

NEA- Retired

NEA-RETIRED ANNUAL MEETING

PORTLAND, OREGON

JUNE 29-30, 2025

Sunday, June 29

The meeting was called to order by National Education Association-Retired President, Anita Gibson, at 9:30 AM PST.

Speakers

Anita Gibson, NEA-Retired President (Welcome and opening remarks; introduction of NEA-Retired Leadership team; President's Address; NEA-Retired Strategic Plan; explanation of the color-coded card system used to recognize speakers)

Eileen Wende, President, Oregon Education Retired Association (Welcome to Oregon and information about the city)

Reed Scott-Schwalbeck, President, Oregon Education Association (Welcome to Oregon)

Becky Pringle, NEA President (Retirees set the bar for PAC every year; importance of Retired leadership and retirement security; Retirees teach about the political situation; Guest Auctioneer)

Princess Moss, NEA Vice-President (Work of retirees; importance of organization; Guest Auctioneer)

Ed Foglia, 2024 winner, Distinguished Service Award (Importance of teamwork to accomplish goals)

Reports

Steve Gorrie, NEA-Retired Elections Chair (Preliminary Credentials; Elections procedures for 2025 Candidates; Candidate speeches; guest auctioneer)

Julie Horwin and Barb Schram, NEA Board of Directors representing Retirees, PAC Co-Chairs (PAC auctions and donations)

Barb Schram, NEA-Retired Executive Council, Governance Chair (Explained committee responsibilities and actions)

Meg Gruber, NEA-Retired Executive Council, Membership Chair (2025 Membership Awards)

JoAnn Mashburn, NEA-Retired Executive Council, Member Benefits Chair (Information about Member Benefits)

Bobbie Margo, NEA-Retired Executive Council, Communications Chair (2025 Communications Awards)

Ross Dill, NEA-Retired Executive Council, Legislative Chair (Legislative Committee Report)

Janice Poirier, NEA-Retired Executive Council, Jack Kinnaman Scholarship Chair (Scholarship Committee Report)

Judy Rohde, NEA Board of Directors representing Retirees, joined by fellow Directors Julie Horwin, Linda McCrary, Michael Priser, Ed Foglia, Connie Boylan (Explained duties of Directors)

Opening/Introductory Presentations

Land Acknowledgement	Janet Jackson (OR), Retired Board of Directors
Standards of Conduct	Emma Shepard (LA), Retired President
Pledge of Allegiance	Judy Christensen (OR), Retired Board of Directors
The National Anthem	Tim Sullivan (MA), Delegate
Mission & Vision Statement	Jean Dobashi (HI), NEA-Retired Vice President
Inspirational Reflection	Anita Gibson, NEA-Retired President
Salute to Veterans	Anita Gibson, NEA-Retired President
Opening remarks/ introductions	Anita Gibson, NEA-Retired President
Recognition of First-Time Attendees	Anita Gibson, NEA-Retired President
Recognition of Retired State Presidents	Anita Gibson, NEA-Retired President

Adoption of Preliminary Credentials Report

Steve Gorrie, NEA-Retired Elections Chair, gave the Preliminary Credentials Report: 321 Delegates registered for the Retired Annual Meeting; 290 Delegates were present. A quorum was reached.

Steve Gorrie moved, on behalf of the NEA-Retired Elections Committee, the adoption of the Preliminary Credential Report. Adopted

Adoption of the Standing Rules

Barb Schram, NEA-Retired Executive Council, on behalf of the NEA-Retired Executive Council, moved Proposed Standing Rule Amendment One:

Article 1 – ADOPTION OF RULES

- A. NEA-Retired delegates attending the NEA-Retired Annual Meeting shall adopt the Standing Rules at the first general session. Any NEA-Retired delegate may move to adopt or amend the rules.

Rationale: The proposed language would specify the adoption process for Standing Rules at the NEA-Retired Annual Meeting.

