



Tuesday, September 10, 2024- Called to Order @ 10:00 AM

ATTENDANCE: P=present, A=absent

BOARD: Anna Cicero-P, Luci Messing-P, Maria Leyva-P, Steve Linder-P, Julie Horwin-A, Danny Barlow-P, Peter Coston-P, Marilyn Calhoun-P, Cindy Couture-P, Janice Dwosh-P, Jeanne Erickson-P, Cynthia Hale-P, Ken Freed-P, Marilyn Freed-P, Deb Larned-P, Sharin Manes-P, Barbara Matteson-P, Gary Mehok-P, Lizzie Menefee-A, Marshall Militano-A, Nancy Putman-P, Nancy Riley-P, Linda Somo-P
CHAPTER CHAIRS: Susie Sommer-P, Suzan Austin-A, Janie Hydrick-P, Sally Rosen-A, Ellen Shamah-P
OTHER LEADERS & GUESTS: Shirley Boswell-P, Julie Cieniawski-A, Cecilia Garcia-A, Bart James-P, Norma Jimenez-P, Jan Nichols-P, Carmen Peters-P, Steve Ramos-P, Judy Robbins-A, Michele Smith-P, Sandra Warns-P, Ellie Perez-Pawloski-A

Call to Order - Anna Cicero, President

Land Acknowledgement - Racial and Social Justice - Janice presented a video.

NEA Retired Spirit of Membership Award & E-Newsletter Award presented by Anna to the Membership Core Team for the Spirit of Membership Runner Up Award and Bart and Jan for First Place on the E-newsletter of The Conduit.

Approval of Agenda- with flexibility. Moved by Luci. Seconded by Steve L. Motion passed.

Approval of April 2024 Minutes - Moved by Luci. Seconded by Steve L. Motion Passed.

Approval of Committees & 2024-2025 Calendar - Moved by Luci. Seconded by Danny. Motion passed.

GUESTS: AEA President Marisol Garcia and Interim Executive Director John Wright

Financial Report - Steve L./Treasurer presented reports from past and current budgets, and reported ready for audit. Discussion regarding CPA's for audit is still in progress. Motion to approve the report made by Ken. Seconded by Gary. Motion passed.

Membership- Nancy P, Michele and Maria presented the membership report. Board discussion on increasing membership and strategies. Every meeting or occasion needs to focus on increasing membership. Board signed a pledge to sign up 2-3 new members. Reviewed summer success with New Hire Actions. Presented gift cards to people who signed up new members after the Annual Meeting in May. Reviewed Goals and Strategies, new tri-fold membership form, Adopt-a-Local sign-up, and possibility of Associate Membership for AEA-R.

OFFICER REPORTS:

President- Anna: (refer to submitted written report that is also in the Appendix)

Vice President- Luci: (refer to submitted written report that is also in the Appendix)

Secretary- Maria: (refer to submitted written report that is also in the Appendix)

AEA Director- Ken, Assistant Director- attended board meeting on Luci's behalf. Verbal report.

NEA Director/Past President- Julie: Absent. No report.

AEA Liaison- Ellie Perez-Pawloski: (absent, will present on Wed. Sept.11) Emily Kirkland accepted an appreciation gift presented by Anna for her interim support while Ellie was on leave.

New Business Items/Motions:

NBI #1: Ken proposed, "AEA-R Leadership will do everything possible to fill all the delegate positions at the AEA Delegate Assembly. This is to include, but is not limited to, advertising in The Conduit, referencing DA participation in all member communications, Chapter Chairs recruiting in their communications and meetings in all/any other avenues possible." Board discussed the need to promote and describe the importance of DA. Maria and Ken created a survey for potential delegates like a "Pledge to Serve" for potential delegates. Chapter Chairs

agreed to promote the importance of increasing the number of delegates allocated at DA in their meetings as did The Conduit. Ken agreed to head the task force for this NBI. Moved by Ken. Seconded by Luci. Motion passed.

