

The Publication Dedicated to Retired Florida Educators & School Personnel



Volume 47, Issue 1
Spring 2021

FREA BULLETIN

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HAPPY DAYS

*Happy days are here again,
The skies above are clear again,
Let us sing a song of cheer again,
Happy days are here again...*

Convention 2021

Sunday, Monday, happy days...
Tuesday, Wednesday, happy days...
Thursday, Friday, happy days
Saturday, what a day,
Rockin' all week for you!

Are you sensing what our theme is here, for both the 2021 FREA Convention and this issue of the FREA Bulletin?

We have it filled not only with feel good, be happy, activities and events, but also with ways to do good and help yourselves and your future.

The Bulletin is filled with details about our upcoming fun and rollicking Convention, and contains some important information about what is going on in Tallahassee with your Pension. This is a critical time for FRS Pension-holders, and we are working hard to ensure the future of the Florida Retirement System. We need your voice to join us in this fight. (Details pages 4-5). We also have Foundation news: The 2021 Scholarship and Practicing Educator Grant winners were chosen in last weeks' Spring Trustees virtual meeting.



Anne M. Fagan
FREA Executive Director

At Convention we are hosting a dinner show that teaches you about the treasures in your home. You may even win a chance to bring a treasure, and have it professionally appraised ala Antiques Roadshow (Details pg. 11). We will conduct FREA business, give you interactive opportunities with experts in legislative concerns, pension news, and home caregiving, plus others. We have excellent

Continued Page 2

Happy Spring My Friends!

Spring is a season of looking forward. And Spring, 2021 is one-of-a-kind, as we anticipate relief from the restrictions and fears of the past year. I hope that this Spring season finds you healthy and optimistic.

Do you remember the Spring seasons during our education careers? For some Spring meant that we had passed and celebrated the 100th day of school and we were looking forward to the work of preparing the children to advance to the next grade. For others, Spring meant looking forward to stressful testing days and doing everything possible to provide our students with confidence.

As retired educators, Spring remains a busy season, still anticipating new activities, but activities of a different sort. I am asking FREA members to consider the following:

Spring is legislative season. PLEASE join other FREA members to stress our objections to SB 84. You can find information about this pension-threatening bill in this bulletin, on the FREA website, and through email and text messages that you will receive.

PLEASE take time to phone or email legislators. SB 84 is the most critical of several bills affecting the future of education in Florida. FREA will contact you throughout the legislative session concerning these bills. Every communication that you can make to a legislator is important.

...If your dues lapsed in 2020, we understand that an unusual year was had by all, but we need your voice more than ever. PLEASE renew now for 2021-2022.

Looking forward, **PLEASE save the dates for Convention 2021** in

Continued top of Page 2



Nancy Hosie
FREA President

Hosie: Continued
from Page 1



May, and for District Leadership Symposiums in October. Details and locations are being worked on, but the District dates are set and on the website on the Events page. I am so looking forward to non-virtual meetings!

PLEASE register for the convention before April 26th to avoid a late fee. Registration information is complete on the FREA website. If you are a Delegate, a Trustee, or a member of the Board of Directors DO NOT use the general registration form that appears in this bulletin. You will receive registration instructions once the office receives your name as a Delegate.

PLEASE continue to volunteer in your communities. And remember to report those hours to your unit's Volunteer Services chairperson.

PLEASE continue to reach out to unit members and to your friends and loved ones. If you need help, ask. If you can, help others.

Best wishes and I will be **pleased** to see you soon!

Nancy Hosie

Fagan - Happy Days Continued from Page 1

and ...informative speakers and breakouts. *And* our rollicking 50's-60's Event. We want you to come, hang with your old friends, make new friends, and *Be Happy!*

Hats off to you, an amazing group of people who use your expertise and compassion to ensure that others experience a life worth living - even through a pandemic. More than ever, your personal service is what our state needed this last year. And we honor you for your contributions. Now? Now it is time to celebrate. Time to rejoice, to know that the light at the end of the tunnel is not a train.

Just over a year ago, life was normal and we were all conducting business as usual. Today, our lives are finally coming off hold. Thanks to the miraculous speed of the development, disbursement, and efficacy of new vaccines, the world is stirring and stretching and waking up.

Concerned? Me too. As a daughter, sister, aunt, and great-aunt (8 times as of yesterday!), I'm as concerned for my family's safety and the new world in which they will live as a result of COVID-19, as you are. I'm anxious and I know you are too.

Our fears are real, but so is the need for human interaction. We are social animals. We like to gather, we like to communicate, we like to help. Most of all, FREA members, we like to help. Think of your careers. For decades each of you gave of yourselves in hundreds of ways. You chose your career out of many choices that pay far more, and you continue because giving of yourself is your way of life. As important to your identity as your name, or your next breath. You are givers, in the truest sense of the word. As the Volunteer Services hours come in, we are in awe of the different ways you have continued to give back. You are truly amazing.

Nonprofit organizations are formed to help others. FREA is no exception. We give retired school personnel a community, a place to feel at home, a place to be of service. We are an organization created to help others, rather than to help shareholders. The return on investment in FREA is in changing and improving lives. Is there a greater legacy than knowing someone's life is better because of you? I think not.

Please know you are in our prayers and we are available for you. We are developing relationships and resources that will make FREA healthier on the other side of the COVID-19 crisis. As uncomfortable and uncertain as the last year has

been, we are finding new strengths, creating new ways, and developing new skills that will help FREA be stronger and more vibrant than ever. Thank you so much to all of you who have stayed true to Ethel Percy Andrus' vision:

"To Serve, Not to Be Served"

HAPPY DAYS

FREA Convention May 25-27, 2021

DoubleTree Hilton Resort at SeaWorld, Orlando

"There is no exercise better
for the heart
than reaching down
and lifting people up."

