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Register now for AEA-Retired Annual Meeting, April 24th, at Wigwam Resort



AEA Delegate Assembly) may vote in these elections. This year, delegates will elect a new Vice President and five Representatives-at-Large.

Another exciting part of every Annual Meeting is the awarding of the Les Reynolds Distinguished

Senior Service Award to a member who has been an exemplary leader and volunteer within, and outside of, the organization.

For those attendees who are also delegates to the AEA Delegate Assembly, which will be held on Friday evening and all day Saturday, AEA-Retired will reimburse half the cost of a double occupancy room at the Wigwam for the evening of April 24th. When rooming with another delegate, the net result is free lodging for one night. Online reservations for the Wigwam will be available soon for \$106 when using the AEA discount code.

While the guest speakers, a fantastic lunch, prizes, and the legendary AEA-Retired Happy Hour at the end of the Annual Meeting are all attractive, the one thing that will make this day perfect is YOU. If you've never attended an Annual Meeting, make this the year you do. You're bound to see old friends, and make new ones. There is a nominal Annual Meeting registration fee of \$30, which helps to defray the cost of the meeting room and the lunch. Fill out the registration form on page 5 and send it in, or register online at <https://www.surveymonkey.com/r/AEA-RetiredAnnualMeeting>. Registration will open at 8:30 with the meeting beginning at 9:30 and ending at 3:30.

Hope to see you there!

Mark your calendar and fill out your registration form! Join us for the second year at our new venue for AEA-Retired's Annual Meeting on Friday, April 24th, at the Wigwam Resort in Litchfield Park. This year's theme is "Stretching Your Retirement Dollars" and will feature a luscious lunch, good friends, fun, prizes and, as usual, great speakers to make you knowledgeable members of a terrific organization.

Our keynote speakers this year will be Antonio Galindo, NEA Member Benefits, and Tory Anderson, Executive Director of the AZ Alliance for Retired Americans. Galindo will teach attendees how to take advantage of the many member benefits offered by NEA & AEA that enable retirees to stretch their dollars, and Anderson will present "Common Sense Economics."

Attendees will also receive important information from ASRS liaison Steve Ramos, and AEA President Andrew Morrill who will bring them up-to-date on what is happening at the legislature, ASRS, and AEA. Learn about all the bills that directly affect public education and retirees.

A major part of every Annual Meeting is the election of officers and Representatives-at-Large who comprise the AEA-Retired Executive Board. In keeping with our Constitution & Bylaws, only the 85 elected delegates (who are our delegates to the

Send your email address to jhorwin@mindspring.com

WIN \$100

If we already have your email address, you are already entered into the \$100 AEA-Retired Raffle! Good Luck!



AEA Retired Calendar

- March 10—AEA-Retired Board meeting; AEA HQ
- April 10—Annual Meeting Registration forms due
- April 24—AEA-Retired Annual Meeting; Wigwam Resort, Litchfield Park
- April 24-25 - AEA Delegate Assembly; Wigwam Resort
- May 12—AEA-Retired Board meeting; AEA HQ



ASRS UPDATE *By Steve Ramos*

BUDGET CUTS PUSH ASU AND OTHERS TO TRY TO OPT OUT OF ASRS DEFINED BENEFIT PLAN

Steve Ramos

Speaking before the Arizona Legislature, 1/29/2015, Eileen Klein, President of the Arizona Board of Regents and Michael Crow, President of ASU, laid out their plans for dealing with Governor Ducey's new cuts to Arizona universities. Both Klein and Crow seem determined not to hurt students or parents, pledging no tuition hikes, but as they spoke, both seemed to have less concern for their public employees.

Klein requested that the legislature *"Move us out of the state agency construct. It's an out-moded way of thinking about our enterprise, and it also creates more cost overhang for us, ..."* Klein hoped Senate Bill 1379 would accomplish this goal.

ASU President Crow followed Klein with these comments. *"We don't want any Defined Benefit retirement programs. You require us to have Defined Benefit programs. ... It's too expensive. It's too inefficient. Those programs slow us down."*

Employment at ASU has changed, as explained by Crow. *"... a couple of years ago we asked for employment regulatory reform from the legislature. ... and now we have a new classification of employees called "University Staff", that serve "at will."* What Crow doesn't mention is that this means employees no longer sign yearly contracts and they can be fired at any time for any reason.