NEW MOTION: Danny made a motion and Cynthia H seconded that the AEA-R Director on the AEA Board needs to be assigned to the AEA Compliance committee. Anna reported that she has already made this request to the AEA President. The AEA President gets to appoint committee members. Danny removed his motion. Cindy C concurred.

STANDARD COMMITTEE REPORTS:

Political Advocacy and Engagement- Anna reviewed the PAEC report, save the dates and information on Mobilize site.

Racial & Social Justice- RSJ Update- Janice (refer to submitted written report that is also in the Appendix)

Communications:

Website/Instagram- Maria (refer to submitted written Secretary report that is also in the Appendix)

Facebook- Steve R - All good.

ZOOM Link Support- Susie S.

MailChimp/Survey Monkey- Peter reported that he is working with Chapter Chairs on a MailChimp-targeted email to members in their areas. He will work with the Membership chair and Jen Dawson to update membership lists monthly.

The Conduit Newsletter- Bart presented requests for article submissions to The Conduit and which formats, fonts, sizes, spacing, etc. should be used when emailing articles to Bart and Jan. Bart discussed the possibility of opting-out of printed Conduit. Board suggested this subject deserves further discussion.

SPECIAL COMMITTEES/AD HOC:

ASRS- Steve R presented SW Medical Imaging is not accepting UHC at this time. More updates to come in October.

Annual Meeting- Norma reported that Annual Meeting 2025 is in the same location on May 9-10. Shared some positive results from the evaluation survey as well as areas of improvement.

Fundraising- Marilyn F requested \$30 for quilt tickets. New quilt was displayed.

Annual Award- Nancy P reported there is more space needed for plaque winners.

Elections- Steve L presented updates on terms and open positions.

Documents- Deb L presented a written report, Constitution and Bylaws with some suggestions for future focus, and thanked those who have been mentoring her.

Budget- Steve L is preparing documents for audit.

Audit- Carmen is waiting for the documents for audit.

CHAIR OF ALL CHAPTERS - Susie Sommer presented a sign-in sheet that the Chapter Chairs will be using, membership and attendance goals and update on ZOOM's.

West Valley* - Marshall	Southern/Sierra Vista* - Sally R
East Valley* - Janie Hydrick	Phoenix* - Suzan Austin-Gary Mehok
Kyrene* - Ellen S	Prescott Area- Julia Watson
Scottsdale/Paradise Valley* - Nancy R	Interstate, Flagstaff, Northern AZ,
Greater Tucson* - Peter C	Reservation* - Danny

*Refer to Appendix for any Written Reports

ALLIANCES AND COALITION UPDATES

AARA- AZ Alliance for Retired Americans- Linda discussed presidential debate watch party at the IBEW Union Hall on 7th St. People are needed for phonebanks, canvassing, etc.

ARSC- Linda, Steve R, Anna, Luci - No updates to report.

AIN- Ken- No updates to report. Frank R says all OK.

Kinnaman Raffle- Ken \$31 dollars each way. Nancy P won.

COMMITTEE MEETING TIME...

Closure and Adjournment @ 3:07 PM.

Wednesday, September 11, 2024- Called to Order @ 9:45 AM

ATTENDANCE: P=present, A=absent

BOARD: Anna Cicero-P, Luci Messing-P, Maria Leyva-P, Steve Linder-P, Julie Horwin-A, Danny Barlow-P, Peter Coston-P, Marilyn Calhoun-A, Cindy Couture-P, Janice Dwosh-P, Jeanne Erickson-P, Cynthia Hale-P, Ken Freed-P, Marilyn Freed-P, Deb Larned-P, Sharin Manes-P, Barbara Matteson-P, Gary Mehok-P, Lizzie Menefee-A, Marshall Militano-A, Nancy Putman-P, Nancy Riley-P, Linda Somo-P

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Moment of Silence/Remembrance for September 11 - Video was shared and people shared personal stories from September 11.

Ellie Perez-Pawloski presented a Legislative Update, new websites for approved candidates and proposition information from the AEA. Key to engagement was the importance to check Mobilize.org to engage with all locals and “do something”. She also presented pictures of her baby, Valentina.

