

# News & Views

# Resource

# 2012



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## President's Message

### Oh! The Places NEOEA Can Go!



Mary Alice Conkey  
NEOEA President

Welcome back fellow colleagues,  
Today is the day!  
We are making a pact.  
And we're well on our way!  
We have brains in our head,  
And our feet in new shoes,  
We can steer ourselves in any direction we choose.  
We are not on our own,  
And we know what we know,

We are the ones who'll decide just where we can go!

Check out the newsletter – *News and Views* – visit our website, too.

Our Association offers a variety of workshops designed just for you.

Join an NEOEA committee; there's work to be done,

In the fall, we have the Ohio voters to sway,  
Grab one or two of your colleagues and show them the way.

NEOEA Day scheduled in October is, of course, our first big event.

Many, many options to choose from for your day of professional development.

There are the Representative Assemblies with a plethora of information to share,  
Everything's necessary, there's no time to spare.

UniServ Councils are planned and scheduled for you to attend,

There are legislative events already on the calendar – members you should send.

Some will come willingly and ready to learn,  
Others just need our encouragement and their respect we will earn.

## Save the Dates

### September 2012 through July 2013

#### OCTOBER

*Friday, October 12, 2012*

NEOEA Day

*Friday, October 12, 2012*

Presidents Plus Two Negotiations Conference

*Saturday, October 27, 2012*

Environmental Concerns Fall Color Hike

#### NOVEMBER

*Saturday, November 10, 2012*

Presidents Plus Two Negotiations Conference

*Saturday, November 17, 2012*

NEOEA Representative Assembly, Elyria High School

#### DECEMBER

*Saturday, December 1, 2012*

OEA Representative Assembly, Columbus

#### FEBRUARY

*Saturday, February 23, 2013*

Megaconference

#### APRIL

*Monday, April 8, 2013*

Legislative Dinner

*Saturday, April 13, 2013*

Environmental Concerns Green Tour

*Saturday, April 20, 2013*

NEOEA Representative Assembly, Warrensville Heights High School

*Thursday, April 25, 2013*

Regional Leadership Summit

#### MAY

*Friday-Saturday, May 10-11, 2013*

OEA Representative Assembly

*Saturday, May 18, 2013*

All Committee Conference

#### JUNE

*Saturday, June 1, 2013*

Ohio NEA delegate briefing, Columbus

*Friday, June 14, 2013*

Emerging Leaders Cookout

#### JULY

*Tuesday-Sunday, July 2-7, 2013*

NEA Representative Assembly, Atlanta

*Wednesday-Thursday, July 24-25, 2013*

NEOEA Summer Leadership Conference

These dates were accurate as of press time. For the most up-to-date information on the NEOEA calendar, go to our website, [www.neoea.org](http://www.neoea.org), click on the "Private Access Log In," and go to the Presidents' Page.

Expect many things to happen, as the year goes along.

We will meet at the negotiations workshops and Megaconference to help keep us strong.

We are a team, no matter the title or local assigned; it always pays to remember,

Not one of us is stronger than all of us together.

Oh! The places NEOEA can go!

We are well on our way.

We are headed for success;

It is truly a new day.

NEOEA – we will make it!

We have the best combination of alphabet stew –

ESPs, LRCs, higher ed, educators, and, yes, the DDS,

All make for a very hard-working crew.

Today is our day! Let's make it a sure bet.

This is our year – the best of them yet.

Looking forward to a fabulous year, NEOEA!

In solidarity,

*Mary Alice*

## Member Resource Issue (Retain for future use.)

Later issues of *News and Views* will contain more "news and views"—but this issue contains important information about your career which you may need throughout the year. It's your one-stop guide to information about NEOEA's activities and services. We recommend that you file this issue in your professional folder for reference throughout the year.



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North Eastern Ohio  
Education Association

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Garfield Heights, Ohio 44125-5330  
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Ohio Education Association  
and National Education Association

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David Saywell, Past President

Kim Richards, President-elect

Brian McConnell, Recording Secretary

William S. Lavezzi, Executive Director

Linda Grunden, Executive Assistant and Editor

Address all correspondence to the NEOEA Office, 5422 East 96th Street, Suite 200, Garfield Heights, OH 44125-5330. Views are not necessarily those of NEOEA, the editor, or the officers and Board of Directors.

