



AEA-Retired Executive Board Meeting Tentative Agenda

Date: Tues., October 7, 2008 Time: 10:00 AM

Location: AEA Headquarters Board Room 345 E. Palm Lane, Phx, Arizona 85004

Time	Agenda Item	Page(s)	*Out come
10:00 AM	1. Call to Order		
	2. Approval of Agenda	1	A
	3. Previous Minutes – September 11, 2008	2-5	A
10:05 AM	4. Financials		
	a. Treasurer’s Report- Treasurer Stephenson	6-9	A
	b. Budget Revision – President Somo	10-13	A
	c. Mileage Reimbursement	10	
10:25 AM	5. Old Business		
	a. Constitution and Bylaws – John Campbell	14	I
10:30 AM	6. New Business		
	a. AEA Finance Committee – Juan Zuniga		I
10:40 PM	7. Standing Committee Chair Reports		
	a. Membership – Daina Swinford	15	I
	b. Legislative – J. Horwin/M. Villiborghy	16	I
	c. ASRS – Steve Ramos	17-20	I
	d. AZ Impact Mentoring & Grant – Paula Grigsby		I
12:00 PM	8. Grant Committees		
	a. Intergenerational Mentoring – Paula Grigsby		I
	b. TEF – Linda Somo		
12:10 PM	9. Board Committee Chair Reports		
	a. AzImpact Fundraiser EcoPhones – Pres. Somo	21	I
12:15 PM	10. Local Chapter Chair Reports		
	a. Phoenix – Frank Sacco	22	I
12:20 PM	11. Officer Reports		
	a. AEA Liaison – Mike Aicone		I
	b. AEA & NEA B.O.D. – Linda Somo	23-30	I
	c. Member Benefits Committee	31	I
	d. NEA-Ret. Advisory Council – Barbara Matteson	32	I
	e. Vice President – Frank Bing		I
	f. Secretary – Julie Horwin		I
	g. President – Linda Somo		I
1:00-2:30 PM	12. Board Activity: Committee Meetings: Membership, Elections, Fundraising, and Annual Member Award		
	13. Adjourn Next Meeting: Thursday, November 6, 2008		

*I=Information A=Action



AEA-Retired
AEA-Retired Executive Board Meeting
DRAFT MINUTES

Date: Thursday, September 11, 2008

Time: 10:00 AM

Location: AEA Headquarters Board Room 345 East Palm Ln., Phoenix, Arizona 85004

Attendance: President Somo, Vice President Bing, Treasurer Stephenson, Secretary Horwin, Past President K.Campbell; Board Members: Aber, Austin, Craig-Wooten, Freed, Mehok, Michels, Moy, Pickens, Pierce, Ramos, Thieken, Zuniga ; Emeritus, Committees, & Members: Bishop, Boswell, J.Campbell, Krantz, Rosin, Sommer, Spitzer, NEA President Matteson, AEA Liaison Mike Aicone
Guests: Clorinda Graziano, Marilyn Freed, Jim Paulsen (AEA Technology)

Agenda Item	Minutes/Action
1.Call to Order	President Somo called the meeting to order at 10:05 am. See roll call above. Moment of silence was held for those who sacrificed their lives Sept. 11, 2001.
2.Adoption of Agenda	Page 1 of Board Packet. Moved/seconded by J. Zuniga/S. Austin to adopt the agenda with flexibility. Oct. Cruise information added to Old Business items. PASSED
3.Previous Minutes – July 10, 2008	Pages 2-4 of Board Packet. Moved/seconded by J.Campbell/L. Thieken to approve the July 10, 2008 AEA-Retired Executive Board minutes, as presented, with a correction to the quilt fundraiser action item. PASSED
4.Financial Statements	Pgs 5-8 of Board Packet Treasurer Jean Stevenson presented the AEA-Ret. Financial Statements for August, 2008. The board discussed details and expenditures and Balance Sheet and the income and expense summary. Moved/seconded by K. Campbell/J. Campbell to approve the AEA-Retired Financial Statements for August, 2008 and to file for audit. PASSED
a. 2008-2009 Budget Revision	Pages 9-10 of Board Packet. Necessary to adjust balance forward in order to reconcile with correct budget accounting practices. K. Campbell moved/M. Pickens seconded to table this action until October meeting after Budget Committee meets to go line by line, and full understanding of where funding for each line comes and the expenses for each line entails and to come back with a recommendation to the Board for a revised budget. Judy Moy will sit on the Budget Committee as at-large member. PASSED Note: AEA Finance Review Committee (Juan Zuniga and Mike Aicone members) are charged with reviewing AEA-Retired dues this year.
5.Old Business a. Board Packet Inclusions.	The following hand-outs/books were included in Board Packet: <ul style="list-style-type: none"> ▪ New Blue updated Constitution, Bylaws & Committee Responsibilities Book ▪ Executive Board/Committee Memberships/Contact Information ▪ Committee chairs and members lists (Correction: Richard Spitzer is the Health Committee Chairperson)

<p>b. Mileage Reimbursement – Budget Committee</p> <p>c. AZ IMPACT Fundraiser - Pledge Sheet</p> <p>d. October Cruise</p>	<ul style="list-style-type: none"> ▪ AEA-Retired 2008-09 Calendar ▪ NEA-Retired 2008-09 Calendar <p>Budget Committee met (notes pages 11-12 of Board Packet). Recommendation to continue to gather information about from which lines mileage reimbursement is taken, and what, if any changes in mileage requests may occur, along with information about the Budget Revision. J. Moy moved/A. Craig-Wooton seconded to table the discussion until Budget Committee brings a recommended budget to October board meeting. PASSED</p> <p>Page 13 in Board Packet. J. Horwin reminded members about the fundraiser goal of \$20,000.00 in 1 year, and passed out a pledge card, which also gave room for idea for fundraiser and help needed request form.</p> <p>A multiple page “ASK” template was passed out, so that members can use it to develop their ask tailored to their particular audiences.</p> <p>Each time a donator gives, a Thank you letter from AEA Foundation will be sent with the dollar amount donated listed and the tax I.D. number for a full tax deduction.</p> <p>Julie will create an on-going measurement tool such as a thermometer to update the progress of our success.</p> <p>M. Bishop reported that if participants wish to request any meal arrangements, to call Denise (travel agency). Includes 1st or 2nd service and table-mates.</p>
<p>6. New Business</p> <p>a. EcoPhones Recycling Fundraiser</p> <p>b. New Computer for AEA-Ret.</p>	<p>Pages 14-15 in Board Packet</p> <p>EcoPhones Recycling Fundraiser for AZ IMPACT. President Somo proposed Recycle Technology Fundraiser – President Somo presented an idea to enhance fundraising efforts for AZ IMPACT . Recycle mobile phones, computers, monitors, modems, ink cartridges, etcetera. Moved/seconded by J. Campbell/K. Campbell to begin a fundraiser effort for recycling technology equipment. PASSED</p> <p>Current computer was 2nd-hand donated to the office by Frank Bing. Very slow and cumbersome, causing too much “wait” time as it loads and functions. Received quote from J. Paulsen, AEA-Technology specialist for a new state-of-the-art computer. Quote of \$1000 includes set up and installment. Moved/seconded K. Freed/K. Campbell to budget up to \$1100.00 for new computer screen and drive. PASSED</p>
<p>7. Standing Committees</p> <p>a. Membership</p> <p>b. ASRS</p> <p>c. Legislative</p>	<p>Membership – Daina Swinford Report page 16 of Board Packet. Of 678 Renewal letters sent out 3 times, 142 Renewals have not come back.</p> <p>S. Ramos – Page 17 Board Packet. Discussion of lack of PBI for past 4 years, and outlook for none in next 15 years. Possibilities to remedy may include an almost-guaranteed 1% increase per year. No discussion or decision at this time at ASRS. P. Mattson just floated that idea with S. Ramos. Discussion by the AEA-R board was held and Steve Ramos conducted a straw pole. The majority voted down the 1% increase. 3 options were given: no change at all; support “almost-guaranteed” 1% increase; other changes ie decrease 10-yr smoothing, etc.</p> <p>Return-to-Work meeting scheduled for Sept. 12 at ASRS with AEA-Ret. Leaders and Paul Mattson. Discussion here centers around a charge to employer. ASRS Board has a Return-to-Work Meeting scheduled for Thursday, Sept. 18 at ASRS.</p> <p>Page 18 of Board Packet. Also 2 separate handouts attached to this Board Packet. J.</p>