—JOHN HOLMES





Harriett Jenkins
State Volunteer
Services Chair

Volunteer Services Update: Our primary objective is to encourage volunteerism and the reporting of volunteer hours by all unit members. Any **unpaid** services to **non-family** individuals, groups, or entire communities qualify for volunteer hours: virtual or non-virtual tutoring, phone tree calls, hospital service, personal help to the disabled or elderly, church-related work, civic committees, boards and affiliate organizations, conservation and environmental protection, Zoom Meetings, Conference Calls, or any service that improves the quality of life for individuals at any age level.

As educators we encourage projects that place an emphasis on **literacy**, when at all possible. Remember, any service you give that helps improve the reading, writing and math skills of students, whether children or adults, counts as Literacy. Next Bulletin we will highlight other ways of volunteering.

Thank you for tracking your volunteer hours each month. Your consistent reporting of volunteer services hours help ensure that FREA goals and objectives are achieved. Teamwork makes the dream work!

You know you are a Literacy Volunteer if:

- 👉 You tutor an adult or child(ren).
- 👉 You work in a media center, assist with book fairs, etc.
- 👉 You assist in a virtual or physical classroom.
- 👉 You serve on the board of a literacy council or coalition.
- 👉 You assist with testing programs.
- 👉 You write grants to assist with testing programs/literacy councils.
- 👉 You work in after school programs.
- 👉 You provide transportation for non-readers or tutors.
- 👉 You construct training materials or prepare refreshments for training sessions.
- 👉 You participate in fund raising projects for literacy.
- 👉 You purchase books for non-readers or readers who need to improve their reading skills.
- 👉 You are a Reading Buddy.
- 👉 You tell or read stories to children, adults, or residents of a Nursing Home.
- 👉 You teach Sunday School or Bible Study.
- 👉 You are a judge for an essay contest.
- 👉 You help students prepare for their GED, PSAT, SAT, ACT.
- 👉 You are a monitor in a Technology Lab.
- 👉 You are a mentor or in training to become one.



Left:

SLCREA unit President, Harry Belafonte Williams, presented a quantity of books to CA Moore Elementary School. Accepting on behalf of the school are Assistant Principal Ms. Kennedy and Principal Ms. Latricia Stubbs-James. The photo was taken by Assistant Principal Mr. Barriner. Special thanks to Ms. Nancy Spires for spearheading the book collection.

Below: The Tate High School Drama Cub virtually entertained the Escambia CREA at their meeting.



From left are Nassau County Retired Educators Association Volunteer Services chairwomen Elaine Rafter and Barbara Leech, Emma Love Hardee Elementary School's Lauren Wortham, who won the Nassau County Retired Educators Association Fifth Grade Essay Contest, Nassau County Retired Educators Association Treasurer Stephanie Manwell and Emma Love Hardee fifth-grade teacher Shannon Pazard.

Emma Love student wins essay contest

For the Nassau County unit of the Florida Retired Educators Association, presenting the Florida Retired Educators Association, presented Lauren a commemorative plaque, a blue ribbon, a certificate and a gift card. Reese Talbert, also from Emma Love Hardee, was the second-place winner, and Mackenzie Franklin from Callahan Intermediate earned third place.

Lauren's first-place essay, written about her positive experiences with her grandparents, will

now be entered into the District 5 Florida Retired Educators Association competition. Along with Nassau County, District 5 is comprised of Baker, Duval and Volusia counties.

The winner in District 5 will advance to the state of Florida essay contest. That winner will be announced at the Florida Retired Educators Association Convention in May in Orlando.

Submitted by Nassau County Retired Educators Association



Wortham

Help Us, Help You! You can download and share this Press Release from the FREA website, www.frea.org or call the office for copies. 727-577-6400.



NEWS

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727-577-6400 | info@frea.org

FLORIDIANS STRONGLY SUPPORT PENSIONS FOR PUBLIC SCHOOL TEACHERS

Public Support Comes as Lawmakers Consider Pension Legislation Would Eliminate Teacher Choice and Drive up Taxpayer Costs

ST. PETERSBURG, FL., March 18, 2021 – As Florida lawmakers consider legislation that would strip away pensions for teachers, a new state-wide survey finds that Floridians overwhelmingly support providing these retirement benefits for the state's education workforce. Eighty-seven percent of working-age Floridians agree that teachers in the state should continue to have a choice between a pension and a 401(k) account, and 82 percent say it is important to provide teachers with competitive retirement benefits to attract and retain teachers in Florida.

These findings are based on state-wide survey of working-age Floridians conducted by [Greenwald Research](#) to measure public sentiment on a broad range of retirement issues. The survey was commissioned by the [Florida Retired Educators Association \(FREA\)](#).

The Florida legislature is considering [legislation](#) that would end pensions for new state employees beginning in July 2022. Other states that have replaced pensions with 401(k)-style accounts have seen [taxpayer costs escalate](#) while weakening public employers' ability to [recruit and retain](#) experienced employees and undermining [retirement security](#).

"It is encouraging to see such overwhelming public support for the economic security of Florida teachers," said [Nancy Hosie](#), a retired St. Lucie County science teacher and president of FREA. "And, it's not surprising that 80 percent of Floridians agree any changes to teacher retirement benefits should not raise costs to Florida taxpayers."

"Unfortunately, the pension legislation under consideration, S.B. 84, flies in the face of public sentiment and fiscal responsibility. If enacted, the bill would end teacher pensions and likely cause taxpayer costs to skyrocket," Hosie explained. "Instead, Florida lawmakers are wise to carefully examine failed and costly [pension experiments in other states](#) and in [Palm Beach](#). The Florida Retirement System ([FRS](#)) has a long history as one of the [best managed](#) retirement systems in the country. Rather than enacting flawed legislation, we want to work with policymakers to ensure the retirement system is financially strong and provides a modest retirement benefit for Florida public employees who deliver essential taxpayer services."

The statewide poll of working-age Floridians finds:

- **There is overwhelming public support for teacher pensions in Florida.** Nearly all (87 percent) agree that Florida teachers should continue to have a choice between a pension and a 401(k) account. Three quarters (75 percent) agree that Florida teachers have a better chance at a secure retirement with a pension plan rather than a 401(k) account.

