

# UEA-R Primetime

Welcome to the **UEA-R Primetime** newsletter. We hope to keep our repurposed teachers informed on life, news, events, issues, and highlights that are of interest to our UEA-R members.

One of the most exciting things at this stage in life is finding so many rewarding and interesting activities to experience and participate in. We would love to use this newsletter as a means for all to share some of the wonderful things you have done and experienced as a retired educator.

We have need of additional editors, article writers, pertinent news, activities, human interest, and any other contributions to the newsletter. The more the merrier!!!! Please contact any member of our UEA-R Board and/or Tom Nedreberg, our UEA-R president, and Cathy Boyd, UEA-R Board member with your ideas and contributions.

Contact Info:

editor Cathy - [cathyboyd57@comcast.net](mailto:cathyboyd57@comcast.net)

co-editor Tom- [uea.r.tom@gmail.com](mailto:uea.r.tom@gmail.com)



## Getting to know Tom Nedreberg - UEA-R President

Tom Nedreberg  
UEA-R President



I just wanted to introduce myself since I was elected to be the President Elect of UEA-R. I retired after 43 years in education two years ago. I feel like am now starting on the final journey in my career as an education advocate.

I was born the oldest of eight children in Hornell, NY while my dad was a student at Alfred University, in Ceramic Engineering. It was a good career for him, but the family moved around quite a bit as he was transferred around the country by his company, Mosaic Tile. We lived in Zanesville, OH, where I started Kindergarten. I didn't finish because we moved after a couple of months to Jackson, MS. In 1959, there was no kindergarten in Mississippi so I didn't get back to school until the next year in first grade. I spent first through third grade at Span Elementary, the same school mentioned in the book, "The Help." It was a different time. Besides missing a lot of school because of measles and chicken pox, I was left-handed and stubborn. This drove my teacher crazy because I wouldn't write with my right hand. I also had dyslexia but nothing was known about that so I was labeled "slow". Spent a lot of time in the corner or in the hall instead of in my reading groups. I was blessed though, with parents who took an interest in their child, and they spent hours with me "playing" flash cards and reading hundreds of books to me.

I was also very lucky to have a great second grade teacher, Mrs. Carter, who took an interest in me, so while I wasn't a great reader, I didn't get years behind. My third grade teacher, Mrs. Thigpen, was very frustrated with my left handed penmanship. Again, I was relegated to the corner or after school sessions of writing on the board hundreds of times, "I will write neat."

We left Jackson at the end of my third grade year. It happened to be the day that Medgar Evers was shot in his front yard. In those days you could leave children in cars so, as my parents were paying their bills leaving town, they left us kids in the car. By then there were four of us, and they would leave the car radio playing. All we heard about was the "riots" on the other side of town which was pretty scary for an eight year old. All of this left a big impression on me which I didn't understand at the time but came to understand over the years when I learned about segregation and the Civil Rights Movement.

We then moved back to the Zanesville area, living in a rural area before moving into town a year later. We also moved to New Jersey for my 8th grade year but came back to Zanesville where I ended up graduating from High School. I then went to Ohio State, served an LDS Mission in Southern California, came back and graduated from Ohio State. I continued with my education and got a Masters Degree from New Mexico State. I got my first job in Mesa, AZ, in 1979 as a fourth grade teacher.

As sometimes happens when you are young, I got divorced after my first daughter was born. This changed the trajectory of my entire life. I remarried, moved to Utah, first teaching in the Garfield County School District in Ticaboo and then in the Tintic School District in Eureka. I taught sixth grade, but over time and after another Master's Degree from Brigham Young, I became a principal, Special Education Director, Title One Director and eventually Technology Director in Tintic. I even got my CDL and helped as a bus driver, driving on field trips, athletics events, and even substituting on the regular daily bus runs when needed. I was in Tintic for 32 years. Even though I had these administrative positions, because it was such a small district, I also taught half time and eventually ended up at Tintic High School, a 7-12 school. As an elementary certified teacher, I could teach any subject in grades 7-8. Over the years, I taught math, science, Utah History, Art, and Computer Tech.

