



NEOEFA members were front and center with their new t-shirts throughout the Labor Day weekend. The final recap is on page 3.



Our Summer Leadership attendees welcomed the opportunity to visit “poolside” with area legislators. Educators were able to tell their personal stories about life in their local. See page 11 for the specifics of the conference.



Are your NEOEA Day plans finalized? There is still time to find a professional development activity to fit your needs and your time schedule. There are numerous opportunities throughout northeast Ohio. Page 3 has the link to the online catalog.

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## President's Message

### Let's Get Engaged

By Jeff Wensing, NEOEA President

Each year we enter our profession with goals for ourselves and the students we serve. Associations are not much different. Associations can have strategic priorities for their leadership group as well as for their membership. For the 2017-18 school year, membership engagement has moved from being one of the priorities to being THE priority for many associations.



Leaders of an association can be defined as the elected leadership such as the president, vice president, secretary, and treasurer. Along with the Executive Committee, building reps, or Association reps are also considered leaders. **However, leadership doesn't end there.** Regardless of holding an elected office, respected educators within an Association can influence the members of their building. It is the responsibility of local leaders to engage the membership. What does this mean? Simply put, it starts by having a conversation and getting to know one another.

Take the opportunity to develop a

positive, trusting relationship. Listen to what members like about their job, how they feel about the current state of education, and what they enjoy doing in **their personal life. It's called having a "one-on-one" conversation.** Conversations take time. However, the benefits include developing personal relationships at the workplace, identifying future leaders, and understanding the concerns of your local.

**The other part of a successful "one-on-one" conversation is participation by the member!** It is a good thing for members of a local and their leadership to connect. Members need to share what

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***"...it starts by having a conversation and getting to know one another."***

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they appreciate and what their issues are. Whether or not your Association is a fair share fee local or not a fair share fee local, this is a chance for bargaining unit members to have their voices heard. There are other ways for members to be engaged and receive support.

Educators who are in the early stages of their careers can be involved with O.N.E. or "Ohio's New Educators." This group has been involved in restructuring Ohio's Resident Educator Program and reducing

the number of assessments. NEOEA, along with OEA, hosted an **Early Career Educators' Night Out on September 28 at Market Garden Brewery from 5:00—7:00 p.m.** It was an opportunity for networking as well as a chance for members to learn about their association and the power of membership.

Regardless of experience, educators can always look to NEOEA for support. NEOEA Day takes place on October 13 and offers quality professional development across northeastern Ohio. If your local is negotiating this year and **is unable to attend one of OEA's Bargaining Boot Camps**, consider attending the Negotiations Conference which is offered on NEOEA Day.

UniServ Councils are another way for members to be engaged. Local leaders receive valuable information and training at their local UniServ meeting, and they have the ability to take interested members along with them.

The opportunities to engage members exist. Local leaders need to determine what strategy will work best for their local and implement it. Members need to take the next step and connect with their association. A strong membership can affect positive change for both our students and our members.

United we stand,

*Jeff*

### Early Fall Calendar

Friday, October 13, 2017  
NEOEA Day

Friday, October 13, 2017  
Negotiations Conference  
Hilton Garden Inn in Twinsburg

Saturday, November 11, 2017  
NEOEA Representative Assembly  
Harding High School, Warren

November 13-17, 2017  
American Education Week

Saturday, December 2, 2017  
OEA Representative Assembly  
Columbus

For the most up-to-date information on the NEOEA calendar, go to our website [neoea.org](http://neoea.org), and under "Resources," click on the Presidents' Page. You will be asked to create a log-in/password.

### Web Resources

at [www.neoea.org](http://www.neoea.org)

- Community Involvement Grant
- ESP National Conference scholarship
- Energy Price Choice
- Negotiations Conference
- NEOEA Day catalog
- NEOEA Friend of Education Award
- Positive Image Award
- PR Mini-Grant
- Unsung Hero Award

North Eastern Ohio Education Association  
is affiliated with the  
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and the  
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### Labor Day Events Draw Interest and Crowds

by Mary Alice Conkey, NEOEA Executive Director

NEOEA drew dozens of enthusiastic members in four Labor Day events this year; and, of course, individual NEOEA members enjoyed fairs, festivals, and parades in their own communities all over northeastern Ohio. NEOEA's leadership continually advocates for the celebration of Labor Day – our day!