Don Stauffer made a friendly amendment to amend Proposed Standing Rule Amendment One Article 1 – Adoption of Rules A., by adding the words “By simple majority floor vote” after the words “Standing Rules” in the first sentence.

Standing Rule Amendment One, as amended, was adopted.

Barb Schram moved, on behalf of the NEA-Retired Executive Council, the adoption of the 2025 Standing Rules as amended.

Adopted

Adoption of Agenda

Anita Gibson, NEA-Retired President, moved, seconded by Jean Dobashi, NEA-Retired Vice President, the adoption of the 2025 Retired Annual Meeting agenda with flexibility.

Adopted

Adoption of the 2024 Retired Annual Meeting Minutes

Marilyn Warner, NEA-Retired Secretary, moved, on behalf of the NEA-Retired Executive Council, the adoption of the 2024 Retired Annual Meeting minutes as posted on the NEA-Retired website. Adopted

Adoption of the Guidelines for the Submission and Adoption of New Business Items

Barb Schram, NEA-Retired Executive Council, moved, on behalf of the NEA-Retired Executive Council, the 2025 Guidelines for the Submission and Adoption of New Business Items as posted on the NEA-Retired Landing Page. Adopted

Adoption of the Bylaws Amendment Procedures

Barb Schram. NEA-Retired Executive Council, moved, on behalf of the NEA-Retired Executive Council, the adoption of the Bylaws Amendment Procedures as posted on the NEA-Retired Landing Page. Adopted

Strategic Plan

Anita Gibson, NEA-Retired President, explained the NEA-Retired Strategic Plan.

Governance Committee

Barb Schram, NEA-Retired Governance Chair, presented the 2025 Proposed Bylaw Amendments.

PROPOSED BYLAW AMENDMENT #1 **withdrawn**

PROPOSED BYLAW AMENDMENT #2: **Ruled out of order**

PROPOSED BYLAW AMENDMENT #3 **Ruled out of order**

PROPOSED BYLAW AMENDMENT #4 **withdrawn**

PROPOSED BYLAW AMENDMENT #5 **withdrawn**

PROPOSED BYLAW AMENDMENT #6 **withdrawn**

PROPOSED BYLAW AMENDMENT #7 **withdrawn**

PROPOSED BYLAW AMENDMENT #8

Note: Underlined text below indicates proposed additions.

ARTICLE FOR PROPOSED AMENDMENT: New Article NEA Retired Committees

NEW ARTICLE Committees

Section 1. Committees

Committees, except as otherwise provided in the NEA-Retired Bylaws and Standing Rules, may be established and discontinued by the NEA-Retired Executive Council.

Section 2. Committee Specifications

Committee composition, rules of operation, roles, and duties shall be delineated in the Standing Rules.

Section 3. NEA-Retired Standing Committees are as follows:

- NEA-Retired Communications Committee
- NEA-Retired Governance Committee
- NEA-Retired Jack Kinnaman Scholarship Committee
- NEA-Retired Legislative Committee
- NEA-Retired Member Benefits Committee
- NEA-Retired Membership Committee
- NEA-Retired Elections Committee
- NEA-Retired PAC Fundraising Committee
- NEA-Retired Racial and Social Justice Committee

Rationale: The existing NEA-Retired Bylaws and Standing Rules have no language explaining how committees are created or constituted. The proposed new article would establish a governing framework for committees.

SUBMITTED BY: Don Stauffer and CTA-NEA Retired

Awards

Membership Awards Presentations

Meg Gruber, NEA-Retired Executive Council, Membership Chair, presented the 2025 Membership Awards:

Largest Numerical Increase in Membership Numbers

Winner: Michigan with 1,471 new members

Runner-Up: Kentucky with 273 new members

Largest Percentage Increase of New Members

Winner: Michigan with 3.92% increase

Runner-Up: Minnesota with 2.4% increase

Tom Wellman Spirit of Membership Award

Winner: Hawaii

Runner-Up: Indiana

Honorable Mention: Delaware

Communications Awards Presentation

Bobbie Margo, NEA-Retired Executive Council, Communications Chair, presented the 2025 Communications Awards:

NEA-Retired Spotlight Award

Winner: GAE Georgia Retired from the KNOW Magazine

State Website Award

Winner: Education Minnesota Retired

Runner-up: North Carolina

Local Website Award

Winner: Omaha, Nebraska

Runner-up: Carteret, North Carolina

State E-Newsletter (published three years or more):

Winner: Arizona The Conduit

Runner-up: Wisconsin Keeping in Touch

Honorable Mention: Education Minnesota-Retired – The Insider

Local E-Newsletter (published fewer than three years):

Winner: LEA Connection Lincoln, Nebraska

Established State Retired Print Newsletter (published three years or more):

Winner: ISEA Retired Review - Iowa

Runner-up: North Carolina- Panorama and Education Minnesota-Retired – The Action

Local/Regional Retired Print Newsletter

Winner: Carteret County Retired School Personnel of North Carolina

State Retired E Newsletter (State with membership 2,500 or less)

Winner: Primetime Utah

Established Local Print Newsletter (State with membership 2,500 or less)

Winner: Voices of Experience for OEA-Retired-Omaha

Distinguished Service Award

Ed Foglia, 2024 recipient of the Distinguished Service Award, was recognized since he had been unable to attend the Retired Annual Meeting in 2024.

NEA-Retired President, Anita Gibson, presented the 2025 Distinguished Service Award, the highest honor presented to an NEA-Retired member.

The top four Distinguished Service nominees were:

Jean Dobashi (HI)

Shirley George (VA)

Geneva Grooters (IA)

Karen Solheim (GA)

The 2025 recipient of the Distinguished Service Award was Shirley George.

Recess

The meeting was recessed at 6:16 PM PST.

Monday, June 30

Anita Gibson, NEA-Retired President, reconvened the meeting at 9:34 AM PST.

Speakers

Mary Kusler, Senior Director, NEA Center for Advocacy (Today's Politics; Guest Auctioneer)

Noel Candelaria, NEA Secretary-Treasurer (GPO/WEP; solidarity; racial and social justice; Guest Auctioneer)

Reports

Janice Poirier, NEA-Retired Executive Council, Kinnaman Scholarship Chair (Kinnaman awards; skit; Parade of States)

Barb Schram and Julie Horwin, NEA-Retired PAC Chairs (PAC update)

Anita Gibson, NEA-Retired President, Moment of Remembrance

Steve Horner, President, Nevada Retired (Remembrance of Tom Wellman)

Anita Gibson, NEA-Retired President (NEA Candidate Speeches; thanks to NEA Staff)

NEA-Retired Jack Kinnaman Memorial Scholarship

Janice Poirier, NEA-Retired Executive Council, Kinnaman Scholarship Chair, presented \$3500 scholarships to each of the following students:

Jessica Bagadion	University of Houston – Clear Lake
Anabella Chlada	Illinois State University
Aiden McKernan	Pittsburg State University
Gavin Mitsdarfer	Pennsylvania Western University
Camila Rodriguez	Texas A & M University
Matthew Yuro	The College of New Jersey

Report on Actions Taken on 2024 New Business Items

Barb Schram, NEA-Retired Governance Committee Chair, reported on the actions taken on the 2024 New Business Items.

NBI 2024-1 asked that NEA-Retired support NBI 58 at the 2024 NEA RA. NBI 58 sought a national campaign to pass S. 597 and H.R. 82, which called for the repeal of WEP/GPO.

NBI 2024-1 passed. Due to the cancellation of the RA after one day of business, NBI 58 was referred to the NEA Board for further action. The NEA Board of Directors voted to support the recommendation brought to them from the NBI Committee. Their decision was as follows: No additional action needed – NBI 58 is a part of ongoing priority work and is included in the 24-26 strategic Plan and Budget as adopted by the 2024 NEA Representative Assembly.

