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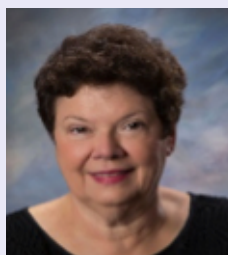
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COMMUNICATION



Over the past few months, several incidents have happened that caused me to spend some time reflecting on

our association. What caused these incidents? Does KEA-R have a clear understanding of its role in public education? How are we serving our members? Is there a common denominator among these issues? After pondering various possibilities, I have come to believe these incidents stemmed from our ability to communicate or the lack thereof.

As of August, I have been a KEA member for fifty years. Through those years we have had multiple committees, task forces, etc. that have tried to design a better KEA. Each group has talked about communication as the weakest link in our function chain. Over and over, we have tried to address the issue but the issue remains. Why are we not getting information out to members and maybe more importantly, why are members not getting information back to elected leaders?

In his book, Promises of Work, Matthew O'Neil offers five reasons why communications fail.

1. **Communications are overwhelming**---too many messages---too many channels. To address this, I will only communicate via three channels. You will receive 4 editions of our award-winning newsletter, KEA-Retired Today/Tomorrow. These should arrive the weeks of Sept. 13, Dec. 10, March 7, and May 6 and should contain both state and area content. Any action that will require immediate notification will be transmitted via Constant Contact/email. The KEA-Retired Facebook page will be utilized to share informational items on an as needed basis.
2. **Messages are inconsistent.** Every attempt will be made to keep all publications congruent. We must convey the same message no matter the format or the audience.
3. **Communication is unclear, inarticulate.** I am not a writer by trade but will attempt to use specific, precise language.
4. **Not enough listening or compromise.** Call me, send me a text, drop me an email. I will listen and attempt to understand your point. Let's have a conversation. If I am not available, leave me a voice mail, I will return your call. Send me an email. I will respond. Your thoughts and or questions are important.
5. **Lack of trust.** KEA-Retired tries to keep all actions clear and transparent, as do I. We never intend to go to the dark side with any of our actions. It is our intent to earn your trust.

Some say, the goal of communication is to express one's self to gain knowledge. My promises stated above tell how I will be expressing myself but I can not gain knowledge without help from you.

- Please read your KEA-Retired newsletter.
- Check your email frequently—at least every 2 or 3 days.
- If you have a Facebook page, friend the KEA-Retired page.
- Call, text, or email when you have a question.
- Send your correct contact information to Kathy Whitlock, Kathryn.Whitlock@kea.org if you have not already done so and send her updates when changes are made.

Author, John Joseph Powell says, "communication works for those who work on it."

Let's make our communication work. Join me in working on our ability to communicate.

Brenda

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3 DISTRICT NEWS
& NOTES

5 VIRTUAL GOVERNANCE

6 GPO WEP UPDATE

KEA-Retired Board of Directors

Vacant, First District

Vacant, First District

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cmarx860@aol.com

Arthur Max Second District
wildcat860@aol.com

Rhonda Wood, Third District
wood2020@yahoo.com

Jerri Moody, Third District
Jerri241@gmail.com

Vacant, Fourth District

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Vacant, Fourth District

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Elizabeth Lovett, UCEA
wasioato@bellsouth.net

Pat Bingham, UCEA
fsdir@hotmail.com

Juanita Spangler, UKREA
juanitaspangler1962@gmail.com

Actions of the KEA-Retired Board of Directors taken at the August 18th board meeting

- ✓ Received remarks from Gary Harbin, Executive Secretary, Teachers Retirement System of KY
- ✓ Recommended dues for retired ESP members remain the same as 2021-22
- ✓ Recommended the hiring of an outside firm to prepare quarterly financial reports and complete IRS form 990
- ✓ Approved a change to the KEA-R Bylaws to allow the KEA-R Board of Directors nomination form to be printed in the 2nd edition of KEA-R newsletter
- ✓ Approved the contents of the new member packet
- ✓ Approved the KEA-R 2021-22 budget as presented
- ✓ Approved Board meeting dates and newsletter article due dates
- ✓ Received copy of the 2021-22 NEA-R Organizing Grant



Your help is needed. KEA-Retired frequently uses the KEA election process to elect district officers, KEA-R board members, and our delegates to the KEA DA and the NEA RA.