On Saturday, President Jeff Wensing led a group of volunteers in staffing a community outreach tent at the North Shore AFL-CIO Labor Day Festival at James Day Park in Parma. Several other locals were represented and assisted the officers throughout the day.

On Sunday, Sheffield-Sheffield Lake TA Treasurer Andrew Smith and a group of volunteers held down NEOEA's outreach table at Lorain County Organized Labor's Annual Labor Day



Celebration at Black River Landing in Lorain. Lorain EA also hosted a table with giveaways.

On Monday—Labor Day itself—NEOEA participated in two simultaneous parades. Marti Franks led



a group of local leaders at the Barberton Labor Day Parade, and, in Cleveland, a large group of volunteers marched in the 11th Congressional District Annual Labor Day Parade. Given the gorgeous day, we saw record numbers of parade watchers.

Volunteers at these events registered voters, handed out promotional items (mini-Frisbees, chip clips, and pencils), and talked up the work that NEOEA members do to educate our communities. Each volunteer received an NEOEA t-shirt. It also brought our leaders into contact with candidates, officeholders, and activists from labor unions outside the NEA circle.

Check out our Facebook page for pictures.

Labor Day 2018 is on Monday, September 3. If you know of a community event that we should get involved in for 2018, please let me know with an email to [conkey@neoea.org](mailto:conkey@neoea.org). If you'd like to be on the list to get our updates on Labor Day and other labor events, join NEOEA's Labor Activists Interest Group at [neoea.org/EmailListSignUp.pdf](http://neoea.org/EmailListSignUp.pdf).

### Educators Prepare for NEOEA Day on October 13

By now members have received their NEOEA Day catalogs, which were mailed to members' homes in August. NEOEA Day takes place on October 13 this year, and as always it offers a wide variety of programs that will be of interest to NEOEA's members. Generally, these programs have been

approved for members' Individual Professional Development Plans (IPDPs), although members should check with their Local Professional Development Committees (LPDCs) to verify.

For more information about NEOEA Day, including a link to the catalog online, see [neoea.org/neoea\\_day/neoea-day](http://neoea.org/neoea_day/neoea-day).



### Monthly Quiz

Hundreds of members participated in last year's "Monthly Quiz," and they all were entered into a random draw for the grand prize: a pair of Indians tickets. Congratulations to Jennifer Hein from Brunswick ESP Assn. She'll receive a pair of Indians tickets for the 2018 season.

Congratulations also to Lisa Stowell from Geneva Area TA, winner of last year's Spring "Monthly Quiz" contest.

In each issue we'll be asking a

question. We intend that the questions will be of varied kinds. (Often, this one for instance, the answer can be found in the pages of the newsletter itself.) All the entries will be made online, and one winner will be drawn each month to receive a restaurant gift card.

(OK, we're admitting that *News and Views* doesn't come out every month, but it sounds better than calling it the 'periodic quiz'.)

Ready?

The first question this year is: how much can your local receive if you apply for a PR Mini-Grant?

We'll welcome all entries, but to be considered for the restaurant gift card, the winner needs to answer by Friday, October 27. To answer, go online to <http://tinyurl.com/NEOEA201709>.

Thank you to all who have participated!



## "Wine Garden" Rights? Sign Me Up!

Good news! As a union member, you already have "Weingarten" rights! And they are owed to a fellow union member, Leura Collins, and her employer, J. Weingarten, Inc.

In June 1972, Leura Collins, a lunch-counter sales clerk, was called into her manager's office and interrogated by the manager and an undercover investigator. During questioning, Leura asked for her union steward or another union representative from her local. Her repeated requests were denied. She was exonerated of any charges. Though told to keep the matter to herself, she reported the details of the interview to her union, and an Unfair Labor Practice charge was filed.

On February 19, 1975, the U.S.

Supreme Court issued their decision and ruled that an employee is entitled to union representation for investigatory interviews.

Wikipedia's article on Weingarten Rights offers the following details:

*During an investigatory interview, the Supreme Court ruled that the following rules apply:*

**Rule 1:** *The employee must make a clear request for union representation before or during the interview. The employee cannot be punished for making this request.*

**Rule 2:** *After the employee makes the request, the employer must choose from among three options:*

- *grant the request and delay questioning until the union*

*representative arrives and (prior to the interview continuing) the representative has a chance to consult privately with the employee;*

- *deny the request and end the interview immediately; or*
- *give the employee a clear choice between having the interview without representation, or ending the interview.*

**Rule 3:** *If the employer denies the request for union representation, and continues to ask questions, it commits an unfair labor practice and the employee has a right to refuse to answer. The employer may not discipline the employee for such a refusal.*

Cut  
out  
and  
save in  
your  
wallet.