NBI 2024-2 sought to have advertising to promote the presence of NEA Retired more widely known among active members placed in all NEA publications, either print and/or virtual.

NBI 2024-2 passed as amended. The work is ongoing with ads currently scheduled to appear in the August 2025 and May 2026 issues of NEA Today.

NBI 2024-3 requested the appointment of a committee for the purpose of writing a standing rule to govern retired committees.

NBI 2024-3 was referred to the NEA-Retired Executive Council. After full discussion of the intent of NBI 2024-3, the NEA Retired Executive Council determined that the NEA Retired Committees do not belong in the NEA Retired Standing Rules because our Standing Rules only govern the RAM.

NBI 2024-4 asked that the opening ceremony of NEA Retired be free of religious references.

NBI 2024-4 passed. This NBI was accomplished during the 2025 RAM.

NBI 2024-5 requested that the NEA Retired leadership create a training session for all new delegates beginning with the 2025 RAM and moving forward.

NBI 2024-5 passed. This NBI was accomplished with the Delegate Orientation/Training Sessions held on June 9 and June 20, 2025.

NBI 2024-6 sought to ensure that NEA Retired was honoring women in our armed forces during the RAM opening ceremony via speech and song.

NBI 2024-6 failed.

New Business Items 2025

New Business Item #2025-1

NEA-R requests that the NEA-R vision statement change the word “become” to “be”.

Rationale: “Become” implies a point of beginning an organization whereas the word “be” implies the organization has been established and is determined to be or has achieved that goal.

Moved by Sandra Hatley (NC); seconded by Gretchen A. Lampe (NC)

Ilene Siegel (IL) moved to amend the motion to read add “will always be.”
Amendment adopted

NBI #2025-1 was unanimously adopted as amended.

New Business Item #2025-2

NEA-R moves to support NEA NBI #3 which states: The NEA shall use existing digital media to implement a social media campaign to raise NEA member’s awareness of the role of the defined benefit pension plans in ensuring their retirement security and in attracting and retaining talented highly qualified education employees. This campaign will include data from the National Institute of Retirement Security which has found that every dollar paid into public pension benefits results in a four-fold benefit for the local economy and the communities in which we live and retire.

Rationale: Our members must have a defined benefit, pension and tools to defend their current pension assets. This will help them reinstate or implement defined-benefit pensions within their state, local or school system retirement plans.

Moved by Mary-Beth Lang (CT); seconded by Karen DiMenna (CT)

NBI #2025-2 was adopted unanimously.

New Business Item #2025-3

NEA-Retired moves support for NEA RA #33 and asks that the NEA-Retired President be allowed to modify her proposed NBI to reflect that it is being submitted by NEA-Retired by a vote of the delegates at the 2025 RAM, and that she be allowed to speak on behalf of NEA-Retired when addressing the delegates at the NEA-RA on NBI #33.

Rationale: The passage of this NBI is critical for the recruitment and engagement of future NEA Retired members in every state.

Moved by Meg Gruber (VA); seconded by Marilyn Warner (FL)

NBI #2025-3 was adopted unanimously.

New Business Item #2025-4

NEA Retired moves the creation of a voluntary virtual training session on an annual basis for the state retired officers (President, Vice President, Secretary and Treasurer).

It was amended by the maker of the motion to read: NEA-Retired moves that the NEA Retired President will explore with NEA the creation of a voluntary virtual training session on an annual basis for the NEA-Retired state officers (President, Vice President, Secretary, and Treasurer).

Rationale: The state officers are volunteers that may or may not have specific training for the requirements of the office.

Moved by Lisa Petrey-Kirk (KY); seconded by Juanita Spangler (KY)

NBI #2025-4 was adopted as amended.

New Business Item #2025-5 withdrawn**New Business Item #2025-6**

I moved that the NEA-Retired support NBI 27. The NBI shall outreach with Civil and Human Rights groups and organized labor for the purpose of planning a massive Civil Rights March on Washington.