Address email for *News and Views* to [editor@neoea.org](mailto:editor@neoea.org).

## Frequently Requested Contacts

National Education Association  
[www.nea.org](http://www.nea.org), 202/833-4000

NEA Member Benefits  
[www.neamb.com](http://www.neamb.com), 800/637-4636

Ohio Board of Regents  
[www.regents.ohio.gov](http://www.regents.ohio.gov), 614/466-6000

Ohio Department of Education  
[www.ode.state.oh.us](http://www.ode.state.oh.us)  
for general information: 877/644-6338  
for educator licensure: 614/466-3593  
for pupil transportation: 614/644-4230

Ohio Dept. of Developmental Disabilities  
[www.dodd.ohio.gov](http://www.dodd.ohio.gov), 800/617-6733

Ohio Education Association  
Main office, Columbus  
[www.ohea.org](http://www.ohea.org), 800/282-1500

Ohio Education Association  
OEA regional office: Kevin Flanagan, Assistant Executive Director/Member Services – Field  
800/654-4034

Ohio Public Employees Retirement System  
[www.opers.org](http://www.opers.org), 800/222-7377

School Employees Retirement System of Ohio  
[www.ohsers.org](http://www.ohsers.org), 866/280-7377

State Teachers Retirement System of Ohio  
[www.strsoh.org](http://www.strsoh.org), 888/227-7877

## NEOEA Day 2012

NEOEA Day is on Friday, October 12. This year, most members will receive the NEOEA Day catalog along with this Resource Issue. Every year, some programs fill early; most programs continue to register participants until late in September, and a few continue to accept registrations close to NEOEA Day itself.

Most local contracts stipulate the status of NEOEA Day in the employer's calendar. Local planners should know that NEOEA Day will take place on **Friday, October 18, in 2013** and on **Friday, October 17, in 2014**. Barring changes in state law, the 2012 date should avoid any conflicts with the "October Count." Later this year, NEOEA's Board of Directors will determine the date of NEOEA Day in 2015.

All official NEOEA Day professional development workshops provide certificates of participation for presentation to Local Professional Development Committees. Members are advised to check with their LPDCs to determine the suitability of particular workshops for their Individual Professional Development Plans (IPDPs).

## NEOEA Day Tour Still Scheduling

Travel isn't just fun—it's educational, too. For years, NEOEA has featured a tour as part of its NEOEA Day program. Because the tour fills early, we publish information about each year's NEOEA Day tour in spring issues of *News and Views*, but even now they may have space—if you act now. For information about 20th Century Tours' trip to New York City, call Dave Baker at 330/799-3853. You can view the original flyer for this trip online at the following address: [www.neoea.org/NYC2012.pdf](http://www.neoea.org/NYC2012.pdf).

## Have You Seen Us Online?

Most items contained in *News and Views* are available online at [www.neoea.org](http://www.neoea.org). You can send links to this content to your most interested local members, or you can print more copies as you need them. We also provide links to other websites for member benefits such as the Attorney Referral Program, Best Benefits Club, Liberty Mutual, and NEA Member Benefits at [www.neoea.org/MemberBenefits.aspx](http://www.neoea.org/MemberBenefits.aspx).

Please check out our Presidents' Page online, located at [www.neoea.org/Private/PresidentsPage.asp](http://www.neoea.org/Private/PresidentsPage.asp). (Or just go to NEOEA's home page at [www.neoea.org](http://www.neoea.org) and click on "Private Access Log In.") This location requires site registration, which is simple and free. It does require providing email contact information, which NEOEA does not provide with third parties. Even though it's called the "Presidents' Page," it's open to all members.

Although NEOEA's blog is presently focused primarily on the NEA Annual Meeting, that doesn't mean it's for delegates only. During the Annual Meeting, Executive Director Bill Lavezzi writes reports called "Notes from Camp," and plenty of members who don't go to the RA have found it to be an interesting way to keep up with what's happening. You can check out the results from this summer! The new location of NEOEA's blog is [NEOEA.WordPress.com](http://NEOEA.WordPress.com).