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### Weingarten Rights

Read this statement to Management:

"If this discussion could in any way lead to my being disciplined or terminated, or affect my personal conditions, I request that my Union Representative or Officer be present at the meeting. Without representation, I choose not to answer any questions.

"This is my right under the 1975 U.S. Supreme Court *NLRB v. J. Weingarten, Inc.* decision."

## Govern Your Association as an RA Delegate

The National Education Association and its state and district affiliates are governed by democratic bodies known as Representative Assemblies. Your local association can name at least two delegates to the NEOEA RA, and at least one to the OEA RA.

OEA and NEOEA are currently certifying delegates for their RAs; NEA will start its delegate certification process in December.

Representative Assemblies consider budgets, policy statements, proposed amendments, and new business items submitted by delegates. They also elect Association officers and members of the governing boards of NEA, OEA, and NEOEA.

This will be a busy year, with most

electoral units experiencing elections. (To find out which electoral unit your local belongs to, go to [neoea.org/Units.pdf](http://neoea.org/Units.pdf).)



At its fall meeting at Harding High School in Warren on November 11, NEOEA's RA will fill vacancies for Directors representing NEOEA Higher

Education Representative at-large and NEOEA Unit 6. Applications were due weeks ago, but nominations may be made from the floor of the fall RA. You can find a nomination form at [neoea.org/Nomination\\_Fall2017.pdf](http://neoea.org/Nomination_Fall2017.pdf).

At its spring meeting on April 21, 2018, NEOEA's delegates will elect a President-elect and NEOEA Higher Education Representative-at-large and Directors representing electoral Units 1, 2, 3, 4, 6, 7, and 10. Nominations are due by Monday, February 5, 2018. A letter of candidacy is available at [neoea.org/Nomination\\_Spring2018.pdf](http://neoea.org/Nomination_Spring2018.pdf).

If you are interested in serving as a local delegate, contact an Association Representative or your local President.

### Do You Know an Unsung Hero?

Each year, the United Labor Agency holds a dinner to honor a limited number of Unsung Heroes of the Labor Movement. Unsung Heroes honored in recent years have included nine union activists from six NEOEA locals.

As its name suggests, the United Labor Agency is a community service agency drawn from local community and labor organizations. It provides job skills training for workers who have lost employment due to plant closings, economic downturns, and changes in the labor market. ULA is active in Cuyahoga, Geauga, and Lake Counties and Allegheny County in Pennsylvania.

Unsung Heroes should be members whose contributions have made a difference for their fellow union

members. ULA desires that they be **“unsung,”** which typically means that they have not served in high-profile positions such as local president or higher leadership positions. Nominations are made by submitting a letter which identifies the reasons why the member is being submitted. The bulk of that letter is printed in the program for ULA's Annual Dinner.

If your local has an Unsung Hero who you feel should be honored by ULA, please write a letter of support and send it to NEOEA Executive Assistant Linda Grunden. You can send the letter by postal mail (5422 East 96th Street, Suite 200; Garfield Hts., OH 44125-5330), fax (216-518-0202), or email ([grunden@neoea.org](mailto:grunden@neoea.org)). Letters should be

received by Friday, October 27.

The NEOEA officers will select and submit the nominee to be honored at the ULA Annual Dinner on Thursday, November 16. The Unsung Hero and nominator attend compliments of NEOEA.

There are Unsung Heroes around us all the time, and this type of honor may be of interest to locals outside the ULA service area. Perhaps your local association should consider honoring its own Unsung Hero!



### We are O.N.E.

By Emily Russ

In the spring of 2016, the National Education Association has asked every State Education Association to initiate a New Educator Campaign within their state. It has been projected that 2,000,000 new educators nationally will enter the teaching field in the next five



years. The goal of NEA's New Ed Campaign is to **“build strong relationships with the next generation of educators, and provide them with the support they need to succeed and elevate their voices on issues impacting student learning, instruction, and pro-public education policies”** (New Ed Campaign Resource Guide, 2016).