Rationale: The sheer size of millions showing up at the Lincoln Memorial to challenge and maybe change MAGA assaults on our constitutional and civil rights might prove as effective as the August 28, 1963 March on Washington.

Moved by Jeffrey Morgen (WA); seconded by Mary Lindsey (WA)
Debate closed by Bo Zabierek (ME)

NBI #2025-6 failed.

New Business Item 2025-7

The NEA-R requests the NEA-Retired President appoint a committee of up to five members who will write a draft of a standing rule describing retired committees, including their purposes and composition, as well as how members are selected and their terms. The goal will be to have a document ready to be voted upon by the delegates at the 2026 NEA-Retired Annual Meeting.

Rationale: It is a matter of good governance and transparency that the structure, membership, and operation of committees established by NEA-Retired be documented and be made part of the governance documents. Currently, it is not clear how committee members are selected or how long members serve.

Moved by Don Stauffer (CA); seconded by Karen Schuett (CA)

Amended made to read "Draft of a governing rule." Passed

NBI #2025-7 as amended failed.

New Business Item 2025-8

The NEA-RAM requests the NEA-Retired leadership advocate for and assist state and local retired leaders in obtaining contact information for NEA-Retired members in their local or state geographic area.

Rationale: NEA-Retired members move because we can. Our NEA local and state leaders need this contact information to actively involve them in their new/current local and state jurisdictions.

Moved by Martha Karlovetz (MO); seconded by Theresa Reger (MO)

NBI #2025-8 was adopted.

New Business Item 2025-9

The NEA-R RAM supports the NEA NBI #18 that shall establish a rapid response team, to monitor and promptly respond to misleading and false statements regarding educational issues.

Rationale: It is essential to counter misleading and false statements in a prompt manner. A quote, attributed to Mark Twain, is so appropriate, “A lie can travel around the world before the truth can lace up its shoes.”

Moved by Robert Myers (NJ); seconded by Anita Schwartz (NJ)

NBI #2025-9 was adopted.

New Business Item #2025-10

The NEA-Retired RAM encourages NEA to advocate and negotiate for better benefits for retired members. This would include insurance policies such as term and whole life, health benefits and savings for products and services.

Rationale: Currently retirees pay more for policies and the benefits are greatly reduced or terminated based on age. This includes health benefits that don't offer the same services for adults below a designated age. Retirees should not be penalized because of age. In addition, more promotions for discounts and services are needed from which retirees may benefit.

Motion moved by Lena Murrill-Chapman (NC); seconded by Tama R. Bouncer (NC)
Debate closed by Lynette Henley (CA); passed

NBI #2025-10 failed.

NBI #2025-11 withdrawn

NBI #2025-12 withdrawn

Election

Steve Gorrie, NEA-Retired Elections Chair, announced the results of the 2025 elections:

Vice-President			
Marilyn Warner (FL)	160 votes	55.36%	WINNER
JoAnn Mashburn (TN)	119 votes	41.18%	

Frederick A. Kominek (MI)	10 votes	3.46%	
Executive Council			
Meg Gruber (VA)	195 votes	78.47%	WINNER
Toni Smith (GA)	156 votes	62.78%	WINNER
Ross Dill (IL)	146 votes	58.75%	
Executive Council-Unexpired Term			
Bobby J. Pierson (AL)	56 votes	19.86%	
Melondia Franklin Corpus (FL)	46 votes	16.31%	
Brent McKim (KY)	180 votes	63.83%	WINNER
NEA Board of Directors			
Patrick Crabtree (GA)	36 votes	13.53%	
George Sheridan (CA)	126 votes	47.37%	
Linda McCrary (TN)	170 votes	63.91%	WINNER
John Heineman (NE)	178 votes	66.92%	WINNER
Doris Glover (GA)	22 votes	8.27%	
NEA Board of Directors – Alternate			
Ruthe Goff (KS)			WINNER
Diane Larson (MN)			WINNER
Resolutions			
Steve Click (AK)	136 votes	59.35%	WINNER
Donna West (AL)	122 votes	53.24%	WINNER
Jeff Leonhardt (MI)	102 votes	44.51%	
Karen Solheim (GA)	124 votes	54.11%	WINNER
Maureen Keeney (DE)	84 votes	36.65%	
Ira LaVerne Reed (NC)	83 votes	36.33%	
Kathleen Purdy (OH)	149 votes	62.02%	WINNER
Brian Ferguson (UT)	164 votes	71.56%	WINNER
Ann Marie Borders (MI)	110 votes	48.00%	
Linda Linn (IA)	146 votes	63.71%	WINNER
Sharon Kjellberg (MN)	45 votes	19.64%	
Ilene S. Siegel (IL)	110 votes	48.00%	

