



# History

of OEA-RETIRED



## FOREWORD

The first History of OEA-Retired—NEA-Retired-Oregon was our original name—was written ostensibly by Elma Baker, with the assistance of Paul Bohner, Bette Nelson and Clarence Nelson, and covered the years from 1984-2000.

As the History had not been updated since then, the OEA-Retired Board established a History Task Force in the Fall of 2016. Members were: Chair Ray Johnson, Janet Jackson, Jeanette Kmetec and Jerry Wilkins.

After extensive research through the files of OEA-Retired, including numerous minutes, letters, and newsletters, and adding information provided by former presidents Jerry Wilkins, Marty Bronstein, and Terri Domenigoni, the Task Force wrote an updated History. Other assistance was provided by Bruce Adams and Stephen Hillis. Thanks also to Meg Krugel, OEA editor, for assistance with graphics and format.

This, the 2022 version, was initially updated for the celebration of the 35<sup>th</sup> anniversary of our beginning, but since no in-person meetings were held for two year, it has been updated again.

*Published September 2022.*



Stay Involved ~ Stay Invigorated ~ Stay in Touch

## **OEA-Retired Statement on Racial Equity**

Systemic and institutional inequities, especially in matters of race, remain significant barriers for people and communities working to reach their full potential. OEA-Retired believes in the dignity and humanity of all people, and we envision a world where society and its systems—education, employment, a legal system which ensures justice, stable housing in safe communities, and health care—are just, fair, and inclusive. With the energy generated in this current time, our members will make the commitment to participate in efforts to initiate the long overdue changes that will bring the elimination of the inequalities that have plagued society for far too long. We stand in support of Black Lives Matter and in solidarity with them and with the other groups who strive for a healthy and prosperous society that promotes equitable access and opportunity for all. We recall the words of Bishop Desmond Tutu: “If you are neutral in situations of injustice, you have chosen the side of the oppressor.” We will not be neutral.

*Adopted by OEA-Retired Board  
September 21, 2020*

## **OEA-Retired: A History**

Every living organization has a beginning, and a narrative that follows. The Oregon Education Association-Retired is such a group and has a history that can be traced back to its “parent” affiliations with the Oregon Education Association and the National Education Association. This History is an effort to trace OEA-Retired’s evolution as a member activist arm of the above-mentioned groups – drawing from our organization’s archives and the collective memories of its longtime members. While it is only an overview that highlights the more significant moments – and the members and leaders that helped develop our current status as a group representing retired teachers and retired educational support professionals – we all learn more by talking with each other and sharing stories (real and embellished!) from the past.

As we did not want to lose that incredible sense of lifetime commitment to advocating for students, our active members, public education, senior issues, and enjoying our “post-working” years – so the following is our effort at presenting OEA-Retired: A History.

*Marty Bronstein  
OEA-Retired President  
2010-14*

## A HISTORY OF OEA-RETIRED

Although the National Education Association had offered retired membership on a low-cost annual basis for years, in 1981 it foresightedly recognized the political and organizational potential of a retired teachers group tied to NEA. This recognition led to the conclusion that annual re-enrollment at a low dues level was not a viable programmatic approach. Consequently, in 1982, NEA-Retired, an affiliate of NEA, was formalized with initial lifetime membership dues of \$25. Thus began the evolution of state affiliates under the banner of NEA-R, including NEA-Retired-Oregon. The NEA hired staff to help and began to lure retired "life members" into its fold.



At the May, 1985, OEA Representative Assembly, OEA President Sandy Ellis, with several past presidents of OEA, led 33 people who had registered for the first state Retired Conference to lay the framework for NEA-Retired-Oregon. Conference discussion topics were:

- A. What kind of structure should NEA-R-Oregon have?
- B. Should there be regional division?
- C. Should there be just one statewide organization?
- D. Should it be a non-governance structure?
- E. Who would qualify as members?
- F. Dues.
  - 1. What should the dues be?
  - 2. Should we try to collect both state and national dues at the same time?
  - 3. What should the tie with OEA be regarding dues?
- G. Should NEA-R-OR publish a newsletter?
  - 1. If so, how often should it be published?
  - 2. If so, who within the association would have the responsibility?

Also, an ad hoc constitution committee composed of Robert Van Houte, Eleanor Roberts and Chair Matilda Gilles presented a proposed constitution. As a result, on August 26, 1985, Nancy Lee, Betty Drew, Larry Mirabella Jones, Joe Lashaway, and Sandy Ellis met to recommend amendments to OEA Bylaws for the May 1986 OEA Representative Assembly.

1984. The Oregon Education Association Representative Assembly sponsored a luncheon for its retired members. OEA Assistant Executive Secretary Pat Maney's office sent special invitations to retirees. Attending were: Bob Van Houte, former OEA president and retired Executive Secretary of the Alaska Education Association; Tillie Gillis, former OEA president; Elma Baker of Coos Bay, and a guest of Tillie's. Bob and Elma were elected to attend the summer's NEA Convention as Oregon's retired representatives.

Our NEA-Retired-Oregon membership began to build as other OEA members retired and became interested. Bob Van Houte became the first chairperson and regular meetings were held in Portland. OEA Board Directors, OEA staff and UniServ Directors

attended also. NEA provided funding as well as a staff member from national headquarters to help with the organizing.

At first, we were not well received by some OEA governance as it was thought we might drain funds from the OEA budget, even though our financing was coming from NEA. The Oregon Retired Teachers Association was also sure we would deplete their membership.

Before 1985, retired teachers in Oregon belonged to senior groups such as Oregon Retired Educators Association (OREA), American Association of Retired Persons (AARP), National Retired Teachers Association (NRTA), and United Seniors of Oregon. A retired group, allied with NEA, offered an organization that was directly tied to the education community. State organizations were asked by NEA to develop a dues structure that required unified state and national membership.

The state association:

- A. Is willing to recruit, train and support retired member volunteers to work in NEA/state political and legislative activities.
- B. Is willing to commit resources, staff and money, where required, to the coordination and support of retired volunteers and members.
- C. Offers NEA/state pre-retirement seminars and publications to employed members who are close to retirement with the expectation being that they will join NEA-R as pre-retired members for life.
- D. Is willing to amend governance documents to include retired representation as well as commit to sending and supporting retired delegates to the NEA-RA, if the state is eligible.
- E. Provides information to retired members regarding services available through the NEA-state special services agreement.
- F. Provides opportunities for retired member volunteers to be involved in association organizing, membership promotion and its activities when feasible and appropriate.