- **Floridians want fiscal responsibility when it comes to public employee benefits.** Eighty percent agree any changes to teacher retirement benefits should not raise costs to Florida taxpayers, while 73 percent say pensions are a [good deal](#) because Florida teachers and investment income cover most of the pension cost. Also, 82 percent agree Florida teachers should continue to have a pension because they help pay the costs.
- **Floridians say that teacher retirement benefit levels are about right (48 percent) or too low (36 percent).** The [average retirement benefit](#) for Florida teachers is about \$2,051 per month, with nearly three-fourths of the benefits paid by employee contributions (3.5 percent) and investment income (71.3 percent).
- **Fairness is important to Floridians.** Seventy-nine percent say it's unfair that the state has diverted money from the pension fund to balance the state's budget. Meanwhile, 76 percent agree it would be unfair to offer pensions to some Florida public employees, like police officers and firefighters in, but not to teachers.
- **Floridians see the workforce value of pensions.** Eighty-two percent agree that offering competitive retirement benefits with a pension is important for maintaining good schools because it helps attract and retain good teachers in Florida. Seventy-nine percent agree that pensions help incentivize long teaching careers, which benefits children, schools, and communities. Also, 71 percent agree that Florida teachers should have a pension to compensate for their pay.

The recent FRS funding shortfalls largely can be attributed to Florida lawmakers diverting their required pension contributions to Florida's General Fund in 2007. Legislators used state employees' retirement savings to balance Florida's budget to the detriment of the FRS pension funding. This money still has not been fully returned to the educator's retirement plan, and now legislators have introduced legislation that would make managing the pension fund more difficult, raise taxpayer costs, undermine teachers' retirement, and hurt the state's ability to recruit and retain teachers.

Conducted by Greenwald Research on behalf of the National Institute on Retirement Security and FREA, information for this study was collected from online interviews between December 4–10, 2020 and February 23–25, 2021. The final data were weighted by age, gender, and income to reflect the demographics of Floridians aged 25 and older. The sample was selected using Dynata, an online sample provider.

The Florida Retired Educators Association is a not-for-profit, non-partisan organization established in 1954 to serve the economic, social, and professional needs of Florida's retired education professionals. FREA is part of the National Retired Teachers Association and represents the interests of more than 9,000 retired educators in 45 local units across the state. FREA members are actively engaged in serving their local communities and supporting past, future, and active educators. More information is available at www.frea.org.

The National Institute on Retirement Security is a non-profit, non-partisan organization established to contribute to informed policymaking by fostering a deep understanding of the value of retirement security to employees, employers and the economy as a whole. Located in Washington, D.C., NIRS membership includes financial services firms, employee benefit plans, trade associations, and other retirement service providers. More information is available at www.nirsonline.org. Follow NIRS on Twitter [@NIRSONline](https://twitter.com/NIRSONline).

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Password Protection 101

Cecelia Solomon,
FREA Information Services Chair

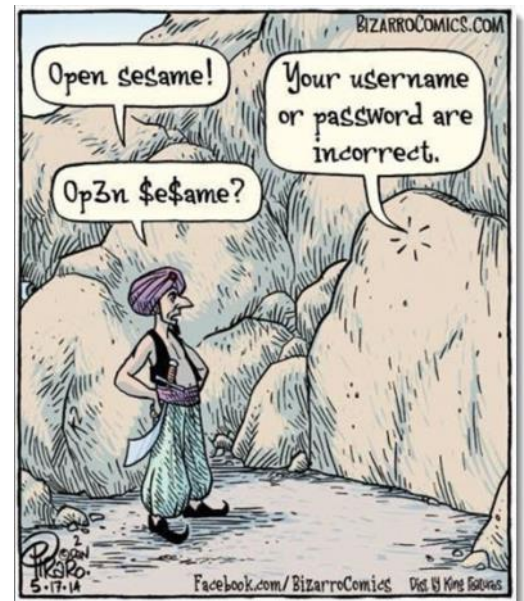
There are many issues about safety for us to consider every day: locking the house, turning off the oven, falling, etc., etc., etc. One that usually isn't in our Top Ten list is Password Safety. There was an article in the October 2020 *AARP Bulletin* by Kris Herndon and Jenna Gyimesi titled "Stop the Password Madness". The writers had good tips for all of us, such as upgrade weak passwords and different passwords for every account, which, we admit, can be really annoying. Their last suggestion was a handwritten list. My husband and I each have a handwritten list/file, and I wondered if FREA members were keeping a password list or file, so I asked members around the state. Thank you to the many that answered, and

here are their tips and suggestions. (Words in **BOLD** were mentioned more than once.)

- ...keep most usernames and passwords in a **Rolodex** near my computer.
- ...have Norton 360 with LifeLock which tells me if any passwords have been compromised and I also save many passwords in my computer for convenience.
- ...also save my most used passwords in the **Notes section of my iPhone** so I can get to them if I need to while away from my laptop (Gmail, Apple ID, etc.). It's really getting long!!
- ...try to stick with **passwords that mean only something to me**. I do not use my birth date or part of my address.
- ...keep my passwords in a **small address book** in my computer desk. Not really safe, but hubby can find it.
- ...have an **Apple computer that tracks passwords**. I have used that as a single source until recently. My mouse died and I could not use the computer. Thus, the computer was useless. I could have gotten into my accounts from other avenues but, oops, my passwords were not available. At that time, I started keeping an old-fashioned **written record** of passwords.
- ...use a very elaborate, highly secured **spreadsheet** kept constantly updated with all individualized passwords and a variety of usernames.
- ... stored in my iPad.
- ...**handwritten on index cards** and kept alphabetically by company or site in an index card box.

Finally, planning for the future, something we all should consider:

Have you thought about the time that a family member will have to take care of your interests when you are not able? A written record will be the easiest for them to find how to get into any records.



FREA MARCH 2021 Membership Moment

Our Units are all working hard to Recruit/Retain/Reclaim members under very trying circumstances and we applaud their efforts. Each unit is doing what works best for them and their community. FREA membership is increasing with the added help of our benefits partners at the state level. Our total STATE membership is 9,207 and we have 3,434 local unit members.