Executive Assistant Linda Grunden has been working recently to move our online photo scrapbooks onto Facebook, which claims to be "your life, online" and is also the world's largest photo-sharing site. NEOEA's Facebook page is open to the public, so you can check it out even if you aren't yet a Facebook member: the address is [facebook.com/NEOEA](http://facebook.com/NEOEA). While you're there, if you're a Facebook member, be sure to "Like" us!

## Enhance Your Buying Power with 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*.
- Some other BBC offers will be included in our mailings to your local association president.
- The best way to learn about BBC offers is through the Best Benefits Club website, [www.bbcmember.com](http://www.bbcmember.com). The BBC website contains all of the BBC deals, BBC activities, and the most up-to-date information on them.

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

Best Benefits Club discounts are accessed by visiting the [bbcmember.com](http://bbcmember.com) website where you will learn if you need to print off a coupon, present your proof of membership directly to the vendors at the point of sale, or purchase through the shopping cart. On the website, use the password **NEOEA0613**. For

answers to BBC questions, you can call BBC at 330/273-5756.

### Best Benefits Club advantages:

- Best Benefits Club covers a wider area within NEOEA, and many discounts are available while you're vacationing away from northeastern Ohio.
- Best Benefits Club has an on-line shopping cart that you can use to purchase amusement park tickets, HoneyBaked Ham gift certificates, etc.
- Best Benefits Club offers pickup service at their offices just off I-71 in Hinckley, Monday through Friday between 9:00 and 4:00.
- Best Benefits Club offers downloadable coupons, vouchers, tickets, and discount flyers on their website.
- Best Benefits Club offers activities throughout the year such as special days at PlayhouseSquare, Swings-N-Things, Cleveland Orchestra at Blossom, and more, where the discount or added value is even greater than their usual benefit.
- NEOEA members can sign up on the BBC website to receive BBC's weekly E-news and the new Benny's Deal of the Week which comes every Thursday into your inbox to keep you informed of new discounts and activities.

## NEOEA Grants and Awards

### Community Involvement Grant

NEOEA is offering Community Involvement Grants in 2012-13 to encourage local affiliates to become actively involved in a local charitable event such as the American Cancer Society Relay for Life, Reach Out and Read, Special Olympics, the Susan G. Komen Race for the Cure, or other highly-visible community charitable event.

### Five-Star Award

The Five-Star Award recognizes high-functioning local associations, as evidenced by their having achieved at least five of a set of six criteria established by the Board of Directors. Winners are announced at the fall Representative Assembly.

### Newsletter Awards

At the fall Representative Assembly, NEOEA recognizes outstanding local newsletters from different sizes and types of local associations.

### Political Action Awards

At the fall Representative Assembly, NEOEA recognizes local associations that have led the way in donations to the Fund for Children and Public Education.

### Positive Image Awards

At the spring Representative Assembly, NEOEA recognizes programs and activities of local associations and individual members whose work receives positive media attention.

### Public Relations Mini-Grants

Each year, NEOEA awards \$250 grants to local associations for projects that promote your association's image within the community.

## OEA Regional Staff

Within the counties that make up NEOEA, the Ohio Education Association maintains six field offices. The field offices are staffed by OEA's Labor Relations Consultants (LRCs), a Communication and Political Action Consultant (ComPAC) (Gary Carlile in the Boardman office), the Region 3 Director (Kevin Flanagan in the Hudson office), and administrative staff. Local affiliates serviced by each LRC constitute a service council which meets regularly with the LRC; following is a listing of LRCs and their service councils.