1985. At the NEA-Retired Annual Meeting on June 25-26 in Washington, D.C., Elma Baker was elected to a one-year term to the NEA Resolutions Committee and as an alternate to the NEA Board of Directors. A steering committee of George Porter, Rose Chess, Robert Van Houte, Betty Drew and Elma Baker led an organizational meeting at the Holiday Inn, Portland Airport, on November 17-18, 1985. The purpose was to organize a new OEA affiliate named NEA-Retired-Oregon. A constitution and bylaws were adopted and the steering committee will serve as the Board of Directors for NEA-R-OR until and election of officers in 1986.

1986. A mail-in ballot in May resulted in the following being elected: President Robert Van Houte, Vice President Betty Drew, Treasurer Doris Saunders, Secretary Matilda Gilles, Region I Director Toni Mudd, Region II Director George Forter, Region III Director Elma Baker and at large directors Paul Boehner and Rose Chess. The Staff Consultant was Pat Maney. Robert Van Houte and Elma Baker were elected as delegates to NEA RA.

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1986-87<sup>1</sup>. Organizing efforts saw committees formed to guide NEA-R-OR in meeting the perceived needs of members. Committee chairpersons appointed were: Legislative, Rose Chess; Membership, Betty Drew; Public Relations, Janet Wittier; Special Services of Travel, Toni Mudd; Insurance, Elma Baker; PERS, George Porter and Doris Sanders; and Pre-retirement, Paul Boehner. Job descriptions for each position were developed. Ten delegates attended the OEA RA representing NEA-R-OR. The elected NEA delegate was Elma Baker. The first newsletter was published. At the May 23 Board of Directors meeting, it was decided that retirees who were dues-paying members of NEA-R and NEA-R-OR would be counted toward determining its OEA-RA delegate count. Membership applications arriving at OEA in May and June of 1987 would be applied to the 1986-87 school year. Elma Baker was re-elected to the NEA Resolutions Committee. On June 1, Pat Maney reported to the Board of Directors of NEA-R-OR that the variety of dues being assessed for retired membership was very confusing when it came time for billing next year's dues. To simplify the administrative function of maintaining the membership roster, the NEA-R-OR Board approved grandfathering all members who had retired prior to September 1, 1986 as retired life members, provided they maintain membership in NEA-R. This was the first logo.



1987-88. A new membership recruitment policy was adopted to occur after the OEA membership drive in September by coordinating with UniServ offices to identify and reach retirees. NEA-R-OR held a general meeting November 2. President Robert Van Houte introduced Nancy Lee, OEA president, and Vade Bolton, NEA staff consultant for NEA-R. They discussed state and national legislation and how retired members could influence their programs. Roger Gray became staff consultant from OEA. Membership count for 1988 was 812 members, which allowed for 20 delegates to OEA RA.

1988-89. Paul Boehner reported on well attended Pre-retirement Meetings held in May in Salem and Coos County. The two-hour sessions included presentations and discussions on the physical, psychological, emotional and financial considerations for members considering retirement. An Oregon Pre-retirement Handbook, an AARP booklet and other helpful materials were distributed at the meetings.

1989-90. The March 27 Annual Meeting of NEA-R-OR was held at the Portland Execulodge. Topics discussed included Medicare not covering nursing home care. Ann Savage gave a report on OEA Choice long term care insurance. Betty Drew explained the Oregon Medical Professional Review Organization, which is a care management program under the ODS Health Plan. Membership was reported at 999. OEA staff who assisted us included Pat Maney and Roger Gray. The person, however, who had such

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<sup>1</sup> Note: Starting with this entry, the range is from July 1 of the first year to June 30 of the second year.

patience and gave us courage when we struggled was OEA State Agencies Consultant Bruce Clere. He never seemed to mind burning the late-night oil for us.

1990-91. Paul Boehner organized and presented Pre-Retirement workshops at several sites around the state. Bruce Clere, OEA staff consultant, reported that membership numbers are still in disarray. At the March 8 Board of Directors meeting, the items discussed were: 1. The independence of Oregon's Long Term Care Ombudsman. 2. The attempted raids on the Public Employees Retirement System by legislative and initiative action. 3. State taxation on PERS benefits. 4. The Oregon Health Action Campaign efforts to promote health insurance for all Oregonians. NEA-R-OR became heavily involved in the slash in PERS benefits and the subsequent positive state Supreme Court ruling. Tillie Gilles reported from the NEA-R national meeting that retired membership at the national level has grown from zero in 1984 to over 100,000 members. Rose Chess reported that as a group, the NEA-R-OR did not have enough members contributing to PIE to qualify for representation on the PIE Board of Directors. An effort was organized to increase participation, which was successful and Rose Chess became a member of the PIE Board in 1990.

1991-92. The October 7 Fall Conference of NEA-R-OR was held at the Ramada Inn, Portland. Tillie Gilles presented a memorial to the memory of Robert Van Houte, the first president of NEA-R-OR who had passed away in June. Discussion at this meeting included the proposals for Medicare supplement coverage to be sold in Oregon. The taxation of PERS benefits by the state was also discussed. Guest speaker Governor Barbara Roberts spoke about state taxation and the need for restructuring the system. At the November 11 Board of Directors meeting, Alice Pickard reported that the presentation of the Medicare Supplement on PERS insurance was not open for amendments but our selection of a preferred choice would be resubmitted. Paul Boehner reported that during three school years from May 1988 through May 1991, NEA-R-OR held 49 pre-retirement meetings for 2,063 participants. The workshops received much praise for content and length of sessions. OEA decided to take over the workshops and run them through the Instructional Institute.

1992-93. The Board of Directors met March 8. Bruce Clere, OEA consultant, reported there were 987 dues-paying members. He also reported on a proposed exchange and study tour for retirees with Brisbane College. It would possibly include exchanging housing for a period of time, too. Due to the mid-term resignation of Betty Drew, the office of president will be for a one-year term for the election. Betty Drew introduced Jean Savage, President of the Washington State Retired Teachers at the NEA-R-OR Annual Assembly. Jean presented information on their state level life membership for retirees.