COMMITTEE AND AD HOC WORK TEAMS FOUR major committees presented to the complete board by chairs, additional time during committee “scramble” was used to continue all AD/Hoc, special committees, etc. to add and edit goals to increase membership in all areas/meetings, worked on action plans, revisited their committee Roles and Responsibilities, this year’s goals and strategies, and set dates for meetings, etc. Various committees continued the work that was done during this summer’s June Zoom Retreats.

CLOSURE - Committees reported out before adjournment.

Kinneman Raffle - \$29 each way. Luci won.

Meeting adjourned at 2:23 PM

APPENDIX – REPORTS



President’s Report by Anna Cicero

September 10, 2024

Let’s Get Fired Up!

Welcome respected board member to an engaging AEA-Retired association year! No, we are not literally starting a school year but feel the same excitement of the first day of school.

In putting our theme into action requires we get “fired up” by generating interest in participation, recruiting new members, being visible, building union and collaborating with community and local EAs through our **Adopt-a-Local NEA Spirit of Membership Award winning project**.

Thank you to all of you that worked hard this summer and have steadily been putting logs *in the fire!*

Update from May: NBI

East Valley Chapter Mtg.: Sept. 3 @ 11AM. Thank you for our **FIRST Chapter Mtg.** Janie Hydrick and Steve Ramos. It was such a productive and amazing EV gathering. The Election information was very valuable, candidates for school board and handouts and prizes made for a amazing first chapter meeting. I am looking forward to future great Agendas and speakers. Let’s bring in more members!

September 7: AEA President’s Organizing Council- Sat. @ 10AM. I am can’t wait to meet with all active leadership, get inspired by President Garcia and get my mindset ready for our meeting on Sept. 10. I am fired up and can’t wait to collaborate with Presidents with unbreakable SOLIDARITY!

All Summer- short of heading to the beach for a few days and spending time with family, the summer went fast as I spent time to support our committee work, answered emails and phone calls, prepared transitions and documents. I want to specifically thank the **MEMBERSHIP Core Team** for the many rebranding tasks due to **new logo**, edits and revisions on forms and artifacts to get us ready for our “new year”. A special thanks to Roxanne Rash for her support.

AEA Lead and Grow Summit- June 13-15.I had the wonderful opportunity to attend and present with my active colleague, Alejandro Menchaca, at the AEA Summit. The two sessions engaged about 80 participants. The title of our session was, “Seeking Sanity in Insane Times-Give Yourself Grace!”. Engaging with actives and having the opportunity to share our membership form/ Tri-fold and answer questions is a valuable opportunity for AEA-R current and emerging leaders.

Zoom Retreats: In June and July, many of you awesome great leaders engaged in **Zoom Retreats** where committees or work teams reflected on the past Action Plans and results, re-evaluated goals and strategies through member conversations and feedback you began to “get fired up”. Committee Chairs feel more prepared to refine action plans and organize when we return on Sept. 10-11 Thank you “zoomies”...(our term of endearment)

NEA-RAM and RA-In July, RA delegates you elected to be your voice traveled to Philadelphia and represented you well at the **NEA RA** and the **NEA Retired Annual Mtg.** under the new leadership of **President Anita Gibson**. After engaging in the work of 50 state retired associations, **Luci Messing, Ken Freed and Anna Cicero** were proud to contribute and bring back to Arizona new ideas and results of what we accomplished. (Call for Agenda Email contained the RAM minutes from President Gibson)

NHAction! - July- A huge thanks to **Ms. Liz Leivas and Birana Pina for the AEA-Retired opportunity to be part of the Summer New Hire Action** engagement various local EAs. I started right after getting off the plane from our PA Retired Annual Mtg. and NEA-RA. I was proud to engage with **active colleagues** along with retired membership **Adopt-A-Local Project** in building union power and relationship through the **AEA New Hire Action** at several Local Education Associations. This engagement contributes to the future of those who will retire some day and be our prospective members. This action builds knowledge and solidarity in sharing who we are and the emphasizes the importance of supporting our affiliate association, the AEA. Kudos to all who participated (Nancy’s Report) and build relationships.