In 2009, I "retired". Looking back it was my first practice retirement. I didn't really want to but at that time, districts were taking away district post retirement benefits like insurance or a portion of salary so I decided it was time to retire. It was horrible. I didn't like thinking of myself as something other than a teacher. The district I retired from still needed a technology director, so I was able to come back to the district half time to do that. This was before the change in the URS rules where you had to have a year separation before rehiring. For the next eight years, I worked as the technology director half time and was lucky enough to be elected to be the UEA vice president for six years working with President Sharon Gallagher-Fishbaugh. This was a tremendous opportunity to meet and work with great educators all over the state and advocate for strong public schools with them. In 2016, I retired for a second time from the Tintic School District and began to work for the High Desert UniServ, a part of UEA, as a UniServ Director, I worked with teachers in 10 districts in Central and Southeastern Utah. Again, this was a wonderful experience. I was able to meet and work with great teachers and administrators, advocating for teachers. I also worked with teacher leaders to make their schools better places to learn, which was very rewarding. I finally retired "for good" in 2022.

This brings me to being President of UEA-R. Being retired is great but after you've been to 49 of the 50 states and watched most of the movies on Netflix, it feels empty unless you find purpose. I have hobbies like photography and playing the guitar but working with retired teachers gives me purpose.

I look forward to working with the UEA-R board and hope that in the future that I can work to help you as a retired school employee and to continue advocating for strong public schools.

# “Reclaiming our Democracy”

## Caucus experience of Cathy Boyd

The 2024 election cycle is shaping up to be one of the most pivotal in memory. I find it disturbing to read polls that indicate 70-80 percent of voters are not happy with the party choices. It's very concerning.

Recently I attended a Book Event sponsored by the King's English Book Store. Sam Daley-Harris was featured speaking on transformational advocacy and his book, "Reclaiming our Democracy". He began his career as a music teacher. Over the years he became interested in advocating for organizations he believed in. His decades of experience with these causes taught Sam skills that helped him become an effective coach for citizens' advocacy groups and take democratic participation to the next level. Sam describes how we can make a difference if we learn to speak convincingly about issues and communicate directly with elected officials and their aides. We, ordinary citizens, do have a voice if we know how to use it effectively.

Inspired by his book, I decided to drum up the courage to express my concerns about our present political predicament at my local caucus. Typical precinct attendance averages 25 people. Amazingly, in March, we had 100 in attendance. 75% were people I didn't know. Interestingly no one volunteered when asked to speak on the candidates. Inspired by Sam, I decided to express my concerns so nervously raised my hand. When finished I was shocked to hear enthusiastic applause usher me back to my seat. Unknowingly, I discovered the issue that was the elephant in the room!

To my complete surprise I was nominated and won a delegate position for the upcoming convention. This development has given me the opportunity to attend "meet the candidates" events in person and have serious discussions about issues, particularly education.

I share this in hope all of you will feel inspired to advocate for our democracy as citizens and awaken to your power.



Photo AP News © 2024

# Retirement Legislation 2024

## HB 251 Post-retirement Reemployment Restrictions Amendments

This bill allows an employee to return to work after retiring under the following conditions.

1. Employee must sit out for at least 90 days.
2. Employee will agree to receive a retirement allowance (pension) this 20% less than the retiree is entitled to receive, while the employee is reemployed.
3. The employee does not receive any cost-of-living adjustments (COLA) during the period of reemployment on the retirement allowance.
4. The employer must pay the normal cost and the amortization rate for the rehired employee/retiree.
5. YOU CAN ONLY DO IT ONCE.

The option to sit out one full year and return to full employment without any penalty is still available.