NEA-R is now ten years old with 125,740 members, or under four percent of the potential. With membership at 1,221, Oregon has enrolled only two percent of its potential. OEA will fund two delegates to attend the NEA-R Annual Meeting, if they also attend the NEA RA. April election resulted in a tie vote, so a coin toss decided that Clarence Nelson would be the voting delegate at the NEA RA. A motion was made to

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lobby legislators to maintain the PERS benefits and oppose any raids or weakening of the PERS funds. At the November 16 Board of Directors meeting, Clarence Nelson was appointed secretary to complete Rose Chess' term.

1993-94. At the March 7 NEA-R-OR Annual Assembly, topics discussed were: 1. Improving communication with those nearing retirement. 2. Using local level meetings as a means to gain new members. 3. Having the local association award membership in NEA-R-OR to new retirees. 4. Having programs that meet the needs of retired members. 5. Emphasizing more direct involvement of retirees in continuing their role of assisting the OEA. Bruce Adams, OEA president, commended Clarence Nelson for improving the relationship between OEA and NEA-R-OR. Robert Andrews, PERS government relations manager, reported on current state taxing of PERS benefits, which the state Supreme Court has ruled to be legal, but a breach of contract and, as such, is open to legal action. Suits pending will determine the "What, how much and who's going to pay." Don Satchell, political education consultant for OEA, praised the work that Glenn Harrison had done on the PERS Board of Directors for the last two years as a retired member. Merv Johnson and Edie Orner were commended for their excellent work on the February special newsletter on PERS.

The name of the newsletter was changed to NEA-R-OR Bits with Merv Johnson as editor, but he requested a replacement as editor of the newsletter. At the May 13 Board of Directors meeting, Jerry Wilkins was appointed editor of the newsletter. Membership was 1,022.



1994-95. At the October 10 Fall Conference, Jerry Bishop was appointed to fill the remaining term of treasurer, which was vacated by George Porter on his election as Region II director. At the March 13 Annual Assembly, the Board of Directors was directed to petition the OEA Board of Directors to add an OEA Board position for NEA-R-OR to provide full representation for the retired group.

1995-96. At the January 10 Board of Directors meeting, a committee of Clarence Nelson, Tom Wiper, Jerry Wilkins and Jeanne Mackie was appointed to obtain a NEA-R-OR seat on the OEA Board of Directors. Clarence met with the OEA Board of Directors to acquaint them with the intent of the bylaws amendment. The April 27 meeting of OEA RA approved the bylaws amendment with an unanimous voice vote.

1996-97. Procedures for nominating and electing the director for the new OEA Board District 27 were approved at the August 14 OEA Board of Directors meeting. The position was for a one-year term and Shirley Gernhart was elected. A letter from Bob



Crumpton, executive secretary of OEA, caused much discussion. He expressed concerns that we were overspending our budget and lacked program development. Budget control has been difficult because all vouchers have been sent into OEA and no accurate statement has been available for the NEA-R-OR treasurer to track and advise the leadership of budget balances. Changes will be implemented to correct this problem. It is uncertain what printing and mailing costs are being charged to the NEA-R-OR account. Since annual dues are collected by OEA, the income from this source exceeds the budget for NEA-R-OR. Program development will require additional spending so the budget item will be expanded to meet this concern. Jerry Wilkins was appointed editor. Membership was 1,501.

1997-98. The Annual Assembly of NEA-R-OR reflected the continuing interests of the retired members in legislation, retirement and school funding. Edie Orner and Kate Baum were appointed to represent NEA-R-OR on the Oregon Health Action Campaign. Glenn Harrison reported on the legislative actions being proposed and probable impact on education and teachers. Shirley Gernhart is compiling a list of OEA Committee vacancies to determine if NEA-R-OR members can serve on committees. Clarence Nelson offered his resignation as a delegate to NEA RA for 1998. Nancy Lewis is leading NEA-R-OR in promoting the OEA Foundation. The OEA Foundation provides money to purchase needed items for public school children in Oregon through requests by members. OEA manages the Foundation at no cost to the fund. NEA-R-OR was host for the NEA-Retired Western Regional Conference. Membership of NEA-R-OR continues to grow. UniServ Consultant Barbara Cash was appointed as staff consultant.

1998-99.

1999-2000. At the January 13 Board meeting Jeanne Mackie reported there were now over 1,500 members. One stated concern of seniors is the unregulated rents in mobile home parks. A retired member in Klamath Falls reported that rents were being increased out of proportion to cost increases. NEA-R-OR was asked to join United Seniors in researching the subject and seeking a legislative answer to the problem, if appropriate. Tom Wiper was approved to represent NEA-R-OR on the PIE Board.

2000-01. At the May 18 Board meeting, Tom Wiper reported that the Eugene Education Association Retired was formed in April. This is the first local retired association formed as a unit of NEA-R-OR. Nancy Lewis moved that a committee be formed to write the history of NEA-R-OR. President Jerry Wilkins appointed Elma Baker, Bette Nelson, Clarence Nelson and Paul Boehner to the committee. Elma Baker was nominated as a candidate for NEA-R's Distinguished Service Award.

NEA-R-OR applied for grants from NEA and OEA to increase membership and membership involvement. NEA granted \$4,000 for year one and \$3,000 for year two. The OEA grant was for one year for \$2,300. Most of the objectives for the grants were completed by several committees over the two-year period; a logo was developed, membership brochures were revised and printed, newsletter stock was designed and

printed, involvement in "Read Across America" was expanded, members were surveyed about top senior issues, members were recruited to sit in on legislative recommendation interviews at the UniServ level, "seed" money provided for efforts to establish local chapters, a pre-retirement presentation for UniServ Councils/locals was developed, and the crowning achievement was establishment of lifetime state dues. Paul Zastrow became editor. NEA-R-OR started offering tours through a Salem tour agency. NEA-R-OR membership was 1,693.

2001-02. The budget, provided by OEA, increased from \$15,000 to \$17,000. Membership in January was 1,693, which translated to 40 delegates to OEA RA. As Barbara Cash retired, Pamela Wilson, Mid-Valley UniServ consultant, became the new staff consultant. The second local chapter of OEA-Retired was formed, the Salem Area Chapter of Retired Educators (SACRE). We received a local leader grant from OEA to assist in getting started. Lifetime dues for OEA-Retired was set at \$250. Jerry Wilkins was elected to the NEA Resolutions Committee. This new logo was adopted.