<p>d. Public Relations</p> <p>e. Presentations</p> <p>f. AZ Impact Mentoring</p>	<p>Horwin passed out document that summarized Primary results and bolded Targeted CD & LD races - please volunteer and make a difference. Asked board members to recruit local members to volunteer 1-2 hours over the next 6 weeks to one of the races.</p> <p>Page 19 Board Packet. F. Bing asked that local chapters send in pictures of meetings and events in order that more diversity of pictures go into the Conduit.</p> <p>Page 19 Board Packet. F. Bing reported that he is in the process of scheduling presentations with Parker EA, Deer Valley EA, Paradise Valley EA, Globe EA. If you are active in your particular local, encourage that group to call Frank Bing, frankbcta@aol.com to schedule a presentation.</p> <p>Intergenerational Mentor Trainings for Mentors and Proteges are scheduled as follows: Oct. 6 Tucson October 8, Phoenix</p>
<p>8. Grants</p> <p>a. Mentoring</p> <p>b. TEF</p>	<p>L. Thieken and L. Somo summarized the results of the meetings held with P. Grigsby this summer. L. Thieken reported that there were 93 ASU student teachers who indicated interest in the program. The Yuma program is on hold at present, P. Grigsby is initiating the program at NAU, and also she is organizing the First Five Program with 3 proteges from last year's program.</p> <p>TEF - Tax structures, Economic development policies, and Funding for schools – Pres. Somo. A powerpoint presentation is being developed to communicate with community members, Legislative Networks, education personnel how education funding is generated and what policy-decision affect that funding. Development of these powerpoint presentations will continue after November elections.</p>
<p>9. Board Committees</p> <p>a. Fundraising</p> <p>b. Annual Meeting</p> <p>c. Historian</p> <p>d. Coalition</p>	<p>A. Aber reported (Page 20 Board Packet) on fundraising efforts at AEA Leadership Conference this summer. Over \$500.00 raised. Eyeglass cleaners lowered to \$1.00.</p> <p>P. 21 Board Packet. (attached)</p> <p>P. 21 Board Packet. (attached)</p> <p>J. Campbell queried if we wanted to have a Coalition (Retired Universities, AASRA, AEA-Ret.) meeting this year. Consensus from Board is to hold one, and host it at AEA Headquarters on Wed., Oct. 29 10:00-Noon.</p>
<p>10. Officer Reports</p> <p>a. AEA Liaison – Mike Aicone</p> <p>b. AEA B.O.D. Minutes</p> <p>c. Vice President</p> <p>d. Secretary</p>	<p>M. Aicone reported that we now have an account with AEA Foundation so donations to AZ IMPACT are now tax deductible. Each doner will receive a Thank You letter with amount donated and tax I.D. number for tax deduction. Mike donated \$75.00 to the account! We also have half the proceeds from quilt fundraiser at Summer Leaders (\$222.50!!). The East Valley Chapter of AEA-Ret. Donated \$121.00 for a grand total of \$418.15. A very healthy beginning in our first month! Thank you, Mike Aicone! Thank you to those who helped Aurora at Summer Leaders in July! A big thank you to the East Valley Chapter!</p> <p>Pages 22-25 in Board Packet. John Campbell attended as alternate.</p> <p>Vice President Bing asked to be called if any local chapter of AEA-Retired has questions about AEA-Retired Board, or would like him to speak at a meeting.</p> <p>J. Horwin explained the new Welcome Guest hand-out in order to give guests information and real welcome to Exec. Board meetings. Thanked committee chairs</p>

<p>e. Past-President K. Campbell</p> <p>e. President</p>	<p>for getting in reports on time to put together the board packet. She developed an e-newsletter and sent it out to a focus group. She will develop another one and send it to the AEA-Ret. Board for their review. Suggested also that local chapter chairs may wish to send out these notes and attached Board Packet to members.</p> <p>K. Campbell reported on important year to represent AEA-Ret. At this summer's NEA-RA; John Campbell was awarded the NEA-Retired Distinguished Service Award (Only 6 others have ever received this award), Dennis Van Roekel was elected NEA President, Barb Matteson was re-elected NEA-Retired President, and NEA-Ret. Was successful with their Referendum regarding Constitution.</p> <p>President Somo thanked her officers for their help in making a strong leadership team. Thanked volunteers for successful efforts for Ward Connerly Petition Review, and for same, although unsuccessful review of State Trust Lands Petition Review. Thanked those who have volunteered walking and calling on C.D. and Leg. Candidates' races.</p> <p>Due to a need to schedule time for Committee meetings, expect a longer day at next AEA-Ret. Board in order to meet with committees.</p> <p>Looking ahead, Strategic Planning will also be given time at future AEA-Ret. Board meetings.</p> <p>How and when do we participate in strategic planning, and who should be involved will be part of next discussion.</p> <p>A proposal to create and build an AEA-Retired Retreat held at the same time/location (July, Wigwam) in order that break-out sessions be meaningful to Retired participants, a Planning Committee was asked for: J. Stephenson, J Horwin, J Moy, S Ramos, M Villiborghi volunteered. First meeting: Thursday, Oct. 2, 1:30 PM AEA Headquarters</p> <p>NEA Benefits Forum held in 2 parts this year: 1.)Nov. 11-12 D.C. Pension S. Ramos will attend. 2.) Health Benefits Forum Feb. 18-19 D.C. R. Spitzer will attend.</p> <p>Every AEA-Retired member who volunteered to be placed on an AEA Committee was appointed. There are AEA-Ret. Members on every committee except 4. First AEA Committee Day is Saturday, Sept. 13.</p>
<p>11. Adjourn Next Meeting:</p>	<p>President Somo adjourned the meeting at 1:25 PM.</p> <p>Next Meeting: Tuesday, October 7, 2008 10:00 AM – 2:30 PM Please note the longer time frame for meeting.</p>

Respectfully submitted,
Julie Horwin, AEA-Retired Secretary

AEA-Retired Balance Sheet as of September 26, 2008
(could not be copied here.)

AEA-Retired Profit and Loss Budget vs Actual pg 1
(could not be copied here.)

AEA-Retired Profit and Loss Budget vs Actual pg 2
(could not be copied here.)

Mentoring 1 Grant, Impact Fundraiser, Mentoring 2 Grant

Budget Committee

The Budget Committee met on Monday, Sept. 21 for two reasons:

1. Budget Revision
2. Mileage Reimbursement.

Budget Revision: The budget was voted on by the Board in January, however, it was not known at that time that the Grant money was included in that budget with no line for withdrawing those funds, thus it was predicated on numbers higher than actual available funds. While removing the Grant Money did not stress the budget, the budget had to be revised to reflect actual amounts available in the budget.

- Attached is the revised budget recommended unanimously by the Budget Committee.
- The Budget Committee brings a further recommendation to begin a process of strategic planning for the Budget by the AEA-Retired Board of Directors.

Mileage Reimbursement: The Budget Committee researched the possibility of increasing the reimbursement for mileage.

The following information is known: How much mileage was reimbursed last year and previous years from the Executive Board line. Also known is the impact of possible increased reimbursement amounts to the Executive Board line.

Unknown is the following: How many more committee chairs, and executive board members will ask for reimbursement due to higher gas prices (indication this year is that more members are applying for reimbursement due to higher gas prices).

Also unknown: how much mileage, and from which lines of the budget, mileage has been reimbursed last year and in previous years, and how it may impact the budget if reimbursed at a higher rate. Explanation: Executive Board meetings are reimbursed from the Executive Board category. Committee Chairs' reimbursement of mileage is drawn from individual Committee lines. That data from individual committee lines has not been collected in the past, so the Budget Committee cannot know or predict how raising the mileage reimbursement will impact the budget. The treasurer, Jean Stephenson, will begin collection of that data immediately and will note from which line any mileage is reimbursed in order that a clear understanding of from which lines mileage is reimbursed and to what extent. This data will be used to consider raising the mileage reimbursement in the future.