AARA- Early this summer, I was invited by the Az Alliance for Retire Americans and the Biden/Harris Campaign, to attend the Latino Labor Movements event where I had the honor to listen to honorable American Labor leader and Civil Rights Activist 94 year old **Dolores Huerta**. Warming my heart and fueling fire into my desire to lead, she reminded us of the work ahead. ***Si Se Puede!***

Meeting Vice President Harris-An inspirational moment happened when I engaged with my active President, Marisol Garcia at her invitation to have a photo opportunity with **Vice President, Kamala Harris**, now our nominated candidate for the first woman president to take on the privilege of being President of the United States. The audience enjoyed a moving message inspiring all of us to continue our organizing for power in defending woman's rights.

Thank you for being here today! Let's Get Fired Up! Anna

Vice President Report September 2024

I am proud to serve as both your new vice-president and the retired director on the AEA Board. It has been a busy summer serving in this capacity. Here's some of the activities that I have participated in this summer representing AEA/AEA-Retired. • ARSC (Arizona Retirement Security Coalition) Updates (Zoom) • AEA Rally at the Capitol • AEA Leadership Updates (Zoom) • AEA-Retired Zoom Meeting • AEA-Retired Board Virtual Retreat • Pre-RA AEA caucus • The NEA Representative/AEA Caucuses in Philadelphia • Flowing Wells, Marana, & Sunnyside New Hire Events • AEA Board retreat (Renaissance) • Tucson Chapter Meeting • Recommended candidates' Events • Filmed a commercial for Kirsten Engel (CD6) • Numerous phone calls, emails, & meetings with members It is my intent to assist and support our members, our activities, and committees to insure that any outcomes are the best that they can be. I truly enjoy the work that I do on behalf of AEA and AEA-Retired. Though I have stepped down from the position as the political action coordinator, I will not be stepping away from my involvement in political action. The November ***election is absolutely the most important*** election of our time. And I urge every single one of our members to **VOTE**. We need for each of us to commit to actively supporting our recommended candidates. No deed is too small and anything you do can be that one thing that leads to victory. It would be wonderful to see as many of you as possible at our retired events. Chapters are meeting, committees are working, and the Executive Board will begin our monthly meetings on September 10th. This will be a two day meeting to adequately plan for the upcoming year. In addition, we will be having an Advocacy/Lobbying training on December 4th. All members are welcome to attend any or all these activities. Go to our website at azedretired.com and learn more. A huge congratulations to our Membership Committee and Conduit editors! AEA-Retired was recognized at the NEA Annual Retired meeting for the Spirit of Membership Award (Adopt-a-Local program) and first place for our e-newsletter! AEA-retired has got talent!" *LUCI*

Secretary's Report – September 2024 Submitted by Maria Leyva

After attending the Annual Meeting and the AEA Delegate Assembly on May 10 and 11, I have done the following things:

- Attended 2 Officer ZOOMs
- Attended 2 Membership Core Team ZOOMs
- Attended 2 Membership Committee ZOOMs
- Collaborated with the Membership Core Team to revise membership documents and letters that are sent to potential and new members
- Personally met with Michele and Roxanne at the AEA office to revise the "tri-fold" membership form
- Attended 2 Annual Meeting Committee ZOOMs
- Facilitated 1 Communication Committee ZOOM

- Personally met with Anna, Jan and Bart at the AEA office to discuss The Conduit
- Revised and updated the AEA-R website
- Worked part-time as a T-Tech for Maricopa County Elections Department from July 22-August 1
- Spent valuable family time at my parents' cabin in Forest Lakes, AZ

Shortest NEA Representative Assembly – July 4, 2024

The National Education Association Representative Assembly (NEA-RA) is the highest decision-making body within the over 3 million-member NEA. With over 8,000 delegates, the RA is also the world's largest democratic deliberative body.

Over the course of eight business sessions spanning four days, RA delegates usually debate the vital issues that impact American public education and set Association policy and activities for the year ahead. However, this year was different.