2002-03. Protocols were established for approving local chapters for NEA-R-OR and for relationship with UniServ Councils and UniServ staff. The budget increased from \$17,000 to \$19,000 and membership was 1,783. Ray Johnson became editor.

2003-04. The Retirement Committee established a pre-retirement program to present at UniServ Councils and local association meetings. NEA and OEA grants were received to purchase materials and provide training. Jerry Wilkins was reelected to the NEA Resolutions Committee. Ray Johnson was appointed chair of the OEA Congressional Advocacy Team. The budget increased to \$20,000 and membership was 1,941. Paul Kylo, MidValley UniServ consultant, became staff for OEA-Retired.

2004-05. SACRE received a grant to fund a mentoring program with education students at Western Oregon State University. Participation at the annual OEA RA increased to a record 50 retired delegates. The travel agency was switched to Collette. The name of the newsletter was changed to PrimeTimes, suggested by member Sherie Vandergaw, and an electronic version was produced along with the printed version. The budget remained at \$20,000 and membership increased to 2,070. NEA awarded a \$1,500 grant for Pre-Retirement activities.

2006-07. The OEA Board approved the Ruth E. Greiner Membership Award that "honors the contribution of a newer member or an experienced member who has worked hard to include early career educators at the local or state level." The NEA Board of Directors, to facilitate the transition from Active to Retired membership, approved a program that allows Active members to join before retiring, and when eligible, to automatically become NEA and state association Retired Life members.

2007-08.

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2008-09. At the Annual Assembly, the members voted to change the name of the organization from NEA-Retired-Oregon to OEA-Retired, with the direct connection and affiliation with OEA, NEA and NEA-Retired remaining unchanged. Consequently, a new logo was put into place. In the fall, the Portland Area Teachers-Retired local chapter was affiliated.



The beginning of the second decade of the 21<sup>st</sup> Century for OEA-Retired was noted for its continuing effort to update OEA-Retired's communications and "branding." In addition, continuing efforts were made to expand the membership program and to offer more opportunities for members to take part in scheduled events and activities around the state.

The Board of Directors directed the Communications Committee to rebrand the organization so that the logo and communications would reflect the "new" name. In addition, the Communications Committee was charged to develop additional messaging to encourage potential members to join our growing and increasingly active membership and program. A new logo was developed and "Stay Involved, Stay Invigorated, Stay in Touch" became the slogan for the group and was incorporated into messaging throughout communications. In addition, OEA-Retired webpages on OEA's newly designed website were likewise redesigned and a Google Group Listserv was set up to communicate internally among OEA-Retired Officers, Board Directors, and other leaders. Due to cutbacks at OEA and the need to reduce rising costs of mailing, MailChimp technology was engaged to electronically distribute the OEA-Retired newsletter, PrimeTimes, and other communications of significant importance to members who have email addresses.



A grant of \$3,721 was awarded by the NEA-Retired Grant Program "to create a more engaging and active organization that will attract new members, retain current members, and involve members in activities to promote public education, public schools and the welfare of active and retired OEA/NEA members."

OEA-Retired members felt it appropriate to establish a "home base" with a permanent space to store recognition awards, organizational documents and publications, AV equipment and to hold governance and membership meetings. With the encouragement and warm welcome from our active member affiliates and great staff in the Salem OEA UniServ Office, it became the official home base in fall of 2012.

Also during this period, a great effort was made to expand programs and activities.

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It was a consensus of the leadership and Board that additional efforts should be made to plan more regional events and activities for easier access by members in all corners of the state. The Region Directors and Board Directors from all three regions began developing expanded events/activities.

This year also saw a rebranding and revitalization of the Literacy Project to collect books to put “into the hands and homes of Oregon children.”

2009-10. Margaret Doherty, OEA-Retired member, was appointed an Oregon state representative (District 35) to complete an unexpired term. Membership count was 2,100.

2010-11. OEA-Retired handled the registration and information tables at the NEA Pacific Regional Leadership Conference in February in Portland. State Attorney General John Kroger spoke at the March Annual Assembly. Margaret Doherty was elected an Oregon state representative.

2011-12. First two-day Fall Conference held in Wilsonville.

2012-13. In May, the Oregon State Legislature passed and the governor signed a law that would reduce COLA benefits and eliminate the offset for out-of-state retirees that they receive for state taxes.

2013-14. The state Supreme Court overturned the 2013 legislative changes to the Public Employees Retirement System that would have rolled back the yearly COLA. NEA-Retired Vice President John Jensen and Oregon Attorney General Ellen Rosenblum, spoke at the March Annual Assembly. Marleen Wallingford became editor.

2014-15. Retirees celebrated their part in helping to gather signatures to qualify seven petitions for state ballot titles. The two-day Fall Conference was held at the Salem Convention Center with about 75 members in attendance. Professional Development Units were offered to members for the first time. Due to cost, it was decided to hold a two-day conference only every other year.

2015-16. A major emphasis was on state funding for education and the introduction of Initiative Petition 28 by a coalition—Our Oregon—of OEA and several other unions. We helped by organizing our members to gather signatures. The signature gathering was successful and the petition became Ballot Measure 97.

Several members volunteered to help local associations with their Engage project—

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holding a short one-on-one session with each local member and asking a limited number of questions. Online voting was used for the first time for our 2016 election. We also donated money to Umpqua Community College to assist victims of the campus shooting and successfully sponsored a New Business Item for OEA to establish a major award honoring a retired member for lifetime achievement to be awarded annually, beginning in 2017. Evan Wickersham, MidValley UniServ consultant, became staff for OEA-Retired.



2016-17. The Fall Conference was held at The Oregon Gardens. Attendance continued at 75 members. Our members worked very hard on promoting the passage of Measure 97 through rallies, talking to family, friends and neighbors, presenting at meetings, phone banking and knocking on doors. Unfortunately, the Measure lost.