The Ohio Education Association implemented their New Ed Campaign at the 2016 OEA Summer Academy where a group of early career educators attended a leadership training strand and had the opportunity to brand themselves as Ohio's New Educators.

**“Ohio's New Educators (O.N.E.) is a community of professionals that focuses on the support of early career educators. We engage and empower educators to become relevant, active, and visible leaders in our profession through collective action.”** In order to reach active Early Career Educators around Ohio who believe supporting Early Career Educators is imperative, ONE's goal is to develop regionally and locally-based support structures by the end of the 2018 school year.

For more information about Ohio's New Educators, like us on Facebook @OHneweducators.

### NEOEA Special Education Work Group

By Hank Haynes

NEOEA formed the Special Education Work Group to consider ways to address the concerns of special educators and work within OEA to effect change. Currently, there is no OEA affiliate or associate organization for special education other than OADDP (Ohio Association of Developmental Disabilities Professionals).

Now that most students with DD are served by their local K-12 schools, many

K-12 special education members are experiencing the same challenges of obtaining adequate and appropriate supports to meet the needs of students and staff that DD staff have faced. Teaching and non-teaching special educators and support staff are invited to join in exploring steps to address these needs.

A page on the OADDP website has been set up for the NEOEA Special

Education Work Group at <http://oaddp.ohea.us/neoea-special-education-work-group/>. NEOEA members can download working documents, reports, meeting notices, agendas, and minutes. Members interested in receiving email updates or joining the work group can also register on the page.

Join us for the next meeting on Friday, October 13, at 9:00 a.m. at the NEOEA Conference Center.



### What We Did on Our Summer Recess

Just as school winds down in late spring, many leaders become busier with Association activities. Here's what some of your colleagues have been doing since we assembled our last photos for the Spring issue. These photos are courtesy of Barb Catalano, Gary Hollow, Roger Grunden, Bill Lavezzi, and Mary Alice Conkey. We'd like to extend our thanks to them for sharing their talents with us.

#### Emerging Leaders Cookout — June 9, 2017



#### NEA Annual Meeting in Boston, Massachusetts, and Fenway Park — June 30-July 5, 2017



#### Retirement Party for Bill Lavezzi at the Lake County Captains Baseball Game — July 21, 2017





## District News

NEOEA Summer Leadership — July 26-27, 2017



### Pay It Forward

By Pat Sharkey, Social and Human Concerns Committee

Our Pay It Forward Program has been operating continually for more than 10 years. It began when two of us were hanging around after a meeting on a cold winter night. Yvette Smith suggested collecting items for the homeless, and we come up with two charities. Later, I obtained a brochure from Cuyahoga Recycles (CuyahogaRecycles.org) listing many charities with items on their wish lists. We have tried to choose shelters where women and children live; another has teenagers living there. Some provide showers for people returning to the streets. One helps alcoholics and drug

users change their lives.

In Cuyahoga County alone there are more than 4,000 homeless individuals each night. The more we can help with basic needs, the more each charity can use their resources to provide for more people.

Some items that have been specially requested are: toilet paper, sanitary napkins, laundry detergent, and spray deodorant.

The following are the charities who receive our donations.

- St. Malachi Center
- Beatitude House

- Westhaven Youth Shelter
- Front Steps Housing
- Norma Herr Women's Center
- Salvation Army (Elyria)
- Ronald McDonald House (pop tops)

Please consider saving items or having a district, school, or classroom collection. Items can then be dropped off at the NEOEA office.



### Grants for Your Local Association

Free money for your members! Sounds too good to be true, doesn't it? Well, in this case, it's good, and it's true! NEOEA invites you and your local association to

receive some of your NEOEA dues dollars back through our grants.

**PR Mini-Grant:** NEOEA's Public Relations Committee budget sets aside \$12,500 to provide grants of up to \$250 to local associations. Your local association may use one of these grants for a public relations project that will promote a positive image of your association within your community. Why not take advantage of this opportunity to enhance the image of your local association within your community? More details and

the application form are available at [neoea.org/PRminigrant.pdf](http://neoea.org/PRminigrant.pdf).

**Community Involvement Grant:** Strengthening the relationship between a local school employee union and its community is a key element in building a strong and successful local association. Nothing cements these relationships like working together to benefit others in the community. Participation in community events also offers affiliates the opportunity to enhance their visibility as vital, contributing members of their communities.