- The Budget Committee brings a unanimous recommendation to the Board not to raise mileage reimbursement until its impact to the budget can be known.

Respectfully submitted,
Julie Horwin, Recording Secretary, AEA-Retired

Important Factors to Keep in Mind During Budget Discussion

1. Our budget year is May 1 – April 30.
2. The budget that we are discussing began June 1, 2008 and will end April 30, 2009. Next year's budget will begin May 1, 2009.
3. Any events that happened between May 1, 2008, and now have already been paid and are reflected in the amounts shown (e.g., NEA-Retired Annual Meeting and NEA RA line item).
4. Any events that occur between now and April 30, 2009, are shown with amounts that we project will be needed (e.g., AEA-Retired Annual Meeting and AEA Delegate Assembly).
5. AEA-Retired needs to have a carry over each budget year from the previous year's budget because we receive no income between June and December. Therefore, we need operating funds to pay bills that occur during those months (e.g., NEA-Retired Annual Meeting and NEA RA, Leaders Conference, office rent, phone, Conduit, Board meetings, etc.).
6. Lines under the President's budget that have been zeroed out are expenses that have either already past, and we know nothing was spent, or will be in this budget year, and we know that nothing will need to be spent.

Changes Recommended By Budget Committee

These are the revisions that the Budget Committee recommends be made to the previous "Proposed 2008/2009 Budget" that you received at the Sept. 11 Board meeting, based on the input we received from the Board.

1. Increased income "Fundraiser" line by \$250 for a total of \$500 on that line based on previous years' fundraising experiences, which changes total income to \$63,080.
2. Reduced the following line items:
 - \$500 from the Meetings line of the Executive Board – money for reimbursement of Board meals and snacks is taken from Social and therefore this amount is not needed; that reduces the total Executive Board line to \$5500 from \$6000
 - \$150 from the President's Miscellaneous line
 - \$400 from Chapters line – reducing it to \$1100 from \$1500
 - \$500 from Legislative line – reducing it to \$500 from \$1000; that will leave \$250 each for Communication and Travel
3. Added funds to the following line items:
 - \$420 to President's Stipend – to return to original amount of \$4200 which brings President section to a total of \$6700
 - \$400 to Office – for new line item of "E News" (newsletter that Julie has been sending) which brings the Office section to a total of \$8950
 - \$300 to Annual Meeting/AEA DA for a new total of \$4500
 - \$600 to Alliance/Coalitions for a new total of \$800 – which brings the Conventions section to a new total of \$25, 200
 - \$80 to Fundraisers for possible expenses that might be incurred

RECOMMENDED REVISED BUDGET

BUDGET COMMITTEE, SEPT. 22, 2008

YEAR	2007/2008	2008/2009	Proposed 2008/2009	
INCOME				
BALANCE FORWARD	\$25,000.00	\$25,000.00	\$13,280.00	
FUNDRAISERS	\$500.00	\$500.00	\$250.00	
MEMBERSHIP	\$50,000.00	\$45,000.00	\$45,300.00	
REIMBURSEMENT	\$4,000.00	\$4,000.00	\$4,000.00	
TOTAL INCOME	\$79,500.00	\$74,500.00	\$62,830.00	
EXPENSES				
PRESIDENT	\$10,800.00	\$9,800.00	\$6,280.00	
NEA WESTERN REG	\$800.00	\$700.00	\$700.00	
NEA-R WESTERN REG	\$1,000.00	\$800.00	\$0.00	
NEA RETIREMENT	\$1,000.00	\$800.00	\$800.00	
NEA-R & NEA RA	\$2,800.00	\$2,300.00	\$0.00	
STIPEND	\$4,200.00	\$4,200.00	\$3,780.00	
MISCELLANEOUS	\$1,000.00	\$1,000.00	\$1,000.00	
OFFICE	\$11,000.00	\$7,800.00	\$8,550.00	
RENT	\$1,600.00	\$1,800.00	\$1,800.00	
TELEPHONE	\$2,000.00	\$2,000.00	\$1,750.00	
POSTAGE	\$2,200.00	\$1,500.00	\$1,500.00	
SUPPLIES	\$1,000.00	\$800.00	\$1,800.00	
COPYING & PRINTING	\$2,200.00	\$1,200.00	\$1,200.00	
MISCELLANEOUS	\$2,000.00	\$500.00	\$500.00	
EXECUTIVE BOARD	\$6,000.00	\$6,000.00	\$6,000.00	
MEETINGS	\$0.00	\$500.00	\$500.00	
TRAVEL	\$5,500.00	\$5,500.00	\$5,500.00	
LODGING	\$500.00	\$0.00	\$0.00	
CONDUIT	\$7,500.00	\$7,500.00	\$7,500.00	
DIRECTOR'S LINE	\$2,000.00	\$2,000.00	\$1,000.00	
CONVENTIONS	\$28,500.00	\$30,700.00	\$24,300.00	
LEADERSHIP	\$2,200.00	\$2,200.00	\$3,800.00	
ANNUAL MTG/AEA DA	\$6,000.00	\$6,000.00	\$4,200.00	
NEA WEST REG	\$800.00	\$800.00	\$800.00	
NEA-R WEST REG	\$6,500.00	\$6,500.00	\$6,100.00	
NEA RETIREMENT FORUM	\$4,000.00	\$4,000.00	\$3,400.00	
NEA-R NEA RA	\$9,000.00	\$8,000.00	\$5,800.00	
ALLIANCE/COALITIONS	\$0.00	\$3,200.00	\$200.00	
MEMBERSHIP	\$5,000.00	\$3,000.00	\$2,000.00	
Budget Revision Page 2				

Revised Budget Page 2				
CHAPTERS	\$2,000.00	\$1,500.00	\$1,500.00	
PRESENTATIONS	\$1,000.00	\$500.00	\$1,000.00	
LEGISLATIVE	\$1,000.00	\$1,000.00	\$1,000.00	
COMMUNICATIONS	\$500.00			
TRAVEL	\$500.00			
SOCIAL	\$2,000.00	\$2,000.00	\$2,000.00	
FUNDRAISERS	\$500.00	\$500.00	\$0.00	
ELECTIONS	\$200.00	\$200.00	\$200.00	
MISCELLANEOUS	\$2,000.00	\$2,000.00	\$1,500.00	
GIFTS & AFFILIATIONS	\$1,000.00			
AWARDS	\$1,000.00			
TOTAL	\$79,500.00	\$74,500.00	\$62,830.00	

Income based on 1812 members.

AEA will continue to provide \$4,000 for convention reimbursement.

AEA will continue to provide in-kind printing for Presentations, Chapters & Mentoring materials.

Constitution & Bylaws Committee

After talking to John Wright and Jim Lewis I have learned that limiting the number of offices a member can hold would put us in noncompliance with NEA and AEA. I have emailed the committee members and will call each to make sure they get the email.

In Solidarity
John Campbell

AEA Retired Executive Board Meeting
October, 2008
Membership Report
prepared by Daina Swinford

As of September 26, 2008:

- ◆ 1906+ members
- ◆ 1212 members using dues deduct
- ◆ 25 honorary members

September, 2008, activity:

- ✓ 200 renewals returned (74 non-renewals outstanding)
- ✓ 25 new members (for the 08-09 year)
- ✓ 10 new NEA Retired lifetime members
- ✓ 0 new active pre-retired NEA Lifetime members
- ✓ 25 new dues deduct

Deceased members with a cancellation of membership after the April, 2008 AEA Retired Annual Meeting. New additions are in bold print.

Jean DeMaina
Margaret Porras
Jess Awtry
Towne Bishop

Mildred Laber
Borgny Young
John Graner
James Gleason

Julia Pearson
Marian Barclay
Phyllis Tate
Billie Fugate

Legislative Report

2008 Ballot Propositions

The November 4, 2008 general election in Arizona will include 8 ballot propositions. AEA Fund has positions on four.