In June, KEA adopted a new electronic election process. Before the election opens, Kathy Whitlock will create a file containing Last Name, First Name, membership ID #, and email address for all eligible voters. This file then goes to John Lynch who creates the voting opportunity. The member will receive an email from simplyvoting.com announcing his/her registration for the election, providing the link to the electronic ballot, his/her elector ID, and password as well as the ending date for the election.

To enable you to vote electronically, we must have a **valid email address** for you. These must be personal emails. None with the extension .edu or .gov will be accepted. School emails will not be recognized by the system. If you have not provided your personal email address, please go to www.kearetired.com and do so. There is a form on the landing page that will allow you to enter your personal email address. You may also send your personal email address to Kathy at Kathryn.Whitlock@kea.org.

A free, personal email account may be created at either www.gmail.com or www.yahoo.com should you desire to do so.

If you prefer to cast paper ballots rather than vote electronically, we will provide information to obtain a paper ballot for any election for which you are an eligible voter.

KEA-Retired District Presidents 2020-2021

First District – Donna Whitfield
donna.whitfield@gmail.com
(270) 759-4004 (c)

Second District – Joy Gray
Jgray16@roadrunner.com
(270) 684-4323
(270)570-1771 (c)

Third District – Vacant

Fourth District – Nancy Reed
themotownmama@yahoo.com
(270) 735-9298

Fifth District – Lisa Petrey-Kirk
lisakpk@gmail.com
(502) 680-0740

CENTRAL – Gayle Greer
gdgreer190@windstream.net
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EKEA – LuAnn Asbury
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UCEA – Patricia Bingham
fsdir@hotmail.com
(606) 337-5990

UKREA – Juanita Spangler
juanitaspangler1962@gmail.com
(606) 634-87671

Districts: News & Notes

FIRST DISTRICT KEA R NEWS – Planning meeting was held July 17th to prepare program of work for 2021-2022. Personal donations have been collected for Arletta Kennedy Scholarship Fund. Two \$500 Arletta Kennedy scholarships have been presented to Hastings Birdsong, who will be attending Murray State University and Chloe Glisson, who will be attending Western Kentucky University. First District was represented by Kathy Hobbs, alternate for Vicki Bordon and Charlotte Benton, alternate for Donna Whitefield at the KEA R Board of Directors meeting on August 18th.

Submitted by – Charlotte Benton, FD Treasurer

EKEA-Retired has elected new officers to serve a two-year term which began in June. Elected President was Merry Berry from Carter County. Other officers are Vice-President - LuAnn Asbury from Bracken County, Secretary - Mary Beth Armstrong from Rowan County and Beverly Martin, Treasurer from Floyd County. We also have three new folks to represent the district on the KEA-Retired Board of Directors. Those serving in this capacity are Becky Skaggs from Johnson County, Mary Beth Armstrong from Rowan County and LuAnn Asbury from Bracken County. The group will meet on August 23rd to begin setting goals and making plans to achieve them. They will also assist with the EKEA elections on October 1st and plan to have a meeting for all members then as well. The meeting will be held at Blue Licks State Park. Please join EKEA-Retired on Facebook. We will post KEA-Retired board notes, agendas for our EKEA-Retired meetings and let you know the goals for this year. This legislative session will be a tough one; we urge you to get to know your legislator. We need each of you to update your personal email address (you cannot use a school email address even if you are still active in the school system) and a text/ phone number. Would you please send this information to one of the three KEA-R board members? Becky's email is: mbjskaggs@hotmail.com; Mary Beth's email is: hamm14@windstream.net and LuAnn's email is: luasbury@outlook.com.

NKEA-Retired will have their first meeting of the new school year on September 14. We hope to meet in person and have our officers's elections. TRS insurance will give a virtual presentation about health insurance. Members have been busy helping put new teacher packets together, addressing KEPAC postcards, attending new teacher orientations and sponsoring luncheons. We have also been working on our congratulation letter to our new retirees. NKEA Retired is looking forward to re-connecting with our members after a long absence.