More details and the application form are available at [neoea.org/comminvform.pdf](http://neoea.org/comminvform.pdf).



### Recognizing Positive Public Education

Enhancing the image of public education is of vital interest to our members. Our awards highlight the accomplishments of our members and locals and recognize their positive impact on public education.

**Friend of Education:** The NEOEA Friend of Education Award recognizes a person and/or organization whose leadership, actions, and support have contributed to the improvement of public education for a broad cross-section of northeastern Ohio. If a Friend of Education is selected, NEOEA Representative Assembly delegates will recognize the honoree on April 21, 2018.

The deadline for submitting nominations is Friday, February 9, 2018.

Nominations must be signed by an NEOEA active member in good standing. More details and the nomination form are available at [neoea.org/Friend\\_of\\_Ed.pdf](http://neoea.org/Friend_of_Ed.pdf).

Past Friends of Education include Delphi Packard E/EA; Dan Rafferty, Brimfield police officer; Betty Sutton, U.S. Representative; Edward FitzGerald, Cuyahoga County Executive; Lake County Partners in Science Excellence, Dr. Randy Hoover, retired YSU professor/Teacher-Advocate Project; and Eva O'Mara, Northeast Ohio Friends of Public Education.

**Positive Image Award:** Does your local association do anything which enhances the image of your members, your school,

your school district, or public education in general?

Have any of your local members developed activities work-related or not? Have you? If so, then you should consider applying for a 2017-18 Positive Image Award.

NEOEa will again recognize local associations and association members whose activities present our members or associations to the public in a positive manner. Any media coverage of activities or projects, work-related or not, will be considered for a Positive Image Award. More details are available at [neoea.org/PositiveImage.pdf](http://neoea.org/PositiveImage.pdf).

Nominations are due by Friday, February 23, 2018.



## Bargaining Report

Following is a list of local contract settlements reported by OEA since the bargaining report we provided in the Spring issue. Each entry in the following report begins with a listing of the county, employer, local affiliate, service council, and OEA office.

These are very brief summaries of rather complicated agreements; consult your OEA Labor Relations Consultant for more detailed information.

- Cuyahoga, Cuyahoga Heights Local, Cuyahoga Heights ASE (CHASE) (Unit 38, Hudson). The classified employees ratified a four-year agreement retroactively effective August 1, 2016, with increases of 0%, 1.5%, 1.5%, and 1.5%.
- Cuyahoga, Independence Local, Independence Classified Employees (ICE) (Unit 38, Hudson). The classified employees accepted a three-year agreement with increases of 2%, 2.25%, and 2.5%.
- Cuyahoga, Independence Local, Independence EA (Unit 38, Hudson). The teachers agreed to a three-year contract with increases of 2%, 2.25%, and 2.5%.
- Cuyahoga, Olmsted Falls City, Olmsted Falls EA (West Shore Regional, Middleburg Heights). In mid-May the teachers ratified a three-year contract with increases of 2.75%, 2.75%, and 3%. The employee contribution for health insurance was not increased and remained at 10% with gradual increases in prescription co-pays and the spousal surcharge. The Association made several significant gains in non-economic language issues including a non-discrimination clause, unrestricted personal days, due process for disciplinary procedures, special education issues, college credit plus, an established procedure for complaints against bargaining unit

members, and issues related to tutors.

- Geauga, Chardon Local, Chardon Assn. of Classified Employees (North Coast "A," Mentor). The classified employees agreed to a two-year contract with increases of 2% and 1.5%. Changed from a two-tier to a three-tier prescription plan in January 2018. Move from Premier Plus to Premier insurance in January 2019.
- Geauga, Chardon Local, Chardon EA (North Coast "A," Mentor). The teachers ratified a three-year plan with increases of 2%, 1%, and .5%. Changed from a two-tier to a three-tier prescription plan in January 2018. Move from Premier Plus to Premier insurance in January 2019.
- Geauga, West Geauga Local, West Geauga EA (North Coast "A," Mentor). At the beginning of June the teachers ratified a three-year agreement with increases of 2.45%, 2.25%, and 2.25%, added steps 18 and 22. They also added a deductible to their insurance plan with other changes in health insurance. Change from a two-tier to a three-tier prescription plan and increased co-pays.
- Lake, Mentor Exempted Village, Mentor Classified Employees (North Coast "C," Mentor). The classified employees agreed to a three-year contract with increases of 2% each year.
- Lake, Mentor Exempted Village, Mentor TA (North Coast "C," Mentor). In May the educators ratified a three-year contract with a 2% increase effective the first workday of each year.
- Mahoning, Canfield Local, Canfield Bus Drivers Assn. (Western Reserve, Boardman). The bus drivers ratified a three-year agreement at the end of June with increases of 2% each year.