Crow's reasons for not wanting his public employees in a Defined Benefit System seem to go beyond financial, explaining what he really thinks about his employees. *"... we have employees who by mandate are offered this Defined Benefit plan, where they can work for 20 years and get some kind of guaranteed benefit for the rest of their life ... or 30 years and this even larger benefit, which puts a huge liability onto the state" ... "We want everyone's mind focused on performance, not focused on "no matter what I do, I'm going to get this benefit if I just survive." "No matter what I do, I am going to get this*

benefit, if I just hold out." ... that's a hugely negative force to how we're working." Crow goes on to explain how a new Defined Contribution plan would work at ASU. *"We are after the performance of our employees in adjusting their behavior to be able to deliver a higher quality service ... "if we're going to do well, then your compensation is going to go up, ... If we do well, maybe we will make a larger contribution to your 401 activity. ... that means if the economy is going up or down, your retirement is tied to that."*

SB1379 and other bills, to move public employees to a Defined Contribution system are the first step in dismantling ASRS from the inside out. AEA Retired's message will continue to be:

There are huge costs for taxpayers associated with pulling member groups out of ASRS.

Defined Contribution plans are more expensive to administer and provide much smaller benefits to employees.

Defined Contribution plans place 100% of the risks on employees and provide no guarantee retirees won't outlive their benefits.

AEA Retired members and friends should contact their legislators by email and register their opinions on the state website, azvoices.gov. For more information and talking points, go to our website at www.azedretired.com.

Another way you can help is to watch for the AEA "Every Member Option" letter to arrive in the mail. You can assist in the fight to maintain our defined benefit pensions by making a donation to the AEA Education Improvement Fund (used to fight ballot propositions detrimental to public education & retirees, or promote supportive propositions), the AEA Fund for Education (the political action arm of AEA), and the AEA Foundation (the charitable organization used to help schools and employees).

PRESIDENT'S MESSAGE *BY JULIE HORWIN*



Ask a colleague to join. Help build our membership to increase our strength.

I hope everyone has survived the excitement and craziness of the Super Bowl this year, the Phoenix Open, the fabulous car shows and sales, or perhaps for you, like me, the fun was in Tucson at the Rock and Gem Show. January and February in Arizona are my favorite months, not least because of what is sometimes the biggest, sometimes wildest opening of all - the Arizona State Legislature.

AEA-Retired is also doing our part in making your life more interesting. We have many networking and educational opportunities in store for you over the coming months.

One thing I would like to let everyone know is the new AEA-Retired Membership Campaign. If it is time for you to renew your membership, or you have always paid Annually - still a very low \$90/year - you may wish to change to paying through your checking account (Electronic Funds Transfer -EFT) or through dues deduct from your Pension Check. This way you no longer need to wonder if it is time to pay, or if you are still a member in good standing. Call me, or our membership chair, Shirley Boswell, or AEA membership staff, Jennifer Dawson to make that change. I will add contact information for each of us just below this article.

Do you know a colleague who has not yet joined? Did you know that most of our colleagues have not joined because the people they know have not yet asked them? It is easier to be a strong voice in our large Arizona community if there are many of us speaking in unison. That is what your membership does. That is why we need for you to ask your colleagues to join. Arizona enjoys the 5th largest populated city in the United States. Yes! Greater Phoenix is that big! In order to have our retired voice heard, we would like our membership to grow from

2,100 to 3,000 over the course of the next two years. We can't do it without your help.

A membership form is included in this edition of *The Conduit* on page 4. I hope that you will ask your friends to join you in supporting AEA and AEA-Retired as we keep your pension safe and strong.

We have built the healthiest, most well-funded and strong retirement pension plan over many generations. Now, those at the state legislature would like to unfund it by moving new hires out of the ASRS fund and into employee sponsored "other" plans that will never last through the life of a retiree. This will impact you and me because we may no longer be able to look forward to PBI increases in our pensions, and they won't be able to keep up with inflation.

There is no better time to join a chapter of AEA-Retired than now. We have fascinating meetings with guest speakers that inform and entertain about issues that impact your retirement budget, how to stretch your retirement dollars, and how to get the most out of life now. We have many speakers who help you navigate the current lifestyle in Arizona so that you are enjoying life to its fullest. Go to the website <http://www.azedretired.com> to check out all of the chapters and to find one near where you live or where you worked. Learn new trends from around the state, talk with your colleagues while making contacts that will be helpful to you in your retirement.