Prop. No.	Description
100	<p>Proposed amendment to the constitution to prohibit the creation of any state level tax on the sale or transfer of real property. At a time when the General Fund is suffering due to poor consumer sales, subtracting a state tax on property would be a real hit to the Fund where State Agencies, such as Education/Health get their monies.</p> <p>AEA Opposes. Vote No</p>
102	<p>Proposed amendment to the constitution defining marriage as being between a man and a woman only. AZ already has a law forbidding such marriage. Changing the constitution is not necessary.</p> <p>AEA Opposes. Vote No</p>
105	<p>Proposed amendment to the constitution to prevent the subsequent passage of any initiative measure imposing additional taxes or spending, except when approved by a majority of all qualified voters, turnout notwithstanding. (A stay-at-home vote will no longer be counted as a neutral. It will be counted as a “no” vote. Which means that a majority of those voting will no longer have any effect. This effectively negates the initiative process in AZ)</p> <p>AEA Opposes. Vote</p>
200	<p>Proposal to reform the payday loan industry with several pro-consumer changes including reduced rate limits, no-cost repayment options and borrowing caps on consumers.</p> <p>This initiative was originated and authored by the Payday industry. It does not effectively regulate the practices. Rates of interest are still exorbitant and harmful – 500% cap is moved to 395% cap.</p> <p>AEA Opposes. Vote No</p>

Julie Further reports on volunteer activities by AEA-Retired

AEA-Retired has logged over 200 hours of campaign volunteering this summer/fall. Congratulations!

Special notes have been received from the Ward Connerly Initiative Review, the State Trust Lands Initiative Review, Representative Harry Mitchell’s re-election campaign. If there are other thanks, please report them, and honor those who have volunteered time to any campaign.

ASRS

Go to the following web site to see status of funds:

<http://www.azasrs.gov/web/pdf/FromtheDirectorKeepingSteadyHand.pdf>

Really, as I sit through these meeting, sometimes it's all talk and no action. I would hate to waste a lot of ink on it and bore everybody with the details. You want to see graphs? I've got all kinds of cool new graphs.

We heard about new actuarial projections for the fund over 30 years. What if we did this or that, what would the contribution rate be?

We heard from our investment guy about the future of the markets. We even mentioned lowering the benchmark to 7% since we might not make 8% for a long time.

We heard from a study of what other large retirement systems are doing with their money. Conclusion, we play it pretty safe. Should we take more risks?

We heard from a couple of young guys who claimed they could spin straw into gold. We are checking into that.

We had a report from an energy expert on the future of all kinds of new and old energy sources. Should we be invested in those? We even asked him about global warming. He side-stepped that issue.

Return to work came up as well as putting the health care contract out to bid in '09.

Steve Ramos
ASRS Committee Chair.

EMAIL FROM PAT KLEIN, ASRS

From: Pat Klein [mailto:PatK@azasrs.gov] **Sent:** Thursday, September 25, 2008 1:19 PM **Subject:** Return To Work Proposal

Everyone...

I want to thank each of you for your participation in the retiree Return to Work (RTW) workgroup. When we began to discuss the practice of retirees returning to work more than 17 months ago, the ASRS identified several organizations and individuals who could offer their unique insights, perspectives, and experiences so that this issue could receive input from the widest and most appropriate discussion group possible. You represented large and small public employers, the state, school districts, associations, unions, legislative staff, private business, cities, towns, counties, and the state universities. In addition, ASRS staff was represented by our Member Services Division, Financial Services Division, External Affairs Division, Internal Audit, our Assistant Attorneys General, and Executive Management.

We hoped that each person and organization had, as its foremost goal, the protection of the Trust. Though we differed on occasion on how best to minimize the negative effects of retirees returning to work in various situations, I believe we never lost sight of that overarching goal. That common thread led us to the proposal as presented at our most recent meeting of September 18, 2008, and as attached below. The proposal represents our collective thinking and consensus as to the most appropriate and logical solution to mitigating the added cost to the Trust caused by certain retirees returning to work.

Based on our discussions at that meeting, three items have been modified: 1) the Alternate Contribution Rate (ACR) will be calculated as two times the ASRS contribution rate minus the normal cost rate plus the employer portion of the LTD rate (i.e., makes up the deficit payment); 2) the ACR will be payable on the leasing or independent contracting fee paid by the employer (less work for employers having to discern what part of a contract is applicable to a particular RTW retiree); and, 3) employers shall pay the ACR for contracts entered into, renewed, modified, or initially effective on or after July 1, 2010.

Please continue to consider this proposal and how it may impact your business or budget. I would like any additional comments by 5pm Monday, September 29 either by phone (602-240-2044) or by e-mail (patk@azasrs.gov). Our next step is to present this proposal, pending any further modifications, to the Operations Committee (OC) of the ASRS Board on Thursday, October 2 at 1:00 PM in the ASRS Board Room. Immediately following the OC meeting (at 3:00 PM), the External Affairs Committee (EAC) of the Board will convene to consider ASRS suggestions for possible 2009 legislation. These suggestions, if recommended by the EAC, will then be considered by the full Board at its October 17 public meeting. If your schedule permits, you are always welcome to attend the ASRS public meetings.

Participation in this lengthy endeavor is truly appreciated. The end result is that we, as a group, have fashioned a logical, focused, equitable, and simplified approach to dealing with the practice of retirees returning to work that protects the ASRS Trust. Again, thank you for contributing to this project.

Patrick M. Klein
Assistant Director, External Affairs
Arizona State Retirement System
602-240-2044

**Arizona State Retirement System
Return To Work Proposal
September 25, 2008**

ASRS Staff, in conjunction with representatives from public associations; legislative staff; private business; cities, towns, and counties; the State; universities and community colleges; and school districts have discussed over the past 17 months the practice of retirees returning to work and its effect on our Defined Benefit (DB) Plan.

The most recent meeting held on September 18, 2008, offered a consensus with respect to appropriately managing and accounting for the Return to Work (RTW) practice.

Currently, retired members who return to work as “employees” within 12 months after terminating employment and who meet the active membership test of being engaged to work at least 20 weeks in a fiscal year and at least 20 hours each week (20/20) will have their benefits suspended by law and they must again contribute to the plan. However, members who wait 12 months to return to employment are exempt from contributing and may retain their pensions while working over 20/20. (A.R.S. §§ 38-766, 38-766.01, and 38-764(I))

To avoid having to wait 12 months to hire a retiree, some employers have hired retirees as independent contractors or leased employees, which also exempts retirees from contributing while continuing their pensions. This practice, however, leads to an increase in the active member contribution rate that all members pay, even though a very small population of ASRS retirees actually resumes employment in this fashion.

Rather than correcting the inequity by terminating the retirement benefits of independent contractors and leased employees who return to work within the first 12 months after retirement, ASRS proposes to amend the statutes to charge an alternate contribution rate (ACR) to those employers who bring retirees back to work in these non-employee capacities, regardless of the number of hours worked (i.e., their 20/20 status is irrelevant).

In addition to the main RTW Program changes, the group analyzed other aspects of the ASRS Plan Design (“holistic” approach) to determine if further improvements were appropriate.

ASRS proposes the following Return to Work program design changes:

- Employers shall pay, for contracts entered into, renewed, modified or initially effective on or after July 1, 2010, an ACR for members who return to work prior to satisfying the 12-month requirement as leased or contract employees and perform services that would otherwise be performed by a contributing member.
 - Beginning July 1, 2010, the time worked as a leased or contract employee does not count towards the 12 month requirement.
 - The retired member does not accrue credited service, member service (for UORP), account balances, retirement benefits or Long Term Disability (LTD) program benefits, and the time is not later eligible for service purchase.
 - Employers continue to pay the ACR (for a retiree who is working) until no contributions have been made on behalf of the retiree for 12 months (i.e., a retiree cannot return to full-time [over 20/20] direct employment with the employer until 12 months after terminating the leasing or contracting arrangement).
- The ACR will be calculated as two times the “deficit” payment (ASRS contribution rate minus the normal cost rate) plus the employer portion of the LTD rate. The ACR will be calculated annually by the ASRS actuary, and shall be payable on the leasing or independent contracting fee paid by the employer.
- The ASRS will determine how the ACR is paid and remitted to the ASRS. Late contributions will be subject to interest (8%) and may be recovered in court.