Prompted by the 2016 NBI by OEA-Retired, OEA approved and established the OEA-Retired Lifetime Achievement Award to be granted annually at the OEA RA. The criteria for the award is: “This is an award recognizing an individual’s long term advocacy, commitment, and service to the Oregon Education Association and to the OEA-Retired. Active advocacy, commitment, and service over a lifetime will be the highest criteria to be considered. The individual’s elected service, although considered, will not be the prime factor in awarding this recognition. Honorees will have essentially reflected our adopted OEA-Retired words to live by--staying involved, staying invigorated, and staying in touch.”

Activities continue to improve in Region I and II with monthly events for members. Due to its geographic size, Region III is still struggling to develop regional activities. A Retirement Committee was reestablished and a Travel Committee was added. The Literacy Committee’s focus was changed to focus more on collecting new and used books, of which 10,000 have been collected, to distribute to students through teachers and community programs throughout the state as schools and local associations are doing a good job of promoting Read Across America. The OEA Foundation continues to be supported heavily by OEA-Retired. The Legislative Committee continues to organize a legislative Lobby Day for retired members in January/February. A Facebook

page was established. Organized by the Membership Committee, Polo and denim shirts were sold to Board members for the first time. A payment plan for lifetime membership in OEA-Retired was adopted for pre-retired and current annual members.

### 2017-18

The use of technology for communicating continued to be a focus, and Survey Monkey was added to our tool kit of Google group, Facebook page, Mailchimp and Simply Voting.

The Membership Committee worked overtime creating new membership forms to incorporate our revamped payment plan that allows members to make a lifetime payment in full, a one-year payment or a two-year payment for lifetime dues. Also tried was a rebate program that awarded \$50 to the first 50 retired individuals who joined. The goal was exceeded with 54 new members signing up. A lunch and further promotion at OEA RA resulted in 18 OEA members joining as pre-retired members. Members continued helping locals with the OEA Engage project.

### 2018-19

Our members participated in very large numbers in numerous rallies around the state during the entire year for increased funding for Oregon's public schools, including a statewide school walkout. And, then cheered with the eventual passage by the state legislature of the Student Success Act that added \$1 billion additional dollars to school funding.

We applied for and received a \$5,967.52 NEA Grant to help engage our members in union activism. The purpose of the grant was to increase our lifetime memberships as well as increase our local chapters. The grant actually worked and was used partially to give \$50 rebates to members who signed up for lifetime membership and encourage active members to sign up for both pre-retired and lifetime memberships. The OEA RA luncheon for prospective members was continued and we received additional support from Voya as well as California Casualty for the event.

Since 2009, the Literacy Project has put 15,672 books into the hands and homes of Oregon children and given as follows to:

- 170 individual sites (some more than once).
- 65 cities and towns in Oregon (and one in Washington).
- 27 of Oregon's 36 counties

With the rebranding by OEA that included a new logo and a revamped website, OEA-Retired likewise replaced its logo with the one on page 2. With the website change, OEA-Retired also was given charge of keeping it updated.

### 2019-20

In the middle of March, the COVID-19 pandemic forced the cancelation of several meetings—OEA-RA, and our Board, Executive Committee and other committees.

Consequently, our members got adept at replacing these with virtual meetings, generally on Zoom.

Through communicating with the NEA-Retired president and the NEA Today for NEA-Retired Members magazine about the lack of articles solely for retired members in the magazine, vast improvement was made from only one article in the July 2019 issue to 12 in the January 2020 one, including an article by member Susie Garrison.

To publicly honor the recipients of the OEA-Retired Lifetime Achievement Award, a plaque was approved for display in the Salem office.

### 2020-21

As COVID-19 continued to cause havoc with holding face-to-face meetings, virtual meetings were the go-to-action for both Board and committee meetings. Unfortunately, all of our sponsored travel tours were canceled.

The Board adopted a Statement on Racial Equity—see Statement on page 3—and then followed it up with the establishment of a Racial and Social Justice Task Force for implementation. The Statement was put on our webpage and included in several of our Handbooks. Also, it was distributed widely to other individuals and organizations that included OEA, other state and national associations and the Oregon State Department of Education.

Throughout the year, to celebrate the 35<sup>th</sup> year of the formation of OEA-Retired, events were held at each Board meeting and Annual Assembly that included the Board donating an initial \$35 to the OEA Foundation and encouraging all members to match the donation, and then followed that with \$35 to honor each of the past presidents, and also \$135 to the NEA-Retired Jack Kinnaman Scholarship Fund. The total monies raised for the Foundation to honor the 35<sup>th</sup> was \$1,010.

Even during the Pandemic, the Literacy Project was able to distribute children's books and finally reached its goal of giving out books to children in every county in Oregon. The current total of books distributed is 18,788 since 2009, including 209 books for our earliest readers and "listeners" from birth to PreK, this year's focus.

### 2021-22

The year started with virtual meetings for both Board and committees, but as COVID-19 began to wane, the Board switched to hybrid meetings. In accordance with NEA changes, our lifetime dues were reduced for ESP members from \$250 to \$175 while keeping the annual dues at \$25.

The Equity and Social Justice Task Force continued its trainings for the Board, and also started a book club. The Literacy Projects Committee reached a milestone of having collected and distributed nearly 22,000 books to children in the state and having an article on its work published in the NEA-Today Retired Magazine. Our sponsored travel

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tours resumed with members and guests going to Egypt in October, Christmas Markets along the Rhine in December and Burgundy Cruise in May.

*For a list of the numerous awards that OEA-Retired and its members have received, see Appendix A.*

*For a list of leadership, see Appendix B.*



## APPENDIX A

### Awards

#### **OEA-Retired Lifetime Achievement**

2017: Jeanne Mackie, Stephen Hillis

2018: Paul Zastrow

2019: Nancy Lewis

2021: Ray Johnson

2022: Ruth Greiner,  
Diane Hicks



#### **Robert G. Crumpton Organizational Excellence**

2004: Martin Bronstein

#### **Ed Elliott Human Rights**

2004: Carroll Noel

2005: Tom Wiper

2015: Ray Johnson

#### **Deanna Conner Community College**

2011: Aurora Cedillo

#### **Newsletter**

2002: OEA-Retired Newsletter, Editor Paul Zastrow.

2004: OEA-Retired PrimeTimes, Editor Ray Johnson; and SACRE Newsletter, Editor Alan Holland.

2006: OEA-Retired PrimeTimes, Editor Ray Johnson.