So, stay safe this beautiful winter and spring season, and I look forward to seeing everyone at the April 24 AEA-Retired Annual Meeting at the Wigwam. Be sure to fill out and mail in your registration before April 10th.

Membership Contact Information: Julie Horwin jhorwin@mindspring.com (602-320-3093); Shirley Boswell (602-696-2458) boswellsd@msn.com; Jennifer Dawson (602-264-1774 x126) Jennifer.dawson@arizonaaea.org



ARIZONA EDUCATION ASSOCIATION RETIRED
ARIZONA EDUCATION ASSOCIATION
NATIONAL EDUCATION ASSOCIATION RETIRED

For Office Use Only

Membership Year _____ (Sept. 1–Aug. 31)

[Empty box for Social Security Number]

SOCIAL SECURITY NUMBER

[Empty box for Home Phone]

HOME PHONE

[Empty box for Home Email Address]

HOME EMAIL ADDRESS

FIRST NAME	MIDDLE INITIAL	LAST NAME
ADDRESS		
CITY & STATE		ZIP CODE

We do not sell addresses.

Optional Information

DATE OF BIRTH ____/____/____
MO DAY YEAR

INITIAL/PLANNED YEAR OF RETIREMENT _____

LOCAL ASSOCIATION/DISTRICT WILL/DID YOU RETIRE FROM _____

PARTY AFFILIATION: DEMOCRAT ___(D) INDEPENDENT ___(I)
REPUBLICAN ___(R) OTHER ___(O)

ETHNIC INFORMATION:

___ AMERICAN INDIAN/ALASKA NATIVE	___ HISPANIC
___ ASIAN	___ MULTI-ETHNIC
___ BLACK	___ NATIVE HAWAIIAN/
___ CAUCASIAN (NOT OF HISPANIC	PACIFIC ISLANDER
ORIGIN)	___ OTHER

METHOD OF PAYMENT (Select one)

- I AUTHORIZE ASRS DUES DEDUCTION
- CHECK ENCLOSED
- CREDIT CARD: MC VISA AMEX DISC

EXPIRATION DATE _____

CARD # _____

SIGNATURE _____

X

MEMBER SIGNATURE

DATE

OPTION 1

NEA-R/AEA-R/AEA MEMBERSHIP

NEA RETIRED	\$30 Annually
AEA (State)	30 Annually
AEA RETIRED (Local)	30 Annually
TOTAL	\$90

Select dues deduction to have \$7.50 deducted each month from your ASRS check, or pay by check or credit card.

OPTION 2

NEA RETIRED LIFE MEMBERSHIP

NEA RETIRED	\$250 One-time Fee
AEA (State)	30 Annually
AEA RETIRED (Local)	30 Annually
TOTAL	\$310

Once the one-time fee of \$250 for
NEA RETIRED LIFE is paid:

NEA RETIRED	\$ 0
AEA (State)	30 Annually
AEA RETIRED (Local)	30 Annually
TOTAL	\$ 60

Write a check for \$250 to NEA Retired, and select dues deduction to have \$5.00 deducted each month from your ASRS check.

OPTION 3

NEA RETIRED LIFETIME PRE-RETIREMENT MEMBERSHIP

ONE-TIME FEE	\$250
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AEA RETIRED AND AEA DUES GO INTO EFFECT WHEN YOU RETIRE

Write a check for \$250 payable to AEA Retired.



ARIZONA EDUCATION ASSOCIATION RETIRED
345 East Palm Lane
Phoenix, AZ 85004-1532
Membership: (602) 696-2458 • www.arizonaea.org



**AEA-Retired Annual Meeting at the Wigwam Resort Conference Center
300 E. Wigwam Blvd., Litchfield Park, AZ
Friday, April 24, 2015 9:30 AM – 3:30 PM**

Registration Form: The \$30 non-refundable registration fee is payable by check or money order to AEA-Retired and must accompany this form on or before Friday, April 10, 2015.

Mail to: AEA-Retired Annual Meeting, 345 East Palm Lane, Phoenix, AZ 85004-1532.