- Employers are required to submit data and reports as required by the ASRS to determine compensation of or fees associated with leased and contract retirees and the usage of the return to work program.
- The proposal includes a requested appropriation of \$84,500 and 1 FTE (Auditor for the RTW Program).

ASRS proposes the following miscellaneous “Holistic” design changes:

- The ASRS will only require contributions from a second employer if the membership requirement (20/20) is met for that second employer. Compensation from a second employer for which contributions are not made is not counted towards the retirement benefit.
- Retired members who return to work and suspend their pensions must file re-retirement paperwork when they are ready to recommence their benefits.
- Retirement benefits are not suspended for members who immediately return to work in a position that is a true change from their pre-retirement position, does not require participation in ASRS, and either requires participation in another retirement plan and the member makes those contributions (or if EORP, waives coverage) or permits the member to contribute to another plan and the member actually does participate. The retired member does not accrue credited service, member service (for UORP), account balances, retirement benefits, LTD benefits, and the time is not later eligible for service purchase.
- A retired member who has reached normal retirement and returns to work after 12 months of no contributions may elect to suspend their pension or continue receiving benefits while working.
- The requirement that a member who returns to work as a teacher is working as a certificated teacher is eliminated.

Arizona Education Association - Retired
WATCHING & PROTECTING YOUR RETIREMENT FUND

October 1, 2008

Frank Sacco, Chairman
A.E.A. – R., Phoenix Chapter,
fsacco1@cox.net
1601 W. Hazelwood St.
Phoenix, AZ 85015

Dear Retired Educator,

You recently received the newsletters “Financial Horizons” and “Your Retirement” from the Arizona State Retirement System [ASRS]. Do you still have some questions about the system and the reports? Do you understand why A.E.A. is looking at “smoothing” and wants to change the number of years affected? Did the recent housing decline and disturbances in the financial markets have any effect on the bottom line? Any question about the year-old figures mentioned in the newsletters? If so...

Come hear Steve Ramos, Arizona Education Assn. – Retired [AEA-R] member, who has been attending meetings of ASRS, and has insights into its operation. He will speak at the Phoenix Chapter of the AEA-R group meeting on Tuesday, October 21st at 10:30 a.m. at the Hometown Buffet, 15th Avenue and Bethany Home Road. Bring your newsletters, together with questions.

We also collect used prescription glasses for the Lions Clubs, and empty prescription bottles [labels removed] for the homeless shelters.

Hope you had a good summer 2008, and we want to see you at our meeting,

Frank Sacco, chairman
A.E.A.-Retired Phoenix Chapter

AEA BOARD OF DIRECTORS
September 12, 2008 AEA Headquarters, Board Room
INITIAL DRAFT MINUTES

Present: President Wright, Vice President Morrill, Treasurer Ramage-White, Banales, Barlow, Bell, Berumen, Bruns, Calhoun, Casperson, Conway, Crego, DeWeerd, Fredrickson, Huff, Hydrick, Kinman, Knaeble, Lias, Maza, Messing, Montes, Philpot, Putman, Rhodes, Ruiz, Schnee, Skarhus, Somo, Spinner, Stanforth, Thomas, Trujillo and, Vianos.

Guest: Hans-Peter Kohlhoff, Alternate Director 4

Absent: D. Wright.

Staff Present: Executive Director Mathis; Managers Aicone, Lewis, and Turner; General Counsel Gartell; Executive Assistant Mayer.

Agenda Item	Minutes
Call to Order	President Wright called the meeting to order at 9:02am. Roll call was taken. President Wright seated Alternate Director Barlow for Region 10 Director, D. Wright.
1. Adoption of Agenda	It was moved/seconded by Hydrick/Crego to adopt the agenda with flexibility and remove agenda item 13. A voice vote was taken. All those present voting yes: Vice President Morrill, Treasurer Ramage-White, Banales, Barlow, Bell, Calhoun, Casperson, Conway, Crego, DeWeerd, Fredrickson, Huff, Hydrick, Kinman, Knaeble, Maza, Messing, Montes, Philpot, Putman, Ruiz, Schnee, Skarhus, Somo, Spinner, Stanforth, Thomas, and, Vianos. Those abstaining: President Wright. PASSED
2. August 9, 2008 Minutes	It was moved/seconded by Hydrick/Ramage-White to approve the August 9, 2008 AEA Board of Directors' meeting minutes as presented. A voice vote was taken. All those present voting yes: Vice President Morrill, Treasurer Ramage-White, Banales, Barlow, Bell, Calhoun, Casperson, Conway, Crego, DeWeerd, Fredrickson, Huff, Hydrick, Kinman, Knaeble, Maza, Messing, Montes, Philpot, Putman, Ruiz, Schnee, Skarhus, Somo, Spinner, Stanforth, Thomas, and Vianos. Those abstaining: President Wright. PASSED
3. Financial Statements a. July 31, 2008 b. July 31, 2008 EIF	Treasurer Ramage-White presented the AEA Financial Statements for the period ending July 31, 2008. The directors discussed details and expenditures on the Balance Sheet and the Income and Expense Summary. It was moved/seconded by Ramage-White/Vianos to approve the AEA Financial Statements for the period ending July 31, 2008 and file for audit. A roll call vote was taken. Those voting yes: Vice President Morrill, Treasurer Ramage-White, Banales, Barlow, Bell, Calhoun, Casperson, Conway, Crego, DeWeerd, Fredrickson, Huff, Hydrick, Kinman, Knaeble, Lias Messing, Montes, Putman, Ruiz, Schnee, Skarhus, Somo, Spinner, Stanforth, Thomas, and Vianos. Those abstaining: President Wright. PASSED The Education Improvement Fund Income Statement and Balance Sheet were presented by Treasurer Ramage-White for the period ending July 31, 2008. It was moved/seconded by Ramage-White/Stanforth to approve the Education Improvement Fund Financial Statement for the period ending July 31, 2008 and file for audit. A roll call vote was taken. Those voting yes: Vice President Morrill, Treasurer Ramage-White, Banales, Barlow, Bell, Berumen, Calhoun, Casperson, Conway, Crego, DeWeerd, Fredrickson, Huff, Hydrick, Kinman, Knaeble, Lias, Messing, Montes, Putman, Ruiz, Schnee, Skarhus, Somo, Spinner, Stanforth, Thomas, and Vianos. Those abstaining: President Wright. PASSED

AEA BOARD OF DIRECTORS
September 12, 2008 AEA Headquarters, Board Room
INITIAL DRAFT MINUTES