2009: OEA-Retired PrimeTimes, Editor Ray Johnson.

#### **Minority Representation at OEA RA**

2009-19, 22: Meeting requirements of 3-2B Minority Representation.

#### **OEA-PAC (formerly OEA-PIE)**

2005, 2006, 2014: Largest percentage increase in contributions—OEA-Retired.

2008, 2010, 2013: Most contributions per member—OEA-Retired.

2011, 2012, 2017-2022: Highest average contribution per member—OEA-Retired.

#### **NEA Fund**

1998: Largest percentage increase in contributions—OEA-Retired.

**Presidential Citation**

1998: Lorna Heilbronner

2004: Barbara Rose

2005: Alan Holland, Judy Nathe, Ray Johnson, Bruce Adams and Anne Jones

2006: Jerry Wilkins and Paul Zastrow

2007: Nancy Lewis and Jeanne Mackie

2009: Marty Bronstein, Terri Domenigoni, Loretta Gillespie, Kris Kain, Ann Nice, Jerry Wilkins and Kathie Wiper

2011: Pat Eder

2014: Pat Eder and Paul Zastrow

2015: Janet Jackson and Kathryn Warrior

2016: Jeanne Mackie, Pam Morris and Jerry Wilkins

2018: Friend of Education Award—Bob & Anne Jones

2019: Service Award—Ray Johnson; Friend of Education Award—Betty Tumlin  
(posthumously)

## APPENDIX B OEA-Retired Leadership

### 1986-87

- President Robert Van Houte
- Vice President Betty Drew
- Secretary Matilda Gilles
- Treasurer Doris Saunders
- Region I Director Toni Mudd
- Region II Director George Porter
- Region III Director Elma Baker
- At Large Director Paul Boehner, Rose Chess
- NEA Representative Assembly Delegate Robert Van Houte, Elma Baker

### 1987-88

- President Robert Van Houte
- Vice President Betty Drew
- Secretary Matilda Gilles
- Treasurer Doris Saunders
- Region I Director Toni Mudd
- Region II Director George Porter
- Region III Director Elma Baker
- At Large Director Paul Boehner, Rose Chess
- NEA RA Delegate Robert Van Houte, Elma Baker

### 1988-89

- President Robert Van Houte
- Vice President Betty Drew
- Secretary Matilda Gilles
- Treasurer Doris Saunders
- Region I Director Toni Mudd
- Region II Director George Porter
- Region III Director Elma Baker
- At Large Director Paul Boehner, Rose Chess
- NEA RA Delegate Robert Van Houte, Elma Baker

### 1989-90

- President Robert Van Houte

- Vice President Betty Drew
- Secretary Doris Saunders
- Treasurer Matilda Gilles
- Region I Director Toni Mudd
- Region II Director George Porter
- Region III Director Elma Baker
- At Large Director Paul Boehner, Rose Chess
- NEA RA Delegate Matilda Gilles

### 1990-91

- President Betty Drew
- Vice President George Porter
- Secretary Doris Saunders
- Treasurer Matilda Gilles
- Region I Director Toni Mudd
- Region II Director Robert Latham/ Edie Orner
- Region III Director Clarence Nelson
- At Large Director Paul Boehner, Rose Chess
- NEA RA Delegate Matilda Gilles
- \*OEA-PIE Director Rose Chess

### 1991-92

- President Betty Drew
- Vice President George Porter
- Secretary Doris Saunders
- Treasurer Matilda Gilles
- Region I Director Alice Pickard
- Region II Director Edie Orner
- Region III Director Clarence Nelson
- At Large Director Paul Boehner, Faralene Gaither
- NEA RA Delegate Matilda Gilles, Clarence Nelson
- OEA-PIE Director Rose Chess

### 1992-93

- President Betty Drew
- Vice President Alice Pickard
- Secretary Rose Chess/Clarence Nelson
- Treasurer Matilda Gilles
- Region I Director Faralene Gaither
- Region II Director Edie Orner

## A HISTORY OF OEA-RETIRED

- Region III Director Elma Baker
- At Large Director Paul Boehner, Merv Johnson
- NEA RA Delegate Betty Drew, Clarence Nelson
- OEA-PIE Director Rose Chess

### 1993-94

- President Clarence Nelson
- Vice President Alice Pickard
- Secretary Lorna Helbronnler
- Treasurer George Porter
- Region I Director Rose Chess
- Region II Director Edie Orner
- Region III Director Elma Baker
- At Large Director Paul Boehner, Merv Johnson
- NEA Representative Assembly Delegate Robert Van Houte, Elma Baker
- OEA-PIE Director Rose Chess

### 1994-95

- President Clarence Nelson
- Vice President Edie Orner
- Secretary Lorna Heilbronner
- Treasurer George Porter/Jerry Bishop
- Region I Director Rose Chess
- Region II Director George Porter
- Region III Director Carol Zimmerle
- At Large Director Paul Boehner, Merv Johnson
- NEA RA Delegate Robert Van Houte, Elma Baker
- OEA-PIE Director Rose Chess

### 1995-96

- President Clarence Nelson
- Vice President Edie Orner
- Secretary Lorna Heilbronner
- Treasurer Jerry Bishop
- Region I Director Jerry Wilkins
- Region II Director George Porter
- Region III Director Carol Zimmerle
- At Large Director Paul Boehner,

- Glenn Harrison
- NEA Representative Assembly Delegate Robert Van Houte, Elma Baker
- OEA-PIE Director Rose Chess

### 1996-97

- President Jeanne Mackie
- Vice President Jerry Wilkins
- Secretary Doris Saunders
- Treasurer Matilda Gilles
- Region I Director Toni Mudd
- Region II Director Lorna Heilbronner
- Region III Director Carol Zimmerle
- At Large Director Paul Boehner, Rose Chess
- \*OEA Board District #22 Shirley Gernhart
- NEA RA Delegate Clarence Nelson, Bonnie Thornberry
- OEA-PIE Director Rose Chess

### 1997-98

- President Jeanne Mackie
- Vice President Jerry Wilkins
- Secretary Ardeth Woods
- Treasurer Barbara Hodgson
- Region I Director Toni Mudd
- Region II Director Lorna Heilbronner
- Region III Director Carol Zimmerle
- At Large Director Paul Boehner, Glenn Harrison
- OEA Board District #22 Shirley Gernhart
- NEA RA Jeanne Mackie, Clarence Nelson, Bonnie Thornberry
- OEA-PIE Director Tom Wiper