JCTA Retired - will hold their Annual Meeting October 26 from 10-2. It will be held at the Olmsted in Louisville. (3701 Frankfort Ave.) Lunch will be provided. There will be retirement information and other information of interest to our retired members. All JCTA Retired members are encouraged to attend! The JCTA Retired Steering Committee has new Officers: President: Royce Whitman, Vice President: Elizabeth Caples, Secretary: Marilyn Hazard. Other committee members are: Gail Devine, Diana Gautier, Violet Jones-Capps, and Senora Weathers. KEA- Retired Board of Directors are Royce Whitman, Elizabeth Caples, Joyce Childress Redd, and Dennis Wiseman. KEA- Retired Representative to the KEA Board of Directors is Dale Warren. Stay tuned for information on our annual Fall Outing, TBA. Please take time to update your current contact information by visiting www.jcta.org and click the JCTA Retired link. There will be plenty of other activities over the next year for you to participate in with other retired members; make sure we have your contact info and check the website often.

District News Continued on page 4

District News Continued from page 3

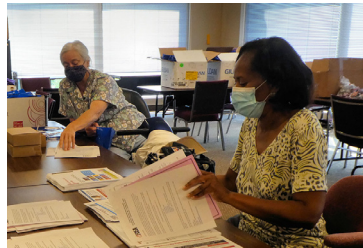
The Upper Cumberland Education Association-Retired held their Pre-Delegate Caucus on Tuesday March 16, 2021 at David's Steaks in Corbin. Lisa Petry-Kirk, Vice-President KEA-Retired brought greetings and presented an update for the virtual KEA-Retired and virtual KEA Delegate Assembly. Members issues that were addressed in the 2021 Legislative Session were discussed. **MARK YOUR CALENDARS:** UCEA-Retired Annual Fall Meeting will be held Tuesday October 12, 2021 Noon at David's Steaks in Corbin. **ALL MEMBERS ARE INVITED.** If you need an further information contact President Penny Robinson, Clay Co. pennymn@aol.com. OR Vice-President Pat Bingham, Bell County, fsdir@hotmail.com.

KEA-Retired-Central District elected Ann Caldwell, Karen Guffey and Janet Cartmell to the KEA-Retired Board of Directors in June. Our meeting dates for 2021-2022 are: Tuesday, September 14, 2021 at 5:00 p.m. with light dinner and welcome for new retirees; Tuesday, January 11, 2022 at 1:00 p.m. with pot luck lunch; and Tuesday, May 10, 2022 with lunch provided.

We were preparing information bags the last week in July for the Fayette County Education Association to distribute at the Fayette County Schools' new employee orientation meeting.

Thanks for your help!

Janet Cartmell, KEA-R-CD Secretary



Debbie Herdt and Diane Woods



Ann Caldwell, JoAnn Bright and Cheryl Starnes

KEA-R Activities



KEA-Retired Annual Meeting/Luncheon will be held the Wednesday afternoon prior to the Annual KEA Delegate Assembly at the same location. Many governance functions occur at this meeting: election of officers, amending our constitution, and adopting new business items. **All KEA-Retired members who attend the annual meeting are eligible to vote.** There is no charge to attend the meeting. The lunch is complimentary. Unfortunately, we are not able to provide travel expenses. More details will be provided in the KEA-R newsletter and on the KEA-R Facebook page. Please hold the date (**April 6, 2022**) and consider attending.

Want to learn more about political issues and how they impact your retirement? Interested in the functioning of the KY General Assembly? Have we got a deal for you---**KEA Days of Learning**. During these experiences members are invited to learn more about the educational issues being debated in the KY General Assembly and then meet with their legislators. **The Retiree Day of Learning is Thursday, Feb. 17, 2022.**



On July 7, 2021, the KEA-Retired family lost KEA-Retired past president, Lee Owen Mills. Lee was a native of Barbourville who received degrees from Eastern KY University and Cumberland University. He taught many Bullitt County students during his 28-year career. This highly respected education advocate aptly served his profession as president of the Bullitt County Education Association, president of the Fifth District Education Association, and a member of the Kentucky Education Association Board of Directors on multiple occasions. During his retirement, Lee served as the second president of KEA-Retired and as president of the University of Kentucky 101 Club. But he may have most enjoyed the time he spent with his beloved grandson, Logan. Lee is survived by his wife, Deborah Mills who is also a retired teacher-KEA-Retired member and his son Steve Mills (Lauren).