Agenda Item	Minutes
<p>4. Officer Reports</p> <p>a. President</p> <p>b. Vice President</p> <p>c. Treasurer</p> <p>d. NEA Director</p>	<p>President Wright invited the directors to join him at the Wednesday, October 29th <i>Through the Eyes of a Child</i> luncheon and gala at the Hyatt Regency. He also announced the Education Coalition, a new chapter of Learning First Alliance, will be hosting the statewide discussions of the documentary <i>Where We Stand</i>. He asked the directors to join those facilitated conversations. With a new structure for the Education Coalition, he reported that he had been elected as Vice President of that organization. President Wright also distributed a written report.</p> <p>President Wright reported on the opposition campaign for the Majority Rules, Prop 105, a dastardly initiative. If Prop 105 passes, it would require any citizen initiative to receive a majority of registered voters, not those who actually voted. It would not be required for a referendum.</p> <p>President Wright also reported that the AEASO Stewardship representatives asked that the AEA Stewardship Team consider that the current Stewardship structure be reformed. The group will discuss structure recommendations that continue to nurture and steward the labor and management relationships.</p> <p>Directors Skarhus and Huff reported on their experiences at the NEA Republican Leadership conference in Minneapolis and discussed the education policies and perspectives of that national party.</p> <p>Vice President Morrill provided an update on ASRS' return to work subcommittee study and their results for Smart Schools and ESI. He also reported that there has been recent momentum to advance the concept for a Professional Standards Board through the Teachers' Committee of the Governor's P-20 Council.</p> <p>Treasurer Ramage-White had no further report.</p> <p>NEA Directors Crego and Hydrick presented the fundraising efforts for Committee Day. The fundraising would invite individuals or groups to purchase a rubber duck to enter into the duck races in the atrium on Saturday.</p>
<p>5. Special Committee on AEA Officer Compensation Report</p>	<p>Directors Crego and Hydrick distributed the initial report from the Special Task Force on Officers' Compensation. The Special Task Force made the following interim recommendations:</p> <p>The salary of the AEA full-time release president will be a factor of 3.55 of the Arizona Average Beginning Teacher's Salary (AABTS) beginning in the 2008-2009 fiscal year.</p> <p>The salary of the AEA full-time release vice president shall be a factor of 3.20 of the Arizona Average Beginning Teacher's Salary (AABTS) beginning in the 2008-2009 fiscal year.</p> <ul style="list-style-type: none"> • <p>The Special Task Force will continue its research into a philosophical statement of intent, retirement, benefits package, and fringe benefits and will bring recommendations to the Board of Directors at a subsequent meeting.</p> <p>It has been moved by Special Task Force on Officers' Compensation to approve the initial recommendations on salary for the release-time officers as presented and amend AEA Board Policy 2B, section IA and Policy 2C, section IA accordingly. A roll call vote was taken. Those voting yes: Treasurer Ramage-White, Banales, Barlow, Bell, Berumen, Bruns, Calhoun, Casperson, Crego, DeWeerd, Fredrickson, Huff, Hydrick, Kinman, Knaeble, Lias, Maza, Messing, Montes, Philpot, Putman, Rhodes, Ruiz, Schnee, Skarhus, Somo, Spinner, Stanforth, Thomas, and Vianos. Those voting no: Conway. Those abstaining: President Wright, Vice President Morrill, and Montes. PASSED •</p>

AEA BOARD OF DIRECTORS
September 12, 2008 AEA Headquarters, Board Room
INITIAL DRAFT MINUTES

Agenda Item	Minutes
6. Executive Director Report	Executive Director Mathis distributed the final status report for the 2007-2008 Comprehensive State Plan and identified those strategies that will continue through this fiscal year. She also presented the AEA Staff Affirmative Action report as of September 1, 2008.
7. MPAC Recommendation – AEA Management Contract, Year 2	At 11:04am, it was moved/seconded by Morrill/Crego to enter into Executive Session for the purposes of discussing the AEA Management contracts. A voice vote was taken. Those voting yes: Vice President Morrill, Treasurer Ramage-White, Banales, Barlow, Bell, Berumen, Bruns, Calhoun, Casperson, Conway, Crego, DeWeerd, Fredrickson, Huff, Hydrick, Kinman, Knaeble, Lias, Maza, Messing, Montes, Philpot, Putman, Rhodes, Ruiz, Schnee, Skarhus, Somo, Spinner, Stanforth, Thomas, and Vianos. Those abstaining: President Wright. PASSED At 11:28am, the directors returned to regular session. It was moved/seconded by Hydrick/Crego to approve the MPAC Recommendation for AEA Management contract compensation for 2009-2010 as presented by the Executive Director. A roll call vote was taken. Those voting yes: Vice President Morrill, Treasurer Ramage-White, Banales, Barlow, Bell, Calhoun, Crego, DeWeerd, Fredrickson, Hydrick, Kinman, Knaeble, Lias, Messing, Philpot, Putman, Rhodes, Ruiz, Schnee, Skarhus, Somo, Spinner, and Stanforth. Those voting no: Berumen, Bruns, Casperson, Conway, Huff, Maza, Montes, Thomas, and Vianos. Those abstaining: President Wright. PASSED
8. Dual Plan 2008	Manager Lewis presented the membership data as of September 12, 2008. Membership is down slightly. Further data analysis needs to be done to determine the extent of the trends. Manager Turner presented the work accomplished to date for political action to elect pro-public education candidates. NEA Staff Eagan presented the status of efforts focused on the election of pro-education congressional candidates. Vice President Morrill shared the collective activities as reported by the directors relating to membership and dual priorities. Executive Director Mathis offered tools and techniques that directors may use when talking or meeting with local associations during cluster/regional meetings. The directors worked in small groups to discuss their commitments, between now and the next Board of Directors' meeting, on advancing the dual priorities and the resources needed to support those commitments.
9. Management Reports a. OE, Programs b. Field Operations c. Business & Technology d. Legal Services	Manager Turner distributed a written report. She highlighted the successes around the Connecting Membership & Political Action conference held simultaneously in Tucson and Prescott. Manager Lewis submitted a written report and highlighted the field operations related to membership engagement and processing. General Counsel Gartell submitted a written report. She encouraged attendance for the November 15 th AEA Bargaining Conference. Locals should send a team that would include bargaining team members and local executive board meetings. Manager Aicone submitted a written report and discussed the Labor Reporting requirements that went into effect on September 1, 2008. He reported on the status of video/audio conferencing technology.

AEA BOARD OF DIRECTORS
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INITIAL DRAFT MINUTES

Agenda Item	Minutes
10. Flagstaff Office Update	Manager Aicone reported that AEA has submitted a Letter of Intent to purchase a condo site located on South Yale in Flagstaff. The proposed closing date is October 15 th . Then, AEA would need to build out the 2300 square foot space. It would take roughly 4 months to build out the space. Once the owners accept the purchase offer, the board will need to convene via conference call to approve the purchase and mortgage terms.
11. Ballot Initiative Update	President Wright distributed a ballot initiative summary of those initiatives that will be on the November ballot. It was move/seconded to Stanforth/Thomas to take a position of opposition to Proposition 102, Anti-Gay Marriage. A voice vote was taken. Those voting yes: Vice President Morrill, Treasurer Ramage-White, Banales, Barlow, Bell, Berumen, Bruns, Calhoun, Casperson, Conway, Crego, DeWeerd, Fredrickson, Huff, Hydrick, Kinman, Knaeble, Lias, Maza, Messing, Montes, Philpot, Putman, Rhodes, Ruiz, Schnee, Skarhus, Somo, Spinner, Stanforth, Thomas, Trujillo and, Vianos. Those abstaining: President Wright. PASSED
12. Mega Issue – Contributions to PAC and AEA Foundation	President Wright distributed the summary from the directors' discussion in August and a draft of the \$1 per month campaign. The directors discussed the concept and agreed and favored drafting Bylaw language for the 2009 delegates to debate; developing a survey to gather member reaction; and, developing a consistent message.
13. Local Association incentives for PAC Fundraising	Removed from the agenda with no further report.
14. NEA Toolkit Presentation	Vice President Morrill presented the NEA Toolkit. The NEA Toolkit was developed in January 2007 to advance public education and frame the issues to define and defeat opponents of Great Public Schools.
15. Wrap Up Summary	President Wright highlighted the key decisions and discussions during the meeting so that directors could share the information with their constituents.
Adjourn	There being no further business before the AEA Board of Directors, the directors adjourned at 3:15pm.

Respectfully submitted,
Sheryl Mathis, Recording Secretary
Arizona Education Association

**Report of NEA Retired Directors
NEA Board of Directors Meeting
September 25 - 27, 2008
Washington, DC**

Thursday, September 25

After attending the legislative briefing conducted by NEA Government Relations Staff, your retired members of the NEA Board joined their active colleagues and headed to Capitol Hill to lobby their Congressmen and Senators on two main issues:

- A new economic stimulus package which targets specific areas like: a temporary increase in the federal Medicaid match; job creation through investments in infrastructure, including school construction; increases in food stamp benefits and other nutrition assistance for families struggling to survive in the face of rapidly rising food prices; and an extension of unemployment assistance to those who have exhausted their benefits
- Asking each Senator and Representative for a statement of position on the “Health Care for America Now!” initiative. The tenets of this initiative include: guaranteed coverage and care for everyone; affordable coverage and care, with premiums and out-of-pocket costs based on ability to pay; choice of health insurance plans; standard, comprehensive benefits, with choice of providers; equity in health care access & treatment; coverage that is predictable and affordable; government sets and enforces rules on insurance company practices and charges; and controls costs while improving quality.