Due to the NEA staff strike, the RA had only one day – July 4 – to conduct business. On July 4th, we heard candidate speeches, and we debated the NEA Strategic Plan and Budget. Election results are listed below. We conducted the business of the RA.

Seven thousand delegates arrived to the delegate floor on July 5 to continue their work when it was announced that the staff strike has interrupted the RA. Because we, as delegates, declined to cross a strike line, the RA was stopped. Elections and other issues voting would occur by mail-in ballot to delegates.

While some business items were debated and voted upon on July 4, most of the New Business Items were given to the members of the NEA Board to decide. This is the NEA process as outlined in our Bylaws. In September, the NEA Board will convene and decide on those NBI's. For this reason, most states continued to hold caucus each day to give input to the board members on each NBI. The Arizona delegates' input will be used as we debate and decide each issue. More about decisions that were made later in this article.



NEA President to RA Delegates: 'We Must Keep Going'

[President Pringle's rousing keynote address to the 2024 NEA Representative Assembly](#) (Read her words in the link above.)

Business was conducted on July 4

NEA Representative Assembly (RA) delegates approved NEA's first policy statement on [the use of artificial intelligence \(AI\) in education](#) on Thursday, ensuring that educators can have an authoritative voice in the implementation and regulation of this rapidly expanding technology.

AMENDMENTS - The delegates have voted as follows on the amendments to the NEA bylaws, which require a majority vote to pass.

Bylaw Amendment 1 - Failed

TITLE: To strike language providing for proportionate delegate allocation to merged states for specific membership categories.

Bylaw Amendment 2 - Failed

Title: To require NEA to provide all delegations applicable travel advisories prior to the Representative Assembly, including medical and legal implications, based on the...

Bylaw Amendment 3 - Failed

Title: To add Representative Assembly delegates to the list of bodies to whom NEA standing committees are accountable and to outline specific requirements for...

Bylaw Amendment 4 - Passed

Title: To add Middle Eastern or North African to NEA's definition of "Ethnic Minority."

Bylaw 12-1 Definition of Terms.

h. Ethnic minority: Ethnic minority shall mean those...

NEA CONSTITUTION, which require a 2/3 vote to pass.

Constitutional Amendment 1 - Failed

TITLE: To strike language that proportionally adjusts ratios for merged affiliate delegate credentials to the NEA RA based on the reduction in dues paid...

Constitutional Amendment 2 - Failed

TITLE: To require that NEA provide a virtual option for participation at all Representative Assemblies.

STRATEGIC PLAN AND BUDGET - Passed

Delegates have voted as follows on the 202426 NDA Strategic Plan and Budget, which requires a majority vote to pass

CANDIDATES

A majority of the votes are required to be elected for all candidate elections.

For two seats on the NEA Executive Committee for three-year terms, delegates have elected **Gladys Marquez** and **Ronald Duff Martin**.

For two seats for ESPN at large on the NBA Board of Directors for three-year terms, delegates have elected Michelle Dennard and Amy Evans. For one seat for ESP at large on the NBA Board of Directors for a one-year term, delegates have elected Dr Caroline Betha Jones. For one seat for an at-large classroom teacher in higher education on the NBA Board of Directors for a three-year term delegates have elected Clinton Smith. For an alternate at-large classroom teacher in higher education on the NBA Board of Directors for a three-year term, delegates have elected by acclamation Marsha Mackey.

New Business Items

New Business items are those that direct the NEA to facilitate and accomplish items for one year: 2024-2025. The following were debated and voted on the floor on July 4.

New Business Item 1 Adopted

Building on the efforts of Fulfill the Promise (*fulfillthepromise.net*), to expand our network of community partners, stakeholders, and state and local affiliates...

New Business Item 2 Adopted

NEA shall include in the annual budget report a breakdown of NEA organizational division spending with an overall amount allocated for each division.

New Business Item 3 Adopted

NEA will actively work to assist state and local affiliates in ending the attacks on public education and organized labor

Important Note: There are 105 new business items that will be taken up by the NEA Board in September.

LEGISLATIVE AMENDMENTS, Policy Statements and Resolutions, some Bylaw Amendments are also awaiting debate by the board.