Name _____

Address _____ Zip _____

Phone(s) _____ Email _____

***Please circle your choice of luncheon entrée so we have an accurate lunch count (uncircled forms will receive chicken):

- Grilled Chili Rubbed Chicken with Guajillo demi-glace
- Baked whitefish with avocado sauce
- Penne pasta with charred tomato, asparagus, chevre and coriander pesto

Registering another? Great! Each individual must pay \$30 registration fee.

2nd Name _____
email _____

Meal Choice for 2nd person

- Grilled Chili Rubbed Chicken with Guajillo demi-glace
- Baked whitefish with avocado sauce
- Penne pasta with charred tomato, asparagus, chevre and coriander pesto

Require or use special accommodations? Yes No
If yes, please help us to make you welcome; explain? _____

Two ways to beat Scammers at their own game.

First, scammers are far better than you are at scamming. They aren't smarter, but they are skilled at what they do, and like any skilled sales person they know that the way to get to you is through emotion and pressuring you that you must act now. They use our strongest emotions to push us into action; love, greed and fear. Your best defense? Time. That is the one defense that scammers don't own. Practice saying, no matter how fearful you might feel, "I can't talk to you now" then *hang up*.



Scammers using strong emotions and pressure to get you to act immediately. Here's how:

The Granny scam; they convince you that they are related to you and they need money *immediately* to get out of jail. Emotional ploy? Love for family.

Say, "I can't talk to you now," and *hang up*.

The lottery /sweepstakes scam; congratulations you have won millions of dollars, but you must act *immediately* by purchasing a cash card. No legitimate lottery or sweepstakes requires that you send money. Emotional ploy? Love for money.

Say, "I can't talk to you now," and *hang up*.

The IRS scam; you are threatened with *immediate* arrest if you don't send money. The IRS *never contacts people by phone* and they never demand money or threaten that you will be arrested. Emotional ploy? Fear of jail.

Say, "I can't talk to you now," and *hang up*.

When you say, "I can't talk with you now," scammers will ramp up the pressure. They will get nastier and more threatening, which shows that you are out maneuvering them. Scammers will have more skills at scamming, but you can outsmart them by refusing to get suckered in.

LEGISLATIVE UPDATE *by Dr. Janie Hydrick*



Governor Ducey is leading the determined legislative mission to avoid raising funding for public schools and, in fact, to cut funding even more. The AEA Legislative Update provides this **summary of Ducey’s budget**: The governor’s budget hides cuts to our schools behind empty rhetoric of “putting more money in the classroom.” This budget cuts \$352.5 million in district additional assistance (classroom materials, technology, and capital funding); over 80% from this formula. The governor mandates these cuts be made in “non-classroom” spending, putting our children’s health and safety at risk. Arizona spends 10% on administrative costs, which is lower than the national average. The majority of costs outside the classroom go to people like nurses, security officers, counselors, bus drivers, cafeteria workers, and crossing guards, who dedicate themselves to the welfare of our children. In addition, this budget fails to fund the base level at the appropriate amount as ordered by Judge Cooper. Instead of prioritizing Arizona’s children, the Governor’s budget funnels more taxpayer money into for-profit private prisons and protects corporate tax giveaways that drain money from the general fund. Do not let this budget distract Arizonans from the real issue – our state’s failure to meet its obligation to adequately fund our students’ education.

We’ve always known the effects of school funding on learning, yet non-educators echo Governor Cuomo’s recent statement: "We spend more than any other state in the country. It ain't about the money. It's about how you spend it — and the results." Last month, the *Washington Post* printed a review of research that supports the insights that came from our decades of classroom experience: **when schools have more money, they are able to give their students a better education.**

The benefits were most obvious for students from poor families. They found that a 10 percent increase in the money available for each low-income student resulted in a 9.5 percent increase in students' earnings as adults. The findings are evidence that public schooling can be a way for children who grow up in poverty to overcome their circumstances.

The group found that the increased funding had the **greatest effect if it was used to raise teachers' salaries, reduce class sizes or lengthen the school year.** That conclusion accords with other research finding that better teachers can have profound effects on how much students learn, since the schools with the smallest classes and the highest salaries can attract the most talented instructors.

If you have access to the Internet, you should be receiving the AEA Legislative Update from Sheenae Shannon. **Use your voice.** Phone, email, or write a postcard or letter to your state legislators. Remember that silence is compliance.