Virtual Governance

And, just how did you spend your summer vacation? Resting? Reading? Watching family members at the pool? Enjoying the outdoors? Gardening? Here is how seventeen of your fellow KEA-Retired members spent part of theirs.

NEA-Retired works within NEA to support public education and to advocate for issues affecting retirees. Governance decisions occur at the Annual Meeting. Our 17 delegates fired up their computers on June 23rd ready to make the decisions necessary to support this work. A new virtual platform made participation much easier than in the past but as with most things virtual, glitches sometimes occurred. The business of the association included raising over \$29,476 during the meeting for the NEA Fund for Children and Education to be used to support the election of persons friendly to public education. This helped push the amount of money raised during the 2020-21 association year to a new high-\$250,028.84. Walt Munsterman, Michigan, was named the 2021 NEA-Retired Distinguished Award recipient. To improve the functioning of KEA-R, governance documents were reviewed.

Jack Kinnaman Memorial Scholarships in the amount of \$2,500 each were presented to five deserving NEA Aspiring Educators. Jack passed while serving as Vice President of NEA-Retired during Jim Sproul's term as president. Contributions to the scholarship fund during the meeting totaled over \$4,256. An action of the KEA-Retired Board allowed KEA-R to make a \$500 contribution to support the giving of these scholarships. 36 scholarships totaling over \$65,000 have been awarded.

An important component of the Annual Meeting is selecting the officers who will manage the day-to-day functioning of the association. The virtual nature of the meeting demanded a secure ballot be mailed to each participating delegate. Given the slowness of surface mail, this process took about 3 weeks to complete. These ballots have been counted. Marilyn Warner-FL will be the secretary for the coming 3 years. Barbara Schram-MI and Anita Gibson-AL were re-elected to represent retirees on the NEA Board of Directors. Janet Kilgus-IL will serve as alternate to the NEA Board of Directors. Meg Gruber-VA and Janice Poirier-FL were elected to the NEA-R Executive Committee.

Early evening, June 24th, our delegates shut down their computers happy to have represented you and confident that they had made the decisions KEA-R members would have desired. They were ready to rest their eyes and overcome their zoom fatigue but the virtual NEA RA was on its way

On June 30th, KEA President Eddie Campbell called the first KY NEA RA Caucus to order. This was followed by 3 intense days of virtual meetings. The KY caucus re-elected Alan Young and Alvia Littleton to serve on the 2021-22 NEA Resolutions Committee. The caucus was able to discuss all the constitution/Bylaw amendments, the amendments to the legislative program, amendments to NEA policy statements, and the amendments to the NEA Resolutions. Sixty-five new business items were presented to the delegates. Some passed, some were referred to committee and others were defeated. Bylaw amendment 2 has an immediate impact on KEA as it reduces the continuous retired membership cost of active ESP members as they retire. Until this summer, retiring ESP members were charged the same NEA-R dues as retiring certified members. Bylaw 2 as amended reduces cost of ESP retiring dues to 60% of that paid by retiring certified members.

Delegates to the NEA RA heard presentations from President Joe Biden and First Lady Jill Biden, Education Secretary Miguel Cardona, Stacy Abrams, NEA President Becky Pringle, and NEA Executive Director Kim Anderson. Delegate Janet Jackson mentioned how proud she was to hear Stacy Abrams give a shout out to Kentucky for our bipartisan voting plan used during the 2020 general election.

A high point of any NEA RA occurs when the honored members of the year are introduced to the delegates. Juliana Urtubey, an instructional strategist from Las Vegas, is the 2021 National Teacher of the Year. She stressed the need for collaboration and resilience. The National ESP of the Year is Kimberly Scott-Hayden. She has worked tirelessly to help the 200,000 New Jersey NEA members build a better world for their students. A counselor was named the Higher Ed Educator of the Year. Julius Thomas, Rio Hondo (CA) College, works to show students the dedication, perseverance, and ambition he witnessed during his educational experience.