### 1998-99

- President Jeanne Mackie
- Vice President Jerry Wilkins
- Secretary Doris Saunders
- Treasurer Matilda Gilles
- Region I Director Toni Mudd
- Region II Director Lorna Heilbronner
- Region III Director Carol Zimmerle

## A HISTORY OF OEA-RETIRED

- At Large Director Glenn Harrison, Carole Zimmerle
- OEA Board District #27 Shirley Gernhart
- NEA RA Delegate Jeanne Mackie, Jerry Wilkins
- OEA-PIE Director Rose Chess

### 1999-2000

- President Jeanne Mackie
- Vice President Jerry Wilkins
- Secretary Ardeth Woods
- Treasurer Barbara Hodgson
- Region I Director Toni Mudd
- Region II Director Phyllis Hulse
- Region III Director Bonnie Thornberry
- At Large Director Paul Bohner, Rose Chess
- OEA Board District #27 Shirley Gernhart
- NEA RA Delegate Jeanne Mackie, Jerry Wilkins
- OEA-PIE Director Tom Wiper

### 2000-01

- President Jerry Wilkins
- Vice President Paul Zastrow
- Secretary Nancy Lewis
- Treasurer Jeanne Mackie
- Region I Director Barbara Drageaux
- Region II Director Lorna Heilbroner
- Region III Director Carol Zimmerle
- At Large Director Paul Bohner, Rose Chess
- OEA Board District #27 Shirley Gernhart
- NEA RA Delegate Jeanne Mackie, Barbara Davidson
- OEA-PIE Director Tom Wiper

### 2001-02

- President Jerry Wilkins
- Vice President Paul Zastrow
- Secretary Nancy Lewis

- Treasurer Jeanne Mackie
- Region I Director Barbara Drageaux
- Region II Director Phyllis Hulse
- Region III Director Bonnie Thornberry
- At Large Director Greg Abbott, Margot Milius
- OEA Board District #27 Shirley Gernhart
- NEA RA Delegate Jeanne Mackie, Barbara Davidson
- OEA-PIE Director Tom Wiper

### 2002-03

- President Paul Zastrow
- Vice President Greg Abbott
- Secretary Nancy Lewis
- Treasurer Jeanne Mackie
- Region I Director Barbara Drageaux
- Region II Director Lorna Heilbroner
- Region III Director C Ann Jenson
- At Large Director Paul Bohner, Rose Chess
- OEA Board District #27 Shirley Gernhart
- NEA RA Delegate Jeanne Mackie, Barbara Davidson
- OEA-PIE Director Paul Zastrow

### 2003-04

- President Paul Zastrow
- Vice President Greg Abbott
- Secretary Nancy Lewis
- Treasurer Jeanne Mackie
- Region I Director Kathryn Warrior
- Region II Director Phyllis Hulse
- Region III Director C. Ann Jenson
- At Large Director Margot Milius, Jerry Wilkins
- OEA Board District #27 Jeanne Mackie
- NEA RA Delegate Shirley Gernhart, Jerry Wilkins
- OEA-PIE Director Paul Zastrow

## A HISTORY OF OEA-RETIRED

### 2004-05

- President Paul Zastrow
- Vice President Greg Abbott
- Secretary Kathryn Warrior
- Treasurer Deanna Conner
- Region I Director Nancy Lewis
- Region II Director Liz Reanier
- Region III Director June Buck
- At Large Director Barbara Davidson, Jerry Wilkins
- OEA Board District #27 Jeanne Mackie
- NEA RA Delegate Shirley Gernhart, Nancy Lewis
- OEA-PIE Director Paul Zastrow

### 2005-06

- President Paul Zastrow
- Vice President Greg Abbott
- Secretary Kathryn Warrior
- Treasurer Deanna Conner
- Region I Director Nancy Lewis
- Region II Director Liz Reanier
- Region III Director June Buck
- At Large Director Barbara Davidson, Jerry Wilkins
- OEA Board District #27 Jeanne Mackie
- NEA RA Delegate Shirley Gernhart, Nancy Lewis
- OEA-PIE Director Paul Zastrow

### 2006-07

- President Nancy Lewis
- Vice President Carolyn Vandiver
- Secretary Kathryn Warrior
- Treasurer Deanna Conner/Barbara Hodgson
- Region I Director Terri Domenigoni
- Region II Director Liz Reanier
- Region III Director June Buck
- At Large Director Barbara Davidson, Jerry Wilkins
- OEA Board District #27 Jeanne Mackie
- NEA RA Delegate Shirley Gernhart,

- Nancy Lewis
- OEA-PIE Director Paul Zastrow

### 2007-08

- President Nancy Lewis
- Vice President Carolyn Vandiver
- Secretary Kathryn Warrior
- Treasurer Jeanne Mackie
- Region I Director Terri Domenigoni
- Region II Director Marty Bronstein
- Region III Director June Buck
- At Large Director Barbara Davidson, Jerry Wilkins
- OEA Board District #27 Jeanne Mackie
- NEA RA Delegate Shirley Gernhart, Nancy Lewis, Steve Hillis
- OEA-PIE Director Paul Zastrow

### 2008-09

- President Nancy Lewis
- Vice President Marty Bronstein
- Secretary Chris Nelson
- Treasurer Jeanne Mackie
- Region I Director Terri Domenigoni
- Region II Director Susan Wilcoxon
- Region III Director Barbara Gornick
- At Large Director Greg Abbott, Jerry Wilkins
- OEA Board District #27 Paul Zastrow
- NEA RA Assembly Delegate Shirley Gernhart, Nancy Lewis, Steve Hillis
- OEA-PIE Director June Buck

### 2009-10

- President Nancy Lewis
- Vice President Marty Bronstein
- Secretary Chris Nelson
- Treasurer Jeanne Mackie
- Region I Director Terri Domenigoni
- Region II Director Susan Wilcoxon
- Region III Director Judy Richards
- At Large Director Greg Abbott, Jerry Wilkins
- OEA Board District #27 Paul