- Mahoning, Struthers City, Struthers EA (CASSY 43, Boardman). In mid-May the teachers agreed to a three-year contract with increases of 2.75%, 2.25%, and 2%.
- Summit, Akron City, Akron Assn. of Classified Personnel (Summit/Portage "B," Hudson). The classified personnel agreed to a two-year contract with increases of 1.5%, 2.25%, and 2.5%.
- Summit, Coventry Local, Coventry EA (Summit/Portage "B," Hudson). In mid-April the teachers agreed to a one-year contract with no increase but will move a step.
- Summit, Cuyahoga Falls City, Cuyahoga Falls EA (Summit/Portage "B," Hudson). In mid-July the educators ratified a two-year agreement with increases of 2% and 1.5%.
- Summit, Green Local, Green EA (Summit/Portage "C," Hudson). The teachers agreed to a three-year contract with increases of 2.25%, 2.25%, and 3%.
- Summit, Green Local, Green Local Assn. of School Support (Summit/Portage "C," Hudson). The school support personnel ratified a three-year contract with increases of 2.25%, 2.25%, and 3%.
- Summit, Stow City, Stow Munroe Falls CEA (Summit/Portage "A," Hudson). At the end of June the classified employees ratified a four-year agreement with 2% base salary increases plus steps each year.
- Summit, Stow City, Stow TA (Summit/Portage "A," Hudson). The teachers ratified a four-year contract with increases of 2% each year.
- Trumbull, Warren City, Warren Secretarial Assn. (Tri-County, Boardman). Effective the end of June the secretaries agreed to a three-year contract with increases of 2% each year.

## Labor Lines

*The labor movement is people. Our unions have brought millions of men and women together, made them members one of another, and given them common tools for common goals. Their goals are goals for all America—and their enemies are the enemies for progress. The two cannot be separated.* — President John F. Kennedy

### Best Benefits Club

NEOEA's group buying power makes discounts possible for our members through Best Benefits Club (BBC). As an NEOEA member, you already belong to Best Benefits Club; you do not take any additional steps or pay any dues to take advantage of BBC membership benefits.

#### How will I learn about BBC discounts?

Best Benefits Club does not contact individual members directly; it contacts them through their organizations. You can learn about BBC deals in several ways:

- You'll hear about some BBC deals through *News and Views*.
- The best way to learn about BBC offers is through the Best Benefits Club website, [bestbenefitsclub.com](http://bestbenefitsclub.com). The BBC website contains all of the

BBC deals, BBC activities, and the most up-to-date information on them. Each discount has its own unique way of obtaining the discount, so please read the discount description carefully. Most discounts must be done online or over the phone. Very few can be obtained at the point of purchase.

#### How do I access Best Benefits Club discounts?

Best Benefits Club rolled out a new website in January 2016. From now on each person must register individually with the website in order to have access to the discounts. On the website, click on the Login tab near the top of the page. Click on the words REGISTER

HERE, and use the activation code **NEOEA0613** when filling out the small form that comes up. Users will now be required to make up their own username and password. For answers to BBC questions, you can call BBC at 330-273-5756. Their office in Brunswick is open Monday through Friday between 9:00 and 4:00.

Best Benefits Club offers activities throughout the year such as special days at Playhouse Square, Kalahari Resorts tickets, Cleveland Browns, Cedar Point, and more, where the discount or added value is even greater than their usual benefit as well as an on-line shopping card to purchase amusement park tickets, etc.

### Energy Price Choice

At [EnergyPriceChoice.com](http://EnergyPriceChoice.com), we believe in public schools and what they stand for. [EnergyPriceChoice.com](http://EnergyPriceChoice.com) has teamed up with NEOEA to help all their members obtain lower energy rates. By using our easy-to-use website, we put the power in your hands to lower your electricity and natural gas bills without any hidden fees or charges.

All you need to do to start saving is to grab your most recent utility bill, then go

to [EnergyPriceChoice.com/NEOEA](http://EnergyPriceChoice.com/NEOEA) to view and select the best energy offers available in your neighborhood.