Although repeal of the GPO/WEP was not one of the two main issues that were discussed today, it is still a high priority for NEA and it is included in the Legislative Program for the 111th Congress.

Following the day on “The Hill”, the Board attended a special program and reception at the Holocaust Museum.

Friday, September 26

TSTA Relief Fund

Prior to the beginning of the meeting, the NEA Health Information Network Disaster Relief Fund presented a check for \$50,000 to Texas State Teachers Association President Rita Haecker to assist members impacted by hurricane Ike.

Before officially starting the meeting, **President Van Roekel** shared his expectations for behaviors (both his and the Board’s) and accomplishments for all Board meetings. Later, he shared his vision for the future of NEA and public education in America, and how we can achieve our vision of “a great public school for every child” through transforming the “system” in which we operate at the state level. Van Roekel stated that the system worked for him, but it doesn’t seem to be working for today’s students. We need to focus on what we want and not what we don’t have, and we need to “demand” change, not just ask for it. We can begin the process of change by forming coalitions and partnerships with other groups within our states that can affect change. The first step, however, is to change the policy makers.

Following President Van Roekel’s introduction to the process of, and need for, transformation, the Board engaged in roundtable discussions on two basic questions: 1) what did you just hear that was exciting to you; and 2) as an NEA leader, what does this mean for your state, your local, and you?

Elections

The Board elected four members to serve on the Program & Budget Committee: (two-year terms) **Dawn Pope, Shelley Moore, (one-year terms) Kathy Vetter, and Tim Graham.**

The Board re-elected **Sarah Borgman**, NEA-Retired Board member, to serve on the Member Benefits Board of Directors.

GLBT Observance

Steve Abbey, GLBT Chairperson, introduced keynote speaker **Dan Guerrero**, entertainer, agent, producer, director, and playwright. Guerrero wrote, produced and presents his play, "Gay-Tino," in theaters and college campuses across the country. The play is based on his own life as a gay, Latino man. After teaching a class based on the play and incorporating personal discussions at UCLA, one of his students of Asian descent remarked that he "spoke for all of us", regardless of ethnic background. Guerrero surmised that perhaps we all crave the same things, i.e., understanding, respect, and acceptance.

Regional Meetings

After the lunch break, Board members met in their respective regions to continue the discussion of transformation of public education which was begun in the morning. Each region had to come to consensus on actions that could be taken in two main areas to facilitate change: 1) what will Board members do to facilitate change within the states; and 2) what can we do at the local level to facilitate change if we didn't have to ask for permission? Following the regional breakout sessions, the Board reconvened to share the results of their discussions.

President's Reception

Following adjournment, Board members attended a lovely reception hosted by the newly elected officers of NEA.

Saturday, September 27

Report of the Executive Committee

The Executive Committee moved and the Board approved:

- The allocation of \$234,600 from the Contingency Fund for implementation of the 2008 New Business Items adopted by the NEA Representative Assembly
- An allocation of \$750,000 from the Ballot Measure/Legislative Crises Fund to the Coalition for Our Communities to Oppose Massachusetts Question 1, which is fighting a proposal to eliminate the Massachusetts state income tax which will appear on the November 2008 ballot. If passed, \$11 billion of the state's \$31 billion operating budget would be lost, and the resulting cuts would decimate school programs in Massachusetts.

Appointments to Committees

The Board approved the appointment of members to NEA Committees. The following NEA-Retired members have been assigned to various committees: **Sybil Connelly (IL)**, **Standing Committee of the Representative Assembly**; **Merchuria Chase Williams (GA)**, **Chairperson, Human & Civil Rights**; **Susie Jablinske (MD)**, **Legislation**; **Fran Valenzuela (TX)**, **Membership Services & Affiliate Relationships**; **Katherine Wright-Knight (AR)**, **Professional Standards and Practices**; **Linda Pondexter Chesterfield (AR)**, **Women's Issues**; **Debbie Hogue-Downing (OK)**, **Minority Affairs**; **Jim Sproul (KY)**, **Membership Advisory Committee**; **Linda Somo (AZ)**, **Read Across America**; **Eloy Gonzales**, **Credentials**. **The GPO/WEP Task Force is now an official NEA committee. NEA-Retired will have two members on the committee and President Barbara Matteson will continue to monitor the meetings.**

Campaign Regulations

The Board had an opportunity to discuss and clarify the proposed changes in guidelines for campaign and election regulations for NEA candidates for State, Retired, and Student Directors; At-large Directors; Executive Officers; and Executive Committee Members. The Board will vote on the changes at a subsequent meeting.

Vice President's Report

Lily Eskelsen, NEA Vice President, reported on the activities and events of NEA officers and members at both the Democratic and Republican National Conventions. NEA worked with members of both parties at their respective conventions. Eskelsen pointed out that the Democratic Party Platform is well aligned with the NEA goals and objectives, and very supportive of the needs of quality, public education. However, the Republican Party Platform seems to be diametrically opposed to NEA stands in almost all areas of public education. She urged us to work with more of our NEA Republican members to help them to influence their own platform and make it more education friendly. **In the area of Social Security, the Democratic Party Platform also contains a statement that, "We will end the penalty within the current Social Security system for public service that exists in several states."** Eskelsen passionately urged us to work hard to elect friends of education, since that will be the most important thing we can do as NEA members to help our students, our profession and our country.

Report of the Secretary Treasurer

Becky Pringle, NEA Secretary Treasurer, reported that the 2007-2008 budget year has just ended and information is still being gathered for a final report. The 2007-2008 annual Audit report will be presented at the December Board meeting. There are no significant issues to report in the budget or collection of dues. There is a balance of \$2.26 million remaining in the Contingency Fund. NEA is exercising caution and continued diligence in the conduct of its fiduciary duties, especially in light of the recent activities on Wall Street. Total active certified membership has grown by 26,957 for a 1.2% increase, ESP membership has grown to 491,469 for a 2.7 % increase (over 14,000 new members). **NEA-Retired membership has increased by 8,892 for a total of 290,947, for a 4.7% increase, making it still the fastest growing section of the NEA.** Total new members for NEA equal 51,048 for a total of 3,218,299.

Carmen Quesada, NEA staff, reported on the NEA National Membership Strategy plan to increase membership by 2% nationwide, which is necessary for the survival of the organization. The issue-based plan focused on combining membership with political action. For the most part, the plan has been successful and progress is being made toward that goal. Membership in every state affiliate in the Western Region (which was targeted) is up. Unfortunately, budget cuts in those and other states may cause losses, and market share has not increased. The spring phase of issue-based organizing campaigns will be tied to legislative sessions and contract bargaining. **Since NEA-Retired is not included in the membership categories that are targeted for this campaign, Sarah Borgman asked why we were excluded. The response was that we are growing by almost 5% and that we are exceeding the growth goals of other member categories. Sarah responded that this is "unacceptable" and that NEA-Retired state affiliates need help in recruiting new members.**

Native American Alaska Native Observance

The Chairperson of the Native American/Alaska Native Caucus introduced the guest speaker, Kaylin Free, an activist who has been fighting for Native American rights. Ms. Free, of Choctaw descent, has served as a District Attorney in OK. She acknowledged the important role that public education, teachers and support professionals played in her life. After running unsuccessfully for Congress in OK, she started an organization called Indians List which conducts Campaign Camps nationally for the purpose of recruiting, training and electing Native Americans to local, state and national offices. The training has resulted in a 78% election success rate nationwide. The Camp also strives to teach Native Americans to be politically involved, Get Out the Vote techniques, and to motivate the Native American voting block.