FREA is a unified organization and all local members should be state members. FREA Benefits are only available to STATE members. You can see that we have many state members who may not be aware that your unit is a "FUN & HAPPENING" option. We hope that as you plan for 2021-2022, you consider asking the FREA Office for contact information on our Member's-at-Large.

Thank you for all you do to support your units, community and FREA/FREF.

Stay safe and well and thank you for all you do for FREA!



Jody Scruggs
FREA State Membership
Chair

Deadline May 1st.
Extravaganza Tickets
Get 'Em While They're



Could you use some extra cash? For just \$10, you earn two chances to win the following cash prizes:

\$500 - 1st Prize

\$300—2nd Prize

\$200—3rd Prize

\$100 Cash Prize to a winner in each

FREA District

Between now and the end of April, you can buy tickets through your local Units.

Tickets cannot be purchased at Convention.

Contact your local Unit FREF Chair Today!

(Funds go to support the work of the Florida Retired Educators Foundation)

FREF Scholarships and Marie Grein Practicing Educator Grants Awarded for 2021

A Thank You from an FREF Scholarship Graduate

In 2017, Rachel Dugas, of Escambia County, received her first FREF Scholarship check. 4 years later she is now a graduate and teaching in Florida. We received the below note and a check for \$100 for FREF. Below is the article that was sent to us when Rachel was awarded her initial scholarship. Congratulations Rachel, you made it!

Congratulations to 2 Practicing Educators

for winning the Marie Grein Practicing Educators Grant. Each educator received a \$1,000 Grant for their projects.

Grant A - Science and Technology - Middle School For Project Hydration to buy a school drinking fountain water filter and bottle filler.

Grant B - Arts and Humanities - 6th Grade Create book using Standards of Conventional English and integrating information using clear reasoning arguments to support claims on subject.

FREF Scholarship Winners

Congratulations to 11 graduating seniors from around the state of Florida. Even in the on again, off again, world of virtual education, they were able to excel and qualify for FREF Scholarships. Thank you to those FREF Chairs who did the work necessary to make their dream a reality!

NEWS/COMMUNITY

SCHOOL BRIEFS

UWF enrollee wins FREF scholarship

Tate High School graduate Rachel Dugas received a \$1,000 check from the Escambia Retired Educators Association as its winner of the Florida Retired Educators Association Scholarship for Future Teachers. The presentation was made by Linda Telatovich, chairwoman of the FREF Scholarship, last week at a luncheon. Dugas also received \$500 as a recipient of the same scholarship from the Florida Retired Educators Foundation. Dugas will begin her studies in education at the University of West Florida in Pensacola in the fall.

McArthur Elementary School student Grace Williams won the annual Fifth Grade Essay Contest. Williams received a \$50 check from Ruth Sneed, literacy co-chair, on behalf of the Escambia Retired Educators Association. Her essay has been entered in the district contest.



SPECIAL TO THE NEWS JOURNAL
 Scholarship winner Rachel Dugas, Escambia County Superintendent of Schools Malcolm Thomas, and Grace Williams, fifth grade essay contest winner, are pictured at the May 19 Escambia Retired Educators Association annual Celebration Luncheon where the two students were recognized for their achievements.

| Scholarship Name | Name | District | FREA Unit |
|-----------------------|--------------|----------|--------------------|
| Bay County REA | Aubrie M. | 1 | Bay |
| McPherson Memorial | Mia S. | 1 | Bay |
| Armbruster | Trinity G. | 7 | Charlotte |
| Phyllis Payne | Gabrielle N. | 2 | Franklin/Gulf |
| American Pioneer Life | Heather B. | 6 | Hernando |
| Armbruster | Madison C. | 9 | Highlands |
| Michaels | Jacob S. | 8 | Lake |
| Aileen Chapman II | Riley K. | 8 | Orange |
| Gwen Vaughn Roberts | Spencer S. | 10 | Palm Beach |
| Eugene Lutke | Logan K. | 7 | Sarasota |
| Vincent Jones | Zoie S. | 3 | Suwannee/Lafayette |

FREA,

\$100 donation

I would like to thank you. Without your help, I wouldn't have been able to graduate debt free. At the beginning of the 2020-21 school year, I accepted my first teaching job teaching 7th grade ELA and intensive reading. Thank you for everything you have done. I greatly appreciate it.

-Rachel Dugas

Meet The Nominees

District 10 Director Nominee Dr. George Ellis: I am the past President of the Miami Dade County Retired Educators Association and I am currently the Chairman of the District 10 Legislative Team. Our Legislative Team from across the state focuses on the FREA Legislative Priorities of safeguarding FRS benefits and education in Florida. The team has done outstanding work providing important information to units and organizing members to contact legislators about our priorities.



Over my career, I have worked as an Elementary School Teacher and a Middle School Assistant Principal in Alachua County, and later in Miami Dade County as a Middle School Assistant Principal, and a Middle School Principal and Senior High School Principal. I also have worked as a Charter K-8 Principal in Chandler Arizona, and in Miami Dade County as a Charter High School Principal rounding out my forty-five-year career.

Being an active member of the Miami Dade County Retired Educators Association has been a very positive experience. Our work has focused on building membership, developing partners in the community, sponsoring state and local scholarships for future educators, and seeking to keep members connected and energized. It would be my pleasure to assist units in District 10 to reach their goals as well.

District 9 Trustee Nominee Harriett Jenkins: Harriett Olivia Jenkins is a native Floridian, born in Jacksonville and raised in Ft. Pierce, Florida. From humble beginnings, Harriett was raised by Godly parents, the late Reverend Jessie Snelling and Mrs. Bernice Snelling, Fort Pierce. She is an alumnus of the 1975 Fort Pierce CHS Mighty Cobras. She received her BS in Business Administration from Barry University, Miami, and Masters' in Educational Leadership from Nova Southeastern University, Fort Lauderdale.



