassadors will provide an opportunity for the participation of retirees to support our actives in engaging new and early aspiring educators to join and attend events and activities. The second focus is increasing OEA-R membership and engagement.

To accomplish our goal, we have divided our grant into four phases, with the "Kickoff Meeting on January 23, 2020, at the OEA Building. The following are the four-phase schedule:

- Phase I                February 5, 2020
- Phase II              March 3, 2020
- Phase III             March 10, 2020
- Phase IV             April 7, 2020

The final meeting will be held May 28, 2020 for debriefing and discussion of new grant ideas for the upcoming year. It's an aggressive schedule, but we have a great group of retirees throughout the state who have signed up to participate, if interested contact Judy Buschle at [judybuschle@aol.com](mailto:judybuschle@aol.com) we are always looking for volunteers!

*Submitted by Judy Buschle, Grant Committee Chair*



## SPRING CONFERENCE

<b>Come Join Us!</b>	<b>Thursday, April 16</b> <b>9:00 a.m. - 1:00 p.m.</b>												
<b>Retired Spring Conference 2019</b>													
<b>SAVE THE DATE</b>  <b>APRIL 16, 2020</b>  <b>FOR THE NEOEA RETIRED SPRING CONFERENCE</b>	<p><b>Join us for our new format—you'll get to participate in three different topics:</b></p> <ul style="list-style-type: none"> <li>Retirement Update</li> <li>NEA Member Benefits/Travel</li> <li>Author Talk and Book Exchange</li> </ul> <p style="text-align: center;"><b>SCHEDULE</b></p> <table style="width: 100%;"> <tr> <td style="width: 15%;">9:00 - 9:15</td> <td>Registration/Continental Breakfast</td> </tr> <tr> <td>9:15 - 9:30</td> <td>Introduction/Welcome</td> </tr> <tr> <td>9:30 - 10:20</td> <td>First Session</td> </tr> <tr> <td>10:25 - 11:15</td> <td>Second Session</td> </tr> <tr> <td>11:20 - 12:10</td> <td>Third Session</td> </tr> <tr> <td>12:15 - 1:00</td> <td>Lunch</td> </tr> </table>	9:00 - 9:15	Registration/Continental Breakfast	9:15 - 9:30	Introduction/Welcome	9:30 - 10:20	First Session	10:25 - 11:15	Second Session	11:20 - 12:10	Third Session	12:15 - 1:00	Lunch
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11:20 - 12:10	Third Session												
12:15 - 1:00	Lunch												
<b>To be held at the:</b> NEOEA Conference Center 6001 Landerhaven Drive, Suite D Mayfield Heights, OH 44124 <small>(map available at <a href="http://neoea.org/NEOEA_Office_Map.pdf">neoea.org/NEOEA_Office_Map.pdf</a>)</small>													

More information will be posted on our [web site](#) when available.