A disability rights activist, Judith Huemann, received the 2021 NEA Friend of Education Award. As a young student she was prohibited from attending public school and received only homebound instruction. The principal of her elementary school called her wheelchair a "fire hazard." This experience led Ms. Huemann to devote her life to advocating for the rights of individuals with disabilities, improving life for millions of marginalized children and adults.

Six members offered themselves as candidates for the NEA Executive Committee: Ronald "Duff" Martin-WI, Gladys Marquez-IL, Michael Wesley, Jr.-AL, Mark Airgood-CA, Tonia Kappner-CA, and our own Matthew Powell who did a great job presenting himself as a candidate and representing KEA. Gladys Marquez and Ronald "Duff" Martin were elected. Matthew is a great guy who values students and understands the importance of membership in NEA/KEA/and his local EA. Matthew Powell thanks for running for office. KEA-R is proud of you and your accomplishments.

The text and status of all amendments and NBIs may be found at www.ra.nea.org. The site will also allow you to view the videos of the various presenters.

As the gavel came down on July 3, our 17 delegates pushed back from their computers confident in the work they had done representing you. KEA-Retired offers a heartfelt thank to each of you:

Jim Sproul	Lisa Petrey-Kirk	Fred Tilsley	Joy Gray	Margaret Tilsley
Fred Hester	Patti Hester	Janet Jackson	June Tompkins	Charles Ludwig
Linda Wilson	Nancy Reed	Sondra Baker	Dale Warren	Charlotte Benton
Debbie Wooten	Brenda McGown			

Dear reader---if you are interested in running for KEA DA delegate or NEA RA delegate, please submit the form found in this newsletter. We hope the annual meetings will return to in person format but only time will tell. Everyone has expertise that could help our association.

GPO WEP UPDATE



H.R. 82, the Social Security Fairness Act would fully repeal the Government Pension Offset (GPO) and the Windfall Elimination Provision (WEP). The bill has 138 co-sponsors. It has been referred to the House Ways and Means Committee due to its estimated cost --- between \$80 and \$90 billion over ten years. The question has been raised about its hitching a ride with any of the COVID packages but this not likely. These packages were passed along party lines and are subject to the rules around reconciliation. Social Security is off limits in reconciliation. The short answer is getting it to the floor for a vote will be an uphill climb. That said, we can help by calling our Members of Congress. This is one of the few bipartisan bills currently in play. A WEP-only bill that Chairman Richie Neal has introduced, H.R. 2337, the Public Servants Protection and Fairness Act would start

to repeal the WEP penalty. This bill currently has 46 cosponsors. This legislation would give current retirees, on average, an additional \$150 per month. Future retirees would get on average, \$75 more per month in benefit. No one would get less than they are getting now. While NEA supports the bill, **our real push is to pass H.R. 82/S.1302 which would fully repeal both the GPO/WEP.**

Many, many thanks to KEA President Eddie Campbell for joining NEA President Becky Pringle and 11 other NEA state affiliate presidents in sharing the importance of this bill with Richard E. Neal, Chair, Committee on Ways and Means, US Host of Representatives. And to our representatives who have all signed on to the bill.

Here is the link to NEA's EdAction on the issue: <https://educationvotes.nea.org/issue/retirement-security/>

ACTION ALERT!

TRS WILL NO LONGER DEDUCT KEPAC CONTRIBUTIONS FROM YOUR TRS PENSION.

For the 2021-22 association year, KEPAC dues are \$30. You have two options for retaining your KEPAC contributor status, either pay electronically by logging into www.kepac.org or send Kathy Whitlock check for \$30 made out to KEPAC. Kathy's mailing address is KEA-Retired, 401 Capital Ave., Frankfort KY 40601.

If you are not currently a KEPAC member, please consider joining the effort to elect education friendly legislators.