Together, we can help turn your utility bills into cost-saving programs that will not

only save you money, but can also help our public-school systems.



### Cleveland Play House

**He's back! One boy. One holiday wish.** And a world that seems to be **conspiring to make certain it doesn't** come true. The record-breaking show returns to the CPH stage in all its pink-bunny-suit, glowing-leg-lamp, triple-dog-daring glory. The perfect holiday treat for the entire family.

Two shows are available: Saturday November 25, 2017, at 2:30 p.m. OR

Sunday November 26, 2017, at 6:30 p.m.

Take advantage of the NEOEA theater discount offer of \$35 (regular price is \$70).

To purchase your discounted tickets go to: <https://www.groupmatics.events> (access code = neoea). \*\*Online offer only. Not valid at box office. Offer not valid with any other discount, promotion, or prior sale.

#### Don't wait!

Purchase deadline is October 29, 2017.

Questions and to order by phone contact Bob Yun at 216-400-7044 or [byun@clevelandplayhouse.com](mailto:byun@clevelandplayhouse.com).



### Bright Now! Dental

Bright Now! Dental has been involved in the union community for nearly 40 years and is pleased to be providing the NEOEA an exclusive discount on general and specialty dental care ([brightnowdental.com](http://brightnowdental.com)). Whether you have dental benefits or not, you will experience cost

savings of up to 35% on general dentistry and 30% on specialty dentistry.

This is not an insurance plan. There is no cost to participate and no restrictions. Your choice to receive dental care at one of their offices is voluntary. There are seven locations in

Cleveland making access to one of their offices convenient. Evening and weekend hours are also available.

Contact Bill Jedrzejek, Union Account Executive, directly with your questions at [bill.jedrzejek@smilebrands.com](mailto:bill.jedrzejek@smilebrands.com) or 440-409-5412.



## Celebrate American Education Week—November 13-17, 2017 “Great Public Schools: A Basic Right and Our Responsibility”

American Education Week—November 13-17, 2017—will present all Americans with a wonderful opportunity to celebrate public education and honor individuals who are making a difference in ensuring that every child receives a quality education.

2017's theme will be reflected in special observances each day of the 2017 weeklong celebration:

**Monday, November 13: Nationwide Kickoff.** From national commemorations to local community events such as

American Education Week house parties, millions of Americans will celebrate public education nationwide.

**Tuesday, November 14: Parents Day.** Schools will invite parents into the classroom for a hands-on experience of what the day is like for their child.

**Wednesday, November 15: Education Support Professionals Day.** Individuals who provide invaluable services to schools are recognized for their outstanding work.

**Thursday, November 16: Educator for**

**a Day.** Community leaders will be invited to serve as educators to get a glimpse at a day in the life of a school employee.

**Friday, November 17: Substitute Educators Day.** This day honors the educators who are called upon to replace regularly-employed teachers.

To help plan and promote American Education Week's celebration days, NEA is offering an online toolkit, complete with promotional materials, activity ideas, and downloadable templates available at [www.nea.org/aew](http://www.nea.org/aew).



## Workshops and Conferences

### Leaders Gather for Summertime Training

Leaders from 72 NEOEA locals gathered in July for our annual two-day Summer Leadership Conference. They received training on a wide variety of leadership-related topics through an offering of twenty-six different workshops ranging in length from ninety minutes to four-and-a-half hours. Some earned graduate credit for their involvement.

Our 2017 conference saw our return to the ever-popular Bertram Inn in Aurora. Participants were able to “take-over” the venue and enjoy various amenities offered at the hotel or support



local businesses in the area ranging from outlet shopping to a round of golf. The conference allowed participants to socialize and network, as well as develop leadership skills.

The keynote speaker was Eric Brown, a biology teacher from Illinois, a member of the NEA Executive Committee. Eric was born and raised in northeast Ohio and wove these experiences into his address. He recognizes the

importance of organizing and engaging the membership in efforts to make great public schools.

Brown's work at all association levels has focused on developing leaders by providing them with opportunities to contribute to their professional community and the association. He remained throughout the poolside “meet and greet” with legislators and engaged them in conversations about how they are able to support public schools and the needs of students. He spoke about the need for wrap-around services within many districts.