For over 32 years, she served the youth of St. Lucie County as a Teacher of Elementary Education, Consultative Specialist, Assistant Principal and K – 8 School Principal. Throughout her career, Harriett Jenkins has been recognized as Teacher of the Year, St. Lucie County Teacher of the Year Zone Finalist, Ida Baker Distinguished Minority Educator of the Year, St. Lucie County Distinguished Minority of the Year County Zone Finalist and National Philanthropy Day Honoree. She is a proud member of Zeta Phi Beta Sorority Inc., Omega Omicron Zeta Chapter holding numerous State and National Zeta certifications; and was recently selected as a Zeta 100 honoree. Harriett is a member of FREA and is honored to serve as State Volunteer

Services Chairperson working diligently in her local, St. Lucie CREA. Harriett is a committed Christian serving faithfully in numerous positions locally at Greater Mt. Pleasant P.B. Church and regionally at East FL District P. B. Association.

She is the devoted wife of Deacon Elvin Glen Jenkins and blessed mother of five beautiful children; Tramayne, Tanisha, Elvin II, Robert and Portia and seven gorgeous grandchildren; Tramayne II, Destiny, Serenity, Genesis, Darnal Jr., Bryce and Rhyann.

District 6 Trustee Robert Stephens (2nd Term) Bob graduated from the University of Florida/Education Physique et Sportive and has taught American history. He was also the head coach football for 20 years, softball: 13 years, and track: 14 years. Bob's positions at retirement were as Interim Assistant Principal and Athletic Director. He served as the N Pinellas CREA Vice President 2012-2014, President 2014 to present. He is the current District 6 Legislative Chair and has served 3 years as the District 6 FREF Trustee. From Bob: "I enjoy travelling and enjoy participating in softball and the 'Senior Games'. I follow Gators Football and the Tampa Bay Rays. My wife Valeria and I have 3 children and 5 grandchildren that keep us busy." Editors note: Bob and Valeria also are an invaluable help whenever the FREA State office is overwhelmed. They show up with big smiles and ready hands and are always there when we need them. Our thanks to you both!



District 8 Trustee Debra Dykes-Kornhaus: I am married with 2 adult children. As a proud FREA member, I have truly enjoyed attending the FREA Annual Conventions during the last four years. Greetings, meetings, and sharing fellowship with the multitude of FREA members delivered rewarding experiences! This made me feel well received in FREA and I continue to encourage others to support FREA And FREF. Other rewarding experiences have occurred as I contacted community leaders, over the past ten years, and we worked collaboratively on issues in education. As a member of several organizations that promote Scholarships, I share the scholarship passion. Therefore, it is my belief that scholarships are the most important opportunity for retirees to work for and help build the future. I retired from Orange County Public Schools. Graduated Barry University (Miami Shores,) with a Bachelor of Science, Reading Endorsement K-12. I taught Elementary, Middle, and High School Reading K-12, ESOL Language Arts, Professional Development, Facilitator. When I retired I was teaching High School ESOL Reading & Language Arts and Professional Development. I was the OCREA Recording Secretary for 2020-2022, Information Services Chair; assisted FREF fund-raising Activities for two years. I served 2020-2021 as the interim District 8 Trustee.



Karls Brogdon - District 7 FREF Trustee/Chair Nominee 2nd Term

During my years at Manatee Junior College (now SCF) I served as a member of the Florida Association of Community Colleges (FACC). I served as foundation officer for three years as a member of Phi Delta Kappa (PDK). It was my job to disseminate scholarship information to all high schools in Manatee and Sarasota Counties and to form a committee to select our scholarship winners. Served as test coordinator and data coach for four years while a guidance counselor. Duties consisted of holding class meetings, collecting t-shirt and hoodie designs & ordering and delivering those shirts, keeping money records. In charge of the graduation ceremony and everything that goes along with that. Served on Manatee CREA Scholarship Committee and have served 1 term as FREF District 7 Trustee and FREF Chair.



Additional Convention Information or Online Registration available on the FREA website

www.FREA.org/convention

Or we can mail Registration Form to you. Contact the office: 727-577-6400

(Delegates or FREA Officers/FREB Trustees, please do NOT use this form. Contact the Office info@frea.org or 727-577-6400)

General Attendee Registration Form—FREA Convention 2021

Tuesday May 25 to Thursday May 27—The Doubletree Hilton at SeaWorld, Orlando

All FREA members, friends, and family are welcome to attend the Convention

Avoid the \$50.00 Late Fee—Return postmarked BEFORE April 26, 2021

| | |
|---|---------------------------------------|
| Name: | Phone: |
| | E-Mail: |
| Unit Name /Office held | 1 st time attendee? Yes No |
| Address | |
| City | State Zip |
| EMERGENCY CONTACT: Name: | Phone: - - - - |
| Others in room: Full Name, Unit, Title, if officer (use separate paper if necessary): | |

- Each ROOM needs a separate Registration Form. If you are sharing a room, please send all money in at one time. No separate payments please and...Please make sure 'Others in room' section is completed.
- 4 P.M. is check-in: Hotel may not have room available until after 4 PM
- Early check-out Fee: The hotel will impose an early check-out fee of \$109.00 if a guest checks out prior to original check-out date. Guest is responsible for payment.
- Cancellation: Reservation must be cancelled with FREA Office before May 15, 2020 or Attendee is responsible for charges
- NO Meal/Event Tickets will be sold at Convention, or after May 10, 2021