## A HISTORY OF OEA-RETIRED

- Zastrow
- NEA RA Delegate Shirley Gernhart, Nancy Lewis, Steve Hillis
- OEA-PIE Director June Buck

### 2010-11

- President Marty Bronstein
- Vice President Terri Domenigoni
- Secretary Chris Nelson
- Treasurer Jeanne Mackie
- Region I Director Bobbi Yambasu
- Region II Director Deb Wiskow
- Region III Director Barbara Davidson
- At Large Director Greg Abbott, Judy Richards
- OEA Board District #27 Paul Zastrow
- NEA RA Delegate Nancy Lewis, Steve Hillis, Kathryn Warrior
- OEA-PIE Director June Buck

### 2011-12

- President Marty Bronstein
- Vice President Terri Domenigoni
- Secretary Chris Nelson
- Treasurer Barbara Hodgson
- Region I Director Bobbi Yambasu
- Region II Director Deb Wiskow
- Region III Director Barbara Davidson
- At Large Director Greg Abbott, Judy Richards
- OEA Board District #27 Paul Zastrow
- NEA RA Delegate Nancy Lewis, Steve Hillis, Kathryn Warrior
- OEA-PIE Director June Buck

### 2012-13

- President Marty Bronstein
- Vice President Terri Domenigoni
- Secretary Chris Nelson
- Treasurer Barbara Hodgson
- Region I Director Bobbi Yambasu
- Region II Director Deb Wiskow
- Region III Director Barbara Davidson

- At Large Director Greg Abbott, Judy Richards
- OEA Board District #27 Deb Wiskow
- NEA RA Delegate Nancy Lewis, Marty Bronstein, Steve Hillis
- OEA-PIE Director June Buck

### 2013-14

- President Marty Bronstein
- Vice President Terri Domenigoni
- Secretary Paul Zastrow
- Treasurer Bobbi Yambasu
- Region I Director Greg Abbott
- Region II Director Deb Wiskow
- Region III Director Barbara Davidson
- At Large Director Nancy Lewis, Judy Richards
- OEA Board District #27 Paul Zastrow
- NEA RA Delegate Marty Bronstein, Steve Hillis, Deb Wiskow
- OEA-PIE Director June Buck

### 2014-15

- President Terri Domenigoni
- Vice President Judy Richards
- Secretary Paul Zastrow
- Treasurer Bobbi Yambasu
- Region I Director Peg Hewlett
- Region II Director Deb Wiskow
- Region III Director Barbara Davidson
- At Large Director Nancy Lewis, Eileen Wende
- OEA Board District #27 Deb Wiskow
- NEA RA Delegate Steve Hillis, Deb Wiskow, Eileen Wende
- OEA-PIE Director Betty Tumlin

### 2015-16

- President Terri Domenigoni
- Vice President Judy Richards
- Secretary Paul Zastrow
- Treasurer Bobbi Yambasu
- Region I Director Eileen Wende
- Region II Director Deb Wiskow

## A HISTORY OF OEA-RETIRED

- Region III Director Barbara Davidson
- At Large Director Nancy Lewis, Lanning Russell
- OEA Board District #27 Deb Wiskow
- NEA RA Delegate Deb Wiskow, Eileen Wende, Janis Eggert
- OEA-PIE Director Betty Tumlin

### 2016-17

- President Terri Domenigoni
- Vice President Judy Richards
- Secretary Paul Zastrow
- Treasurer Bobbi Yambasu
- Region I Director Eileen Wende
- Region II Director Deb Wiskow
- Region III Director Barbara Davidson
- At Large Director Nancy Lewis, Matt Falby
- OEA Board District #27 Deb Wiskow
- NEA RA Delegate Deb Wiskow, Eileen Wende, Janis Eggert
- OEA-PIE Director Betty Tumlin

### 2017-18

- President Terri Domenigoni
- Vice President Judy Richards
- Secretary Susie Garrison
- Treasurer Mavis Randklev
- Region I Director Eileen Wende
- Region II Director Stephanie Stockton
- Region III Director Ruth Greiner
- At Large Director Nancy Lewis, Paul Zastrow
- OEA Board District #27 Deb Wiskow
- NEA RA Delegate Deb Wiskow, Eileen Wende, Janis Eggert
- OEA-PIE Director Betty Tumlin

### 2018-19

- President Bobbi Yambasu
- Vice President Eileen Wende
- Secretary Susie Garrison

- Treasurer Mavis Randklev
- Region I Director Ray Johnson
- Region II Director Paul Schutz
- Region III Director Ruth Greiner
- At Large Director Nancy Lewis, Paul Zastrow
- OEA Board District #27 Deb Wiskow
- NEA RA Delegate Deb Wiskow, Eileen Wende, Janis Eggert
- OEA-PAC Director Paul Zastrow

### 2019-20

- President Bobbi Yambasu
- Vice President Eileen Wende
- Secretary Susie Garrison
- Treasurer Mavis Randklev
- Region I Director Ray Johnson
- Region II Director Paul Schutz
- Region III Director Ruth Greiner
- At Large Director Vickie Jackson, Paul Zastrow
- OEA Board District #27 Deb Wiskow
- NEA RA Delegate Deb Wiskow, Eileen Wende, Janis Eggert
- OEA-PAC Director Paul Zastrow

### 2020-21

- President Bobbi Yambasu
- Vice President Eileen Wende
- Secretary Susie Garrison
- Treasurer Mavis Randklev
- Region I Director Ray Johnson
- Region II Director Paul Schutz
- Region III Director Ruth Greiner
- At Large Director Vickie Jackson, Paul Zastrow
- OEA Board District #27 Judy Christensen
- NEA RA Delegate Eileen Wende, Janis Eggert, Janet Jackson
- OEA-PAC Director Paul Zastrow

### 2021-22

- President Bobbi Yambasu
- Vice President Eileen Wende
- Secretary Paul Zastrow



## A HISTORY OF OEA-RETIRED

- Treasurer Paul Fisher
- Region I Director Ray Johnson
- Region II Director Paul Schutz
- Region III Director Ruth Greiner
- At Large Director Vickie Jackson,  
Deb Wiskow
- OEA Board District #27 Judy  
Christensen
- NEA RA Delegate Janet Jackson,  
Judy Christensen, Deb Wiskow
- OEA-PAC Director Marleen  
Wallingford

*\*First year the position was established.*