Proposed Bylaw Amendment #1 withdrawn
Proposed Bylaw Amendment #2 out of order
Proposed Bylaw Amendment #3 out of order
Proposed Bylaw Amendment #4 withdrawn
Proposed Bylaw Amendment #5 withdrawn
Proposed Bylaw Amendment #6 withdrawn
Proposed Bylaw Amendment #7 withdrawn

Proposed Bylaw Amendment #8 FAILED

No votes: 195 76.17%

Yes votes 23.83%

Roger Rea, on behalf of the Credentials Committee, moved to accept the election results. Adopted unanimously

Final Credentials Report

Steve Gorrie, NEA-Retired Elections Chair gave the final credentials report:

Number of registered delegates: 320

Number of registered in-person delegates: 306

Steve Gorrie moved, on behalf of the Elections Committee, that the final credentials report be adopted. Adopted

Appreciation for NEA-Retired Service

Anita Gibson, NEA-Retired, presented certificates of appreciation to outgoing office holders.

Jean Dobashi (HI), NEA-Retired Vice President

Roberta Margo (MN), NEA-Retired Executive Council

Ed Foglia (CA), NEA Board of Directors representing retirees

Bobby Pierson (AL), NEA Resolutions Committee

State Retired Presidents:

Karen Randall, Maryland

Kay Walker, Michigan

Sarah Horton, Alabama

Bob Jean, Maine

Mary Lindsey, Washington

Joan Wright, New Jersey

Lori Goldstein, Colorado

Paulette Parker, Arkansas

Terry Ragar, Missouri

Bill Murray, Connecticut

Bob Thesman, Kansas

Maureen Keeney, Delaware

Installation of Newly Elected Office Holders

Anita Gibson, NEA-Retired President, installed the newly elected and re-elected officers.

NEA Resolutions Members:

Steve Click, Brian Fergusen, Linda Linn, Kathleen Purdy, Karen Solheim, Donna West, Jeff Leonhardt, Maureen Keeney, Ira LaVerne Reed, Ann Marie Borders, Sharon Kjellberg, Ilene Siegel

NEA-Retired Members to the NEA Board of Directors:

John Heineman, Linda McCrary, Ruthe Goff, Diane Larson

NEA-Retired Executive Council:

Meg Gruber, Toni Smith, Brent McKim

NEA-Retired Vice President:

Marilyn Warner

Announcements

Janice Poirier, NEA-Retired Executive Council, Chair Kinnaman Scholarship, gave the final update on the Kinnaman Scholarship Collection:

Total collected at the NEA-Retired Annual Meeting

Checks	\$8,830.00
Cash	\$2,278.00
Online	\$3,466.00
Grand Total	\$14,574.00

Barb Schram, NEA-Retired PAC Co-Chair, gave the final announcement for the NEA Fund Collection:

In-person Annual Meeting Silent Auction	\$12,615
In-person Annual Meeting Live Auction	\$ 6,950
Virtual Auction	\$12,000

Adjournment

The meeting was adjourned at 6:03 PM PST.

Marilyn Warner

NEA-Retired Secretary