Please read carefully and return form, with full payment, to:
FREA Office - 8950 9th St N, Ste 105, Saint Petersburg, FL 33702

| | | |
|---|---|--|
| Handicap? Yes or No | King Bed | Double Beds |
| Special Requests/Handicap Room - Please Specify all needs: | | |
| Arrival Date: May 2021 - Day ~ | Departure Date: May 2021 Day: | |
| \$109.00 Special Room Rate applies 3 days before and 3 days after Convention Must reserve through FREA | | |
| Registration: PAID BY ALL attendees – non-refundable (This covers name tags, meeting materials, complimentary Convention Tote Bags, giveaways and more.) | \$50.00 | x # of people = \$ |
| Late Fee (If registration is postmarked after April 26, 2020) | \$50.00 | x # of people = \$ |
| Hotel Room | \$109.00 | x _____ more nights = |
| Tues | Dinner: Italian Buffet - Plus "What's it Worth" An interactive show where 20 attendees get their heirlooms or found treasures appraised by Michael Ivankovich, licensed, nationwide appraiser. <i>Details 2nd page.</i> | \$55. x _____ = |
| Wed | Lunch: Mexican Buffet | \$25. x _____ = |
| Wed | Dinner: Island Buffet - Plus The Happy Days Revue with Costume Contest, and Professional Live Entertainment and Dancing | \$55. x _____ = |
| Save some money and Bundle: All 3 Meals for \$125.00. That is a \$10.00 savings! | | \$125. x _____ = |
| Note: Buffet choices are served by hotel personnel who strictly adhere to CDC guidelines (gloves, masks, enhanced sneeze guards, etc.) The plates are never touched by anyone but staff. Attendees will make selections and be served. | | Total |
| Pay by Check- or Credit Card | Mail to: FREA, 8950 9th St N, Ste 105, St Petersburg, FL 33702 | TOTAL Amount Authorized or Enclosed \$ |
| •Register Online with credit card, or •Enter card info at right. •If you call the Office with credit card, please send a completed registration form to Office before calling. | <input type="checkbox"/> Visa <input type="checkbox"/> Mastercard <input type="checkbox"/> Discover <input type="checkbox"/> American Express | Name on Card Card Number Exp. Date 3-4 digit code |

This Timeline is meant to be used as planning for arrivals and departures. There may be slight program changes, but the times for the meetings and events will not change.

We have more details on some of the programs in this Bulletin, will be updating the website, www.frea.org/convention and will have full details in the Convention Program at Registration.

| Monday, May 24, 2021 | | Wednesday, May 26, 2021 | |
|------------------------------|---|--|---|
| Time | Event | Time | Event |
| 12-6:00 | Registration | 7-8:45 am | Breakfast |
| 12-5:00 | FREA Trustees Meeting - Incoming and Outgoing | 9:00 | General Session 2 |
| 3-4:00 | Benefits Committee Meeting | 9:00-9:05 | Open Session |
| 4:30-5:30 | Executive Committee Meeting | 9:10-10:10 | Florida Retirement System – National Institute on Retirement Security |
| 6:30-9:30 | FREA Board of Directors Dinner Meeting (Incoming and Outgoing) | 10:10 – 10:30 | Break |
| Tuesday, May 25, 2021 | | 10:30 - 10:40 | Budget and By-Laws Voting |
| 8-4:00 | Registration | 10:40-10:45 | Reading of the 5th Grade Essay |
| 9:00-12:00 | District Directors -Incoming/Outgoing | 10:45-11:15 | Volunteer of the Year Awards |
| 9:00-12:00 | State Committee Chair Meeting | | Break for Lunch |
| 11- ? | Past Presidents Council Meeting | 1:15-2:00 | FREA Memorial Service |
| | LUNCH ON YOUR OWN | 2:10 | General Session 3 - Open Session |
| | Opening General Session | Breakout Sessions | |
| 1-1:15 | Welcome | There will be a 15 minute Break between the 1 st and 2 nd Sessions | |
| 1:15-1:20 | Pledge of Allegiance— | Session Durations | Breakout Session 1 |
| 1:20-1:25 | Thought for the Day | First: 2:15-2:50 | Legislative/Pension Discussion Panel |
| 1:25-1:30 | Introductions of Past Presidents, Vendors, FREA Office Personnel | Break: 2:50-3:05 | Breakout Session 2 |
| | | Second: 3:05-3:40 | Benefits |
| 1:30 – 1:40 | NRTA/AARP Update | Third: 3:40-4:15 | Breakout Session 3 |
| 1:40-2:50 | Keynote Speaker Lily Liu – AARP Historian Emeritus Compassionate Caretaking | 5:30-6:30 | Mix and Mingle - Photography with Ed |
| | Break | 6:30-9:30 | Dinner and a Show - Happy Days Revue |
| 3:00 | FREA Delegate Business | Thursday, May 27, 2021 | |
| | Adjourn General Session | 7:00-8:30 | Breakfast – What Do You Want to Know? |
| 3:35-5? | District Meetings - However much time needed is up to each District. | 8:45 AM | Closing Session |
| 5:30 | Welcome Reception | 9:00-9:15 | Installation of Officers by Edwinna – Presentation of Past Presidents’ Cane |
| 6:30 - 9 | Dinner and a Show – What’s It Worth? | 9:15-9:30 | New Member Contest Award |
| | | 9:30-10:00 | FREA Extravaganza/Winning Basket Drawings |
| | | 10:00-10:10 | President’s Closing Remarks |

Want to Take Part in the “What’s It Worth” Event on Tuesday Night?

A Fun and Educational Interactive Zoom Presentation by [Michael Invankovich](#)

20 Convention attendees will receive on the spot appraisals of 1 item they bring with them to Convention. Michael offers 35+ years of experience in the personal property field, with an unparalleled and unique background:

| | |
|---|--|
| Graduate Personal Property Appraiser (1 of only 236 GPPA's in the U.S.) | Named Pennsylvania's Auctioneer of the Year in 2004. |
| Master Personal Property Appraiser (1 of only 60 MPPA's in the U.S.) | 35+ years Antiques Dealer experience. |
| USPAP-compliant Appraiser (Uniform Standards, Professional Appraisal Practices) | Professional Licensed and Bonded Pennsylvania Auctioneer for nearly 20 years, #AU-003494-L |
| Author of 20 published books, and numerous Antiques-related articles. | Consultant, Lecturer, and Public Speaker. |

Fill in the Form below and return with your Convention Registration. We will draw the 20 lucky Attendees’ names on April 30th.

We will contact the winners by email or phone and post the names on the FREA website on the [Convention Page](#) or you can email or phone the office to see if you are a winner. Winners will be requested to send a photo of their item, and a brief (25 word) description for use in the Event Program within 7 days of notification.

| | |
|-----------------------------|--|
| 1. Name | |
| 2. Email (if you have one): | |
| 3. Phone Number | |

A Final Bow.