Executive Director's Report

John Wilson, NEA Executive Director, reported on his role at the Democratic and Republican National Conventions. At one meeting of the Republican Party after listening to anti-public education and union bashing by most of the speakers, Republican Governor Polenti told attendees that they need to work cooperatively with union members for the good of the party. Among various other issues, Wilson also reported on the many labor-friendly organizations with which NEA is working collaboratively to transform education

and to empower NEA members to have a voice in the process. He also discussed the progress being made on the reauthorization of ESEA/NCLB and discussions about high stakes testing.

Report of the General Counsel

Bob Chanin, General Counsel, reported that there has been some good news since we last met. In Florida, the court ruled in our favor and stopped two ballot proposals that would have amended the state constitution to allow the reinstatement of vouchers that were previously ruled unconstitutional in Florida. These two proposals were thrown off the ballot. Pontiac School Dist. vs. Spelling, a case in which nine school districts are challenging the federal mandates that do not have sufficient funding in NCLB, is still in process. After an initial positive decision by a three-member panel which ruled in favor of the NEA, it is being appealed to the 6th Circuit Court. In the Pocatello, ID, paycheck protection case in which the state of ID is claiming that the state has the right to prohibit a school district from using payroll deduction for political contributions, NEA won at the 9th Circuit Court of Appeals. But the district appealed to the US Supreme Court and the case will be heard sometime this year. In MI, a case involving the attempted prohibition of payroll deduction for political action contributions, NEA lost at the Court of Appeals and is now taking the case to the MI Supreme Court. An SEIU public sector agency fee case will be heard at the Supreme Court this year. The result of this case will have far-reaching implications for NEA state affiliates which currently have agency fee.

Update on ESEA

Joel Packer, NEA staff, told the Board that there is no new draft of the ESEA at this time, however, there are some pieces which are in various stages of moving through Congress in other legislation, such as a school renovation and repair bill, and expanding Pre-K programs. The current ESEA law will stay on the books and does not expire as long as Congress allocates funds.

Reports

The Board received extensive written reports on:

- Activities of Executive Committee Members
- Preliminary Implementation of 2008 New Business Items – **(In response to the New Business Item passed at the RA, there is \$275,000 allocated for repeal of the GPO/WEP; part of the money will be used to hire a consultant to gather and analyze data)**
- NEA Utilization of Minorities and Women in its Employ
- Information Items.

Campaigns and Elections

The Board was updated on the NEA campaigns for President, Congress, Governors, and ballot proposals. NEA has targeted campaigns in all of those areas where members and staff are working very hard. Retired members have been an integral part of these campaigns. In many targeted Senate, House, and Governors' races, NEA recommended candidates are currently in the lead. National polling shows Obama leading with 47% to 43% for McCain. **NEA has received a promise from Barack Obama that, when he is President, he will fix the GPO/WEP. And after pressure was applied by NEA, Senator Biden signed onto the Social Security Fairness act yesterday. Senators Feinstein and Burnham will introduce the bill in the next session.**

Carolyn Crowder, Executive Committee, encouraged the Board to commit to doing whatever they can in the next 38 days to elect friends of education. Some things that we all can do are: fulfill our campaign commitments; write letters to the editor; engage colleagues, friends, and family members in a conversation about the campaign and our recommended candidates; and most of all **VOTE**.

Book Signing Reception

Following adjournment, Board members were treated to a special reception to unveil a new book entitled **All the People**, NEA's **Legacy of Inclusion and Its Minority Presidents**. Written by former NEA staff member, Al-Tony Gilmore, the book details how the NEA has honored the principles of diversity and inclusion since its inception in 1857. Honored guests at the reception included past presidents Reg Weaver, Mary Hatwood-

Futrell, James Alexander Harris, and Lois Edinger, as well as E.B. Palmer, one of the founders of the NEA Black Caucus. The author and all honored guests participated in book signing.

Executive Committee/Officer Candidates

F.Y.I., there are four candidates seeking election to the two positions on the NEA Executive Committee in 2009: **Greg Johnson, OK; Bonnie Cullison, MD; Joyce Powell, NJ; and Mike Evans, PA.** **Becky Pringle is the only declared candidate, thus far, for the position of Secretary Treasurer, since she is currently fulfilling a one-year term.**

Respectfully submitted by your NEA Directors:

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Jim Sproul jgsproul@barbourville.com
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Important Reminders

Checks for affiliates approved for NEA-Retired grants have not yet been mailed.

**NEA Retirement Benefits Forum
Monday-Wednesday, November 10-12, 2008
Washington, DC**

**NEA-Retired West Regional Conference
Tuesday-Thursday, March 31-April 2, 2009
Portland, OR**

**NEA-Retired East Regional Conference
Tuesday-Thursday, April 7-9, 2009
Savannah, GA**

See the November issue of *This Active Life* for information.

Online registration only

Member Benefits Task Force Minutes of September 13, 2008 Meeting

Members Present: Tiffany Bunstein, Marilyn Calhoun, Kathy Campbell, Susan Henson, Martha Kimball, Forrest May, Gary Mehok, Linda Somo (Chairperson), Jean Stephenson, Wesley Yandell, Michael Aicone (Staff Liaison)

Members Absent: Thomas Edwards

Guests: George Shapcott, (A+) California Casualty; Ann Smith & Sean Mabey, NEA Member Benefits; Kevin Hinsley, Great American Plan Administrators

After welcome and introductions, the committee reviewed charges, Code of Conduct Policy, and Financial Conflict of Interest Policy.

Ann Smith, NEA Member Benefits Regional Manager, introduced the new Western Regional Representative, Sean Mabey. Sean discussed some new programs that NEA MB provides to members, and offered his services as a presenter of various consumer educational programs. He detailed how he can help local associations with member recruitment and member services.

George Shapcott gave an update of California Casualty utilization by AEA members, recent rate cuts in premiums, and improvement in services which benefit members.

Kevin Hinsley, Great American Plan Administrators, discussed the upcoming change in 403b plan regulations which will take effect in January, 2009. These changes have caused many school districts to limit the number of providers who can offer TSA's to employees. To alleviate this problem, Great American will act as a Third Party Administrator (TPA) for other companies as well as themselves when they are selected by a district to be one of the providers. After the presentation, the committee discussed the pros and cons of such a program.

Motion: May/Kimball – Member Benefits pursue more information with Great American Plan Administrators at the January meeting, and through NEA Member Benefits to determine if their services would benefit members. Passed unanimously.

The committee discussed three new programs which might benefit members: Hear in America; TicketsAtWork.com; and 4U Benefits.

Motion: Mehok/Stephenson – A representative of Hear in America will be invited to the January meeting to give a full presentation and answer questions regarding the discounted hearing aid program offered by this company. Passed unanimously.

Motion: Bunstein/Campbell – AEA will offer TicketsAtWork.com as a new benefit to our members. Passed unanimously.

Motion: Campbell/Mehok – A representative of 4U Benefits will be invited to the January meeting to give a full presentation and answer questions about this supplemental insurance program. Passed unanimously.

**Respectfully submitted,
Linda A. Somo, Chairperson**

October 1, 2008

NEA Retired Report
Barbara Matteson

While in DC the past 10 days I attended the NEA Executive Board Meeting, the NEA Board Meeting, and our NEA Advisory Council Meeting. I also attended the Legislative Briefing and the GPO/WEP Task Force Meeting.

Our new NEA president started off his term with flying colors. He attended our Advisory Council Meeting and spoke to us about his presidency and his commitment to the retired members. He will be a great president and spokesperson for public education.

The Retired Council discussed plans for our Regional meetings and our Annual Meeting in San Diego. A \$60 registration fee for the annual meeting was approved. This meeting is very expensive and the attendees picking up a very small part of the cost seems reasonable and responsible.

NEA Retired continues to request more funding. We want, and need, more funding to keep our programs going, especially our grant program.

We met with staff that handles our web site and expect to see improvements and timely updates soon.

Retired members are very involved around the country in Election 2008 and Arizona is right at the top in involvement. This election is very volatile and NEA is working hard to keep on top of the quickly moving changes.

I will continue to work hard for our retired members and work to move our program forward.