Retirees’ expertise needed on local School Boards



Tired of the way your elected School Board members are treating your school district? Upset with some of the decisions being made about how students and staff are treated in your district? Retired public school employees know what needs to be done in schools to maxi-

mize student learning and ensure employee satisfaction. If you have ever considered running for the School Board in your district, now is the perfect time to do so. Over the next few election cycles, there will be over 400 openings for School Board seats throughout the state.

AEA-Retired wants to encourage our members to seek seats on local School Boards, and we can help you in that quest by providing information, training, and support through an organization called Leading for Change. If you are interested in finding out more, contact President Julie Horwin at 602-574-1473, or jhorwin@mindspring.com.

AEA-Retired members demonstrate their activism at the Capitol & elsewhere

East Valley Chapter members gather for their January meeting in Mesa



AEA-Retired & AZ Alliance members joined other groups for a Rally at the Capitol Jan. 12th



Southern Region hosts successful Legislative Reception; Members attend AEA-Retired Day at the Capitol



Rep. Bob Robson, (R) LD18 , and Sen. Lynne Pancrazi (D) LD4, address AEA-Retired members



Sen. Andrea Delassandro (D) LD2 at Reception



Rep Chris Ackerly (R)LD2 at Legislative Reception



Top: Rep. Robson addresses AEA-Retired members at the Capitol; Left;Members listen to legislators at the Southern Region Reception




The Conduit

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AEA-Retired Chapter News

Chapters are an attempt to bring AEA-Retired closer to members. All AEA-Retired members are eligible to join a chapter where they worked or currently live. Meetings usually include an information program, business meeting, lunch or dinner, and time for socializing with friends and colleagues. Anyone interested in forming a new chapter should contact Chapter Coordinators **Gary Mehok** at LOJO40@cox.net or **Suzan Austin** at (480) 947-2089 suzanaustin@cox.net.

Glendale/West Valley Chapter- All members are welcome at our dinner meetings scheduled for 4 pm. The next one will be May 7. We meet at the Iron Works Restaurant, 17233 N. 45th Avenue, Phoenix. For more information call **Susie Sommer** at 623-931-6209 or e-mail ssommer114@aol.com.

Mesa / East Valley Chapter: Remaining meetings scheduled for spring 2015 are Mar. 11 and May 13, at the Mesa Public Schools Bldg., 63 E. Main Street in Mesa. Karyn Lathan will be speaking about Domestic Violence, Trafficking, and Sexual Assault at the March 11 meeting. Contact **Janie Hydrick** at Hydrick@aol.com or (480) 628-1845 for information.

Greater Tucson Area Chapter: Meetings are the third Tues. of Sept.—May, starting at 10:00 at TEA. Go to <http://www.azedretired.com/TUCSON/index.html> for more information, or contact **Chip Parsons** at chipp@cox.net

Phoenix Chapter: Meetings are held at the Beatitudes in Phoenix. Future meetings will be Mar. 24th, and May 19th, 2015. Speaker will be David Ramirez. For more information contact **Barb Joseph** at (602) 765-0788 or btjoseph@cox.net.

Yavapai Chapter: The Yavapai Chapter met at IHOP in Prescott Valley on March 4th, and plan to have a “welcome to retirement” meeting for new members on April 28th. Contact **Ted Coleman** at theodorecoleman76@gmail.com for more information and future meeting dates.

Scottsdale/Paradise Valley Chapter: We will meet from 11 AM to 1 PM for lunch at Denny’s, 3315 N. Scottsdale Rd., Scottsdale, on March 16, and May 18. We will continue to collect books and magazines to donate to the Lodestar Learning Center, and cash donations to the Jack Kinnaman Scholarship Fund. For information contact **Suzan Austin** at (480) 947-2089 or visit <http://www.azedretired.com/SCOTTSDALE/index.html>. Everyone is welcome.

Southeast Arizona Chapter: For information on the next meeting date & location, which will be in March, please contact **Sally Rosen** at 520-459-0430 or azcatsally@aol.com. Hope to see everyone at the next meeting.

Northern Arizona/ Rez Chapter: Met on September 19th. Contact **Maryanne Goodluck** at magoodluck55@yahoo.com for information and future meeting dates.

Kyrene Chapter: The next meeting is scheduled for March 18th. Meetings have been held at 4 pm at Native New Yorker on Ray Rd. in Chandler. For more information and future meeting dates, please contact **Ellen Shamah** at 480-345-7664 or eshamah@cox.net.