FREA's Executive Secretary Barbara Williams

October 5, 1941 to February 2, 2021

"Bless her heart..." One of Barbara's favorite lines.

For those who do not speak Southern, the above phrase can be used in a dozen different ways. From being truly sympathetic, to less than kind. Those who knew Barbara Williams know that she was rarely less than kind. She called herself a "hugger". And never met a stranger. Born outside Louisville, Kentucky, Barbara would be the first to say, in her soft Southern drawl, "You can take the girl out of the country, but you can't take the country out of the girl."



Barbara began her career with FREA 35 years ago. Here is how she related it in an article published in the Fall 2014 FREA Bulletin:

"My journey and relationship with Florida Retired Educators Association began in 1982 about a year after I became a widow. My husband Richard died of cancer in 1981, leaving me with my 10 year old son Stan to raise. Through the AARP/NRTA Widowed Persons Service grief program, I met a lovely woman named Aileen Chapman that had been a widow for a number of years herself and was part of a group that was interested in organizing a WPS program in the Pinellas county area. She encouraged me to join with them in this endeavor and said, "we need some young blood on this committee". Through that relationship I found out that Aileen was a retired teacher and was the Treasurer of FREA at the time. When she found out I was looking for a job, she met with me, Tom Backus and Betty Zentgraf who were both past Presidents of FREA. I was hired on the spot to be the one gal, part time FREA office manager. In the beginning the office was a very small one room, in the old AARP/Pharmacy building in St. Petersburg. I had a desk, a chair, and an old Underwood typewriter. First thing, Aileen took me down to an office equipment company and we picked out an IBM Selectric typewriter. My computer equipment back then was a big old black and white Radio Shack model with a huge four foot high printer. You understand I am really dating myself."

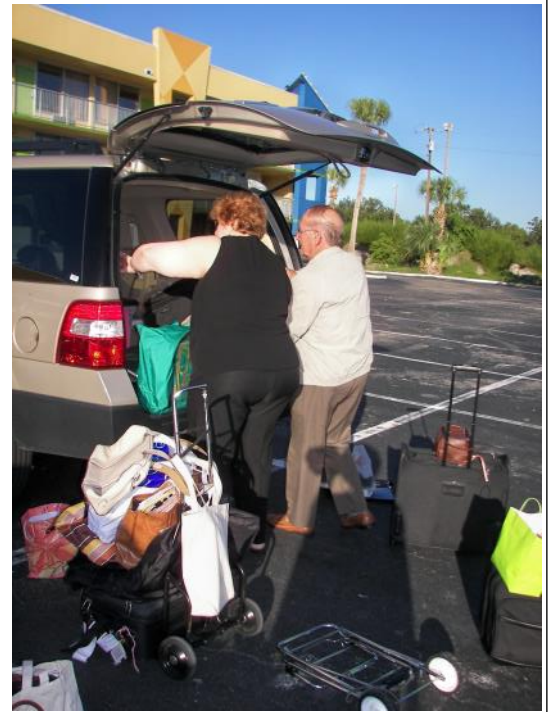


Barbara was always so grateful over the years for the many friendships she made. So many members became just like family to her. When they phoned the office, it was always personal before business, in True Southern Fashion.



Barbara's passion was FREF because of her love of the students and their futures.

"One of the many things that I enjoy is working with our Trustees. When we started the FREF Scholarship program, we set it up to provide scholarships to





high school seniors going into education. I have worked with all the scholarship recipients during each of their four year as they work to obtain their degree in education; many go on to get their Masters. I remember very vividly years ago when I attended a Fall workshop in District 5, and got to meet one of the students that I had followed for four years through her education.. Here she was, speaking in front of our group in her second year as a teacher. I was so proud of her as I listened to her relay her experiences



as a new teacher. I felt good to know that I had been a tiny part of that journey, and to see her as a poised, well spoken teacher."

Until the day she retired, 35 years after starting with FREA, Barbara served as a fierce and passionate advocate, and as a source of comfort and caring for FREA members. For those who have known her for years, or just met her, you knew her as your friend.

Condolences may be sent to the FREA Office to be forwarded on to her family.

Photos Facing Page: Top Left: Barbara with Lindee, her much beloved granddaughter, at her 2nd birthday party. Middle Left: Barbara, Libby Brut, former Database Administrator, and Ginger, Former File Clerk.

Lower Left: Barbara with Libby and Anne Fagan at Aileen Chapman's 103rd Birthday Party. Lower right: Barbara and former FREA President Ed Ethridge, packing the van for another meeting. Barbara racked up thousands of miles and endless numbers of nights in hotel rooms for FREA. Between Board and Foundation meetings, yearly 2 week workshop road trips,



and conventions, Barbara spent a lot of time behind the wheel of her vans. Yes, she went though 3 of them. This page, top to bottom: Top left: With her hero Almost-Paula Deen. Top right: At Convention with almost-Elvis. Next down: Jody Scruggs, Membership Chair, Cathy McCartney, former FREA President, and Barbara worked into the wee hours one morning putting dozens



of centerpieces together for A Night at the Tropicana, the 2015 Convention gala. Yes, the photo is blurry, as was the photographer. Remember the 'wee hours' part of the previous sentence. Above left: Barbara at the Gala Dinner at the 2018 Convention. Her son Stan, daughter-in-law Julie, and granddaughter Lindee, were surprise guests at her retirement celebration. Bottom left: On the porch of the Grand Hotel in Mackinac Island, Michigan. Her dream of visiting her friend Bonnie, saying good-bye to her fellow Retired Educators Executives, and staying at the Historic Grand Hotel, became a reality in August of 2019. *Godspeed Barbara. You will be missed.*



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FLORIDA RETIRED EDUCATORS ASSOCIATION



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FREF Loses a Great Friend



Janice Elizabeth DuMars, 87, of Vero Beach, passed away November 13, 2020. She was born in Hackensack, NJ, and relocated to Vero Beach. She was a graduate of the University of Missouri in St. Louis, MO. She retired from the St. Lucie County school system, after working many years as a Guidance Counselor at Northport Middle School, and served many other roles as well. As an educator, she was a mentor to many, remained loyal following retirement to the Florida Retired Educators Association, and spent years working as a Trustee and FREF Chair for the St. Lucie Unit.