Nominations for 2022 KEA-Retired delegates to KEA Delegate Assembly and NEA Representative Assembly

The KEA Delegate Assembly will be held April 7 – 9, 2022 at the Galt House in Louisville. KEA-Retired may have as many as 110 delegates to the assembly. (The exact number will be known when membership is verified on November 15, 2021).

If you wish to serve as a KEA-Retired delegate to the KEA DA, fill out the nomination form on the facing page and return it to Kathy Whitlock, KEA-Retired Associate Staff. Nominations must be postmarked no later than October 9, 2021.

KEA-Retired to the Delegate Assembly will receive up to \$300 plus mileage (currently 57.5 cents per mile). Receipts are needed for every expense occurred. Delegates must attend all sessions.

Nominations are also open for delegates to the NEA Representative Assembly. The NEA RA will be held in Denver, CO., July 2 – July 6, 2022. Delegates are also expected to attend the NEA-Retired Annual Meeting which will be held in Denver immediately prior to the NEA RA. KEA-Retired may have as may as 18 delegates to the NEA RA. (The KEA-Retired President is an automatic delegate).

If you wish to serve as a KEA-Retired delegate to the NEA RA, fill out the nomination form on the facing page and return it (postmarked no later than October 9, 2021) to Kathy Whitlock, KEA-Retired Associate Staff.

KEA-Retired delegates to the NEA RA will receive up to \$1,650 toward expenses for attending the NEA RA and up to \$700 toward expenses for attending the NEA-Retired Annual Meeting. Receipts are for all expenses occurred from the meetings. A written report is required with expense voucher.

Participants are expected to attend all sessions of the NEA-Retired Annual Meeting, all sessions of the NEA RA and any caucuses held by the Kentucky delegation.

KEA DELEGATE ASSEMBLY NOMINATION FORM

NAME _____ SS# (last 4 digits) _____

ADDRESS _____ Email address: _____

CITY, STATE, ZIP _____

PHONE _____ SIGNATURE OF CANDIDATE _____

My signature indicates that I understand and accept the stipend policy for KEA - Retired delegates to the KEA DA.

BIOGRAPHICAL INFORMATION (30-WORD LIMIT) _____

KEA-Retired Stipend Policy:
If elected, delegate's expenses will be reimbursed up to \$300 (plus mileage) in return for attendance at ALL delegates business sessions and retired caucus meetings.

Complete and return this form by October 1, 2021
KEA-Retired Delegate Elections
401 Capitol Avenue
Frankfort, Ky 40601

nea REPRESENTATIVE ASSEMBLY NOMINATION FORM

NAME _____

SS# (last 4 digits) _____ KEA-Retired District _____

ADDRESS _____ Email address: _____

CITY, STATE, ZIP _____

PHONE _____ SIGNATURE OF CANDIDATE _____

My signature indicates that I understand and accept the stipend policy for KEA - Retired delegates to the KEA DA.

BIOGRAPHICAL INFORMATION (30-WORD LIMIT) _____

KEA-Retired Stipend Policy:
If elected, delegate's expenses will be reimbursed up to \$1650.00 (plus mileage) in return for attendance at ALL delegates business sessions and Kentucky caucus meetings.

Complete and return this form by October 1, 2021
KEA-Retired Delegate Elections
401 Capitol Avenue
Frankfort, Ky 40601



KEA
401 Capitol Ave.
Frankfort, KY 40601

KEA-Retired
401 Capitol Ave.
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We're on the Web!
www.kea.org

*A Quarterly Publication for
members of KEA-Retired*



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KEA-Retired

TODAY/TOMORROW

Congratulations

NEA-R President Sarah Borgman recently announced her appointments to various NEA-Retired committees. Congratulations to the following KEA-R members:

- Lisa Petrey-Kirk**, Membership
- Elizabeth Caples**, PAC Fund raising
- LuAnn Asbury**, Communications
- Beth Lovett**, Legislative
- Patricia Bingham**, PAC Captain

We are thrilled that your abilities and expertise are being recognized and honored.

Board of Directors Meeting Dates

- August 18, 2021
- November 10, 2021
- February 17, 2021
- April 5, 2022
- June 15, 2022
- August 27, 2022