For 2018, NEOEA's Summer Leadership Conference is scheduled for Wednesday and Thursday, July 25-26, at Aurora's Bertram Inn. Registration information will be provided online and in the spring issue of *News and Views*.



Jaimie Livorse, Willoughby-Eastlake Classified Professionals:

*The Leadership Conference should be attended by all members at least once. Great information presented. Once you come to one...you will want to come back.*

Jamie Stephens, Trumbull CTC EA:

*Attending the NEOEA Summer Leadership allows the opportunity to build a library of resources. Not only are you provided with resources, you are taught how to use them effectively.*

Matt Ozinga, Riverside Local EA:

*The NEOEA Summer Leadership Conference remains one of the most valuable resources my local has at our disposal. We appreciate the thoughtful presentations that enhance our ability to serve our members.*

## NEOEA Negotiations Conference Offers Training on Critical Topics

NEOEA and OEA will present the annual NEOEA Presidents Plus Two Negotiations Conference at the Hilton Garden Inn in Twinsburg. The conference will be held from 8:30 a.m. to 1:00 p.m. on **Friday, October 13** (NEOEA Day). The information provided will be of use to teacher, ESP, DD, and higher education members. We encourage participating locals to send entire bargaining teams and negotiating committees. NEOEA provides a continental breakfast and a luncheon. Space is limited, so return the reservation form at [neoea.org/Negotiations2017.pdf](http://neoea.org/Negotiations2017.pdf) as quickly as possible.

### Sessions:

**1 - Top Ten Items Needed in Your Contract:** The U.S. Supreme Court may very soon decide the fate of fair share fees for public sector unions. Learn to identify provisions of your contract that would be negatively impacted by such a decision and what you can do to protect your members and your union.

**2A - Legal Update:** Information regarding legal issues facing our members and local associations, including the legislative changes that could impact working conditions.

**2B - OTES and RESA:** Learn about proposed changes to OTES and RESA. Guidance will be offered on the practical application of these changes in your local and how they may impact current and future CBAs.

**2C - Blueprint Your Way to Success:** Focus will be on the preparation of your initial proposal and how blueprinting can keep your team focused and engaged on the most important issues at the bargaining table.

**3A - Legal Update:** Repeat of 2A.

**3B - Introduction to Collective Bargaining—The Processes and the Law:** Will focus on various collective bargaining process including the statutory obligations

of each party and how to ensure your dispute resolution procedure meets the needs of your local.

**3C - Crisis Preparation...Beginning with the End in Mind:** Unilateral implementation, mutually-agreed dispute resolution procedures, and how to implement strategies that ensure your bargaining team is appropriately planning bargaining from the first day to the last day at the table.

North Eastern Ohio Education Association  
5422 East 96th Street, Suite 200  
Garfield Heights, OH 44125-5330



## Presidents Plus Two Negotiations Conference — October 13, 2017

Mail this reservation form to NEOEA, Negotiations Conference, 5422 East 96th Street, Suite 200, Garfield Heights, OH 44125-5330 OR fax to 216-518-0202 OR email to [desk@neoea.org](mailto:desk@neoea.org). Questions? Please call us at 216-518-0200 or 800-354-6794. For a Word-fillable form, go to [neoea.org/Negotiations2017.rtf](http://neoea.org/Negotiations2017.rtf). Pre-registration deadline: Friday, October 6.

Submitted by \_\_\_\_\_ (check if local President ☐)

Local Association or organization (full name, please) \_\_\_\_\_

Address \_\_\_\_\_

City, State, Zip \_\_\_\_\_

Cell telephone \_\_\_\_\_ E-mail address \_\_\_\_\_

Please register the following participants from this local association. Registrations will be confirmed by email around October 9.

Name		Staying for lunch?		10:10			11:10		
		Yes	No	2A	2B	2C	3A	3B	3C
E-mail address									
		Yes	No	2A	2B	2C	3A	3B	3C
E-mail address									
		Yes	No	2A	2B	2C	3A	3B	3C
E-mail address									
		Yes	No	2A	2B	2C	3A	3B	3C
E-mail address									
Special dietary needs (diabetic, vegetarian)?									

Individuals may register for the Presidents Plus Two Conference. If this registration is being made by an individual other than a local president, please check here \_\_\_\_\_ and enclose a check for \$15 for each participant, made out to NEOEA. For presidents registering more than a total of three, please copy this form as needed and enclose payment of \$15 per additional person.