She is remembered as always kind and giving. Anne Fagan, the FREA Executive Director recalls fondly the many interesting conversations she had with Janice over the years. "Janice was a really great lady to talk to. Always able to be upbeat, even when she was feeling lonely or unwell. I will miss seeing her name come up on the caller id. When it did, I always knew the conversation would be as good as a hug." She was preceded in death by her parents, Arthur and Helen Leukhardt and her husband, John DuMars. She is survived by her 3 loving cats, many close friends and work associates.

Janice keeps on giving, even now, as she left part of her estate to fund a scholarship for high school seniors going into teaching, in her name.. FREF is honored to have had her as a friend. Rest well Janice, you earned it.

*"If there ever comes a day
where we can't be together,
keep me in your heart. I'll stay there forever."*

Edward W. Ethridge

FREA President 2006-2008

August 14, 1932 - November 14, 2020



Above: Ed ready to rock 'n' roll at the 2011 Convention 50's night. Below: Ed crooning Moon River in 2015 with Larry Carmichael, another former FREA President, at Convention.



Edward W. Ethridge was born August 14, 1932 in Pinconning MI. Early on, Ed felt the call to be a teacher and followed the call by enrolling at Central Michigan University earning his BS in education with a major in English and minors in speech and recreation. A Christmas visit to Florida in 1963 convinced him to move to Bradenton, FL and to take a position at Manatee High teaching English and also co-sponsoring the Student Domestic Exchange program. While at Manatee, he began graduate work at Western Carolina University earning his MA

in counselor education. With his new degree, he became a counselor at Palmetto High. At that same time, he became president of the Manatee Education Association. A new interest motivated him to transfer to Manatee

Technical Institute as a career counselor. He also taught adult evening courses in English and psychology and he became an advisor for the Upward Bound program thru USF. In 1981 he was recognized for President Bush's Volunteer in Action Program. In 1989 he was named Student Services person of the year for Manatee County. Ed and Sharon were members of St. Joseph Church and both sang in the chorale for many years. In retirement Ed turned to volunteering and served as president of the River Isles H.O.A., volunteered with Meals on Wheels and worked as a poll worker. He also joined the Manatee Retired Educator unit where he served two terms and later served as President of the Florida Retired Educators Association. Ed and Sharon enjoyed a 56-year marriage until cancer took her in 2015. Ed is remembered as a gentleman filled with joy and silent strength. FREA will miss him. **Photo at right:** A joyous moment in time. Ed dances a Presidential Dance with former FREA President Thelma Mosley.

*November 13, 2020
to March 25, 2021*

| | | |
|------------|-------------|------------------|
| Jean | Gray | Broward CREA |
| Norma | Van Buskirk | Broward CREA |
| Ronald | Davis | Broward CREA |
| Carmen | Fiveash | Escambia CREA |
| Elsie | Parker | Escambia CREA |
| Laurie | Neeb | Escambia CREA |
| Daniel | Hall | Gadsden CREA |
| Inell | Ross | Gadsden CREA |
| Martha | Young | Gadsden CREA |
| Mary | Bradley | Gadsden CREA |
| Pleasant | Fisher | Gadsden CREA |
| Elaine | Wilmoth | Indian River REA |
| La Donna | Hutchinson | Leon/Wakulla REA |
| Edward | Ethridge | Manatee CREA |
| C. Blanche | Milligan | Marion CREA |
| Ellen | Fox | Martin CREA |
| Tivakno | Sievinen | Martin CREA |
| Richard | De Agüero | Miami-Dade CREA |
| Charles | Albert | Nassau CREA |
| Elwyn | Moore | Palm Beach CREA |
| Kenneth | Tose | Palm Beach CREA |
| Nadine | Hart | Palm Beach CREA |
| Janice | Du Mars | St. Lucie CREA |
| L Glenn | Stephens | Sumter CREA |
| Rosa Lee | Tomberlin | Sumter CREA |
| Diane | Riva | Member-at-Large |
| Eugene | Lutke | Member-at-Large |
| Janice | Snow | Member-at-Large |
| Ruth | Herndon | Member-at-Large |
| Barbara | Williams | FREA Office |





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EDITOR'S NOTE: The editor has exercised the privilege of editing Bulletin material where space was limited or when similar information was received.

**All FREA Members, General
or Associate, regardless of
which state they come from,
may utilize FREA Benefits.**

**There is strength in
numbers, and FREA needs
YOU to make our voices
stronger together!**



**'National
Take a
Hike Day'
Basket
November
17**

Rules:

Baskets must be self contained.

No extra parts or pieces.
Remember, whoever wins them has
to get them to their car.

Minimum Value: \$50

**Unit Name, "Day of" name and
date, and contents, must be
readably displayed.**

**Celebrate Every Day "National Day Of..."
Basket Contest for FREF 2021 Fundraising.**

You've seen the goofy 'National Day of' Holidays on the news.

- National Apple Pie Day
- National Dance Like a Chicken Day
- National Hot Dog Day
- National Twilight Zone Day
- National Buttermilk Biscuit Day, etc.
- National Chocolate Day.
- National Hole in My Bucket Day

Have your Unit pick your 'Day of' and make a basket for the FREF Fundraiser at Convention this year. Think of the bragging rights you will have at being the winner of one of our 3 categories:

Tastiest Basket

Quirkiest Basket

Best Combined 1 Day 'Days of' Basket.

E.g. on May 13th it is National Crouton Day, National Apple Pie Day, and National Fruit Cocktail Day and...National Frog Jumping Day. Some days have 7 or 8 'Days of'. Use a minimum of 3 and have fun!

List of 'National Day Of' is available on the website or from the Office.