Check this website for more legislative information

<https://myuea.org/resource-library/2024-uea-legislative-summary>

### UEA-R Board

<b>Executive Committee</b>	<b>LAC</b> Legislation Action Committee (*~Tom Nedreberg)	<b>RI&amp;C</b> Retirement Issues & Communication (*~Keith Tondro)	<b>O&amp;MC</b> Organizing & Membership Capacity (*~Susan Gilman-Hasenwinkel)	<b>R&amp;S.J</b> Racial & Social Justice (*~Tom Nedreberg)	<b>Social Committee</b> (Trudy Henderson*)
<b>*Tom Nedreberg (Pres)</b> , 2026 – Aug 30 ~ (All-State Pres) CIP	<b>*Jim Griffin</b> 2025–Woodland Peaks March 16	<b>Cathy Boyd</b> 2024 - Wasatch Feb 20	<b>*Sue Dickey</b> 2025-Granite Sept 24 (? Chair St George Chapter)	<b>Tamyra Williams+</b> 2024 - Eastern Feb 18	<b>TBD</b>
<b>*Susan Gilman-Hasenwinkel (VP)</b> 2026 – Color Country Oct 13 ~ (NEA-R Legislative)	<b>*Ryan Anderson</b> 2026 – High Desert April 14 ~NEA-R Pac	<b>Brian Ferguson</b> 2026 – Davis July 8	<b>Debbie Green</b> 2024 - Ogden-Weber Aug 6	<b>Trudy Henderson+</b> 2024 Feb16	<b>Elizabeth Carlin*</b> (Birthday Cards)
<b>*Keith Tondro (Sec/Tres)</b> 2024 May 29 ~ (Communications)	<b>Stu Bailey+</b> 2024 – High Desert Dec 29	<b>Need a Board member (2025)</b>	<b>Elizabeth Carlin</b> 2024 – Northern April 30	<b>Need a Board member (2025)</b>	
<b>*Trudy Henderson (UEA- Board)</b> 2024			Unassigned Uni-Serv Alpine, Jordan/Canyons		
UEA Support	<b>Karen Loveridge</b> March 24	<b>Jay Blain</b> (Staff liaison) Sept 29		<b>Brandon Baca</b> UEA-VP Nov 9	

# UEA-R Board Report

The yearly election was held and resulted with 3-year terms: Keith Tondro -Secretary/ Treasurer, Shawnie Thurgood, Elizabeth Carlin, and Richard Heath as board members. Cathy Boyd will fill a 2-year term and Debbie Green a 1-year term on the board. Even with the election we have 3 board positions to appoint to 1-year terms, then run for the remaining time for that position. Let our editors know if you are interested. As a board we continue to meet virtually and hope to soon move to hybrid meetings.

We have now established a 3-year term election cycle. During October or November Election applications are made available; the election is held in association with the UEA elections. The rotation will be: 2025: 4 board members and UEA-R director on the UEA Board of Directors, 2026: 3 board members and President and Vice President, 2027: 4 board members and Secretary/ Treasurer. All members of UEA-R can apply for any of these positions.

Through the work of the Documents committee: Brian Ferguson, Susan Gilman-Hasenwinkel, and Keith Tondro, the board has adopted by-laws for UEA-R. The rewrite was extensive enough to adopt them as new. With what is happening in the UEA House of Delegates and state legislation being proposed, work on the UEA-R Constitution has been postponed. The committee has produced a repository that the board has access to for policy and procedures.

Tom and Susan our President and Vice President, will represent UEA-R at NEA RA and retired meetings; Brian Ferguson will be the alternate. For the UEA House of Delegates, we endeavored to fill all seats; UEA-R has 21 seats to represent almost 2,000 UEA-R members, to the UEA House of Delegates. We were able to fill 17 of the seats. We invite all members to consider being a delegate for next year's House, which will be May 10, 2025. UEA-R and others pushed that we move away from April as this conflicts with local and state political conventions.

The new UEA Building is being completed and the open house and opening of the offices will take place in June or July. UEA-R board using their personal funds, purchased a commemorative brick to represent UEA-R for the new building. Appropriate language with the new UEA-R logo will be on the brick.

Tom was instrumental in obtaining a grant to help grow membership in UEA-R and will help either him or a board member to personally meet with each UniServ in the state.

UEA-R gave our support to oppose SJR 10. Concern was discussed about the wording. Lines 57 through 59 (subsection (5) (b) "provides a budgetary stabilization account; to support children and to support individuals with a disability[-]; and to support other state needs after the fulfillment of the requirements in Subsection (5)(b)". The board raised questions on what that really means to educational funding in the state of Utah? UEA-R asks that our membership watch the legislative process, especially the education board of each district and the state. We have watched other concerns with legislation that affects our Retired members. Many board members are also on NEA committees with concerns for retired educators.

Members of UEA-R have a limited invitation to UEA Summer Leadership. We will have a membership invitation table at this event. Is anyone interested in helping?

Plans are being made for the Annual Retired Meeting. This annual meeting had been postponed during COVID. We are now looking to have it possibly in the New UEA Building, and possibly being hybrid.

Tom, our president, continues to reach out to other educational organizations and bring the concerns of our retired members.