Do you have questions about the RA and any of the processes or outcomes?

I am happy to talk with you and give you more information.

Contact me by text or phone: 602-320-3093

email: Julie.horwin@gmail.com

CHAPTER REPORTS

Kyrene EA-R Chapter Report

KEA-R Chair Ellen Shamah and Janie Hydrick met several times with the KEA president during summer break to confirm our support for KEA activities and its Rep Council. The first meeting of KEA-R was held at The Hub in Ahwatukee on August 23 with door prizes. KEA active and retired attended. Special guests were current school board members and school board candidates for conversations about the Kyrene district. 2024-25 schedules for chapter meetings were distributed as well as information regarding the ballot propositions and recommendations from SOS for school board candidates in several local school districts. KEA-R Chair Ellen Shamah and Janie Hydrick participated in the KEA New Hire Luncheon and contributed several gift cards, including those from AEA-R Membership Committee.

AEA-R East Valley Report

The first meeting of AEA-R EV is scheduled for September 3, 11:30, at Mi Amigo's Restaurant with door prizes and a raffle. 2024-25 chapter meeting schedules have been mailed out, and hard copies will be available at all chapter meetings for attendees to take and share with friends and colleagues. Guest speakers include Robert Doyle, State Senate candidate, three school board candidates, and two current school board candidates. Attendees will receive information regarding the ballot propositions and recommendations from SOS for school board candidates.

AEA Retired Racial and Social Justice Committee report September 2024 By Janice Dwosh - RSJ Chairperson

* Our AEA-Retired Racial and Social Justice committee worked virtually over the summer to review the goals and strategies for the 2023/2024 year and reflect upon our accomplishments, and determine goals for the upcoming year. These ideas will be finalized at the Sept. 2024 executive board meeting and will be provided to leadership . In addition Cynthia Hale and Janice Dwosh met in person over the summer to develop a calendar for the committee for additional Zoom meetings , in order to provide all committee members a voice in our work. These Zoom meetings may be held monthly, on Tuesday mornings, generally the week following the executive board meetings (as needed). All executive board members and RSJ Committee members will be given the Zoom links prior to the meetings. We appreciate the input of committee members and others to move us forward!

* My personal journey continued this summer in mid-July to Denver, CO for the MegaWeek for NEA Leaders for Just Schools. This program started in 2019, and the original San Diego cohort of 150 educators and retirees completed the program in June (reduced to only 15 of us now who presented at the Completer's ceremony.) As a dedicated final year participant in this multi-year program, I was invited (after applying) to present my Equity Project to the other cohorts (DC, Minneapolis, and now Denver). My focus was on how retired educators can support NEA and AEA in expressing the need for diverse literature and stopping book bans for students in all public schools. This project has included presentations to local chapters, AEA Retired Executive Board, NEA Retired RSJ committee and national conferences. It included making partnerships with educators and active AEA associations, as well as other community advocates for literacy.

* We are still enjoying our RSJ book club discussions! Another year has been completed and our group discussions are still engaging and meaningful. The upcoming discussion in mid September is on *This Other Eden* , by Paul Harding (a Pulitzer Prize winning book). Future discussions may include the following books: ***The Little Liar*** by Mitch Albom , ***James*** by Percival Everett, ***The Vanishing Half*** by Brit Bennett, and ***Master Slave Husband Wife*** by Ilyon Woo. Your involvement, suggestions and interest are always encouraged! Any AEA-Retired book lover is welcome in the group (usually meet virtually on Monday afternoons, every 6 weeks or so). Contact Ann Myers if interested in joining. Also we met to see the movie "**The Sounds of Hope- the Story of Possum Trot**" over the summer. More movie and other in person meetings are also hopefully planned for 2024/2025,

*Janice Dwosh will be continuing as Co-Chair of the NEA-Retired RSJ Committee, and a member of the NEA Women's Issues committee for the upcoming year. Thanks for your continued support! **Please contact Janice Dwosh if interested in joining our AEA-Retired RSJ committee, and making a difference for our educators, students, retirees and community! We need your voices!**