Provided by, Keith Tondro. UEA-R Sec/Tres.





Dear UEA members,

The Utah Education Association Board of Directors voted unanimously to oppose a proposed Utah Constitutional amendment (SJR 10). The amendment aims to open the state income tax fund currently dedicated to education, children, and individuals with disabilities to fund “other state needs” as defined by the legislature. It will be on the November 2024 ballot. Before this significant move, the UEA board voted to have a “no position.”

This decision was not taken lightly. The UEA Board of Directors believes the proposed amendment goes against our values and challenges what we stand for.

We know public school is where childhood happens. We believe that every child, regardless of race, background, who they are, or where they live, has the right to learn in a welcoming, safe, well-resourced public classroom that fosters a strong sense of belonging where their curiosity and creativity come alive.

We have yet to realize a fully funded public education system in Utah. The UEA has been protecting the promise of public education for over 150 years, and we don't intend to compromise our values now.

Alarming, during the past two legislative sessions, the legislature appropriated \$82 million to the newly established—but not yet started—private school voucher program. ***Imagine what this funding could do to meet the ever-increasing needs of our public school students and educators.***

Together, we stand firm in our commitment to public education. I will share more information with you as it becomes available.

In solidarity,

President Renée Pinkney  
Utah Education Association



Dear Retired Members,

We wanted to express our support as the UEA Executive Board for what our UEA President Renee Pinkney said in her letter about the UEA Board voting to oppose the Constitutional Amendment funding education allowing it to be used on other state needs. She gave many good reasons why the board made their decision. We would like to add our perspective as well.

As you know, public education in Utah is funded by the Weighted Pupil Unit, WPU. This allowed Utah to be the most fair and equitable state in the country in the distribution and use of educational funds. The WPU is financed by a state levied tax rate on all property across the entire state and then supplemented with the State Income Tax to provide the equality of funds for each district. With the exception of a couple of districts who can pay for their own schools with their share of the state levied tax, the rest of the districts rely on the Income Tax portion to make up the difference. This amounts to about 1/3 of the WPU used in the state being composed of the Income Tax. Some districts use more, others less but the Income Tax is an important component for our school finances.

Schools are financed by the WPU, which is set by the state, money from the federal government used for Special Education and Title One, and local levies used for local projects. School finances are complicated but the bottom line is the Income Tax is a significant portion of how schools are financed.

Knowing that, as retired teachers with our experience have seen over the years how for every time something was given to teachers, something was taken away. An increase in education spending would be proudly talked about as would a tax cut but it was never told how the tax cut was from fund that could have gone to education. There was a huge battle where the people expressed their displeasure for vouchers in a voter referendum only to have the referendum process gutted over the years and vouchers eventually installed with no recourse because of "new" referendum laws. Then, to add insult to injury, it was paired with a salary increase and made to seem like teachers wanted the salary increase and were willing to have vouchers to get it.

There are other examples but the bottom line is trust. Do we trust our single party super majority government to stop underfunding and attacking teachers? We don't.

UEA-Retired Board

## *The NEA and National Teachers Hall of Fame*

NEA recognized the class of 2024 inductees to the National Teachers Hall of Fame:

- Keith Ballard (Music educator in California for 29 years)
- Terry Kaldhusdal (Sixth grade educator in Wisconsin for 32 years)
- Shelly Moore Krajacic (English educator in Wisconsin for 23 years)
- Joel Truesdell (Retired Chemistry educator in Hawaii for 35 years)
- Keishia Thorpe (Assistant Principal in Maryland for 20 years)
- Jen Bramson (ESP of the year and Specialized Paraprofessional in Utah)

# News you can use!

**Required minimum distributions apply, but the rules are changing.** If you've retired, now you must take required minimum distributions from your 401(k) starting when you turn 73 (the age was 72 before this year), whether you need the money or not. If you're still working, your current plan could allow you to delay RMDs until after you retire, though they would still apply to any 401(k)s from former jobs. In ten years, the starting age for RMDs will increase to 75. Not withdrawing enough to meet the RMD leads to a steep tax penalty. RMDs apply to pre-tax traditional 401(k)s. But starting in 2024, the government will no longer require RMDs from Roth 401(k)s.

( April 2023 Kiplinger's Retirement Report)



Enjoy  
Spring  
in Utah!