### BOARDMAN OFFICE

330/726-3250  
800/637-1659  
Helen Matusick, Mahoning Valley  
Vic Marchese, Mahoning-Trumbull  
Linda May, Trumbull-Portage 1  
Herman Pipe, Trumbull-Portage 2  
Alf Nelson, Western Reserve  
Lynn Bartlo, Donna Lester, and Peggy Smith, Administrative Secretaries

### HUDSON OFFICE

330/650-9200  
800/654-4034  
Dan Day, Summit-Portage A  
Beth Chandler-Marks, Summit-Portage B  
Mark Costantino, Summit-Portage C  
Lynne Rumsey, Chagrin River  
Anne Thomas, Summit-Portage D  
Arlene Doubledee, Administrative Assistant  
Linda Martin and Daphne Midcap, Administrative Secretaries

### MAYFIELD HEIGHTS OFFICE

440/442-2922  
800/330-2677  
Kathleen O'Connell-Burton, Cuyahoga Highlands  
Lynnette Howell, Unit 6  
Lori Navin, Administrative Secretary

### MENTOR OFFICE

440/639-1300  
800/686-4228  
Todd Jaeck, North Coast A  
Kim Lane, North Coast B  
Chlo Leidy, North Coast C  
Eric Urban, Northeast

### Mentor (con't)

Arlene Burnside and Kim Ziegler, Administrative Secretaries

### MIDDLEBURG HEIGHTS OFFICE

440/243-6030  
866/871-4567  
Tad Colbeck, Emerald Coast  
Gary Kovach, Medina County  
L. Ernest Blanden, Southwest  
Sheila Saad, West Cuyahoga Regional

### Middleburg Heights (con't)

Maisha Lloyd and DeAnn Satterlee, Administrative Secretaries

### VERMILION OFFICE

440/967-0168  
800/527-2258  
Airica Clay, Firelands B  
Mick Bates, Lorain County  
Miriam Rosa, Administrative Secretary

Not sure which is yours? A listing of local affiliates, LRCs, and service councils appears in the Resource Issue of OEA's journal, *Ohio Schools*.

## Protect Your Voting Rights

By Bill Lavezzi, NEOEA Executive Director

Most of us believe strongly in the importance of each vote; and as educators, many of us work hard to impress on our students the importance of participating in our democracy by registering and voting. We need to practice what we preach by making sure that we're registered to vote.

Voting officials have made a point this year of "purging" inactive voters from the voting rolls. If you have moved or changed your name, or if it's been a while since you voted, there's an excellent chance that you need to register in order to vote in this fall's election. If you know anyone who turns 18 before November 6, he or she can register now and be eligible to vote on Election Day. Mail registration requires that you provide your driver's license or the last four digits of your Social Security Number.

Registrations are open until 30 days before Election Day: this year, mailed registrations must be postmarked by Sunday, October 7.

You can download the Ohio Voter Information Guide at [sos.state.oh.us/SOS/upload/publications/election/vig\\_2012.pdf](http://sos.state.oh.us/SOS/upload/publications/election/vig_2012.pdf), and you can get a voter registration form at [sos.state.oh.us/sos/elections/Voters/register.aspx](http://sos.state.oh.us/sos/elections/Voters/register.aspx).

### Elections Boards in Northeastern Ohio

Ashtabula: 440/576-6915, [www.electionsonthe.net/oh/Ashtabula/](http://www.electionsonthe.net/oh/Ashtabula/)  
Cuyahoga: 216/443-3200, <http://boe.cuyahogacounty.us>  
Erie: 419/627-7601, [www.electionsonthe.net/oh/erie/](http://www.electionsonthe.net/oh/erie/)  
Geauga: 440/285-2222, ext. 2030, <http://www.co.geauga.oh.us/Departments/BOE/Main.aspx>

Lake: 440/350-2700 or 440/918-2700, [www.lakeelections.com/](http://www.lakeelections.com/)  
Lorain: 440/326-5900 or 5901, [www.loraincountyelections.com](http://www.loraincountyelections.com)  
Mahoning: 330/783-2474, <http://www.mahoningcountyoh.gov/DepartmentsAgencies/Departments/BoardofElections/tabid/740/Default.aspx>  
Medina: 330/722-9278, <http://www.boe.co.medina.oh.us/>  
Portage: 330/297-3511, [www.co.portage.oh.us/election/index.html](http://www.co.portage.oh.us/election/index.html)  
Summit: 330/643-5200, [www.summitcountyboe.com/](http://www.summitcountyboe.com/)  
Trumbull: 330/369-4050, [www.electionohio.com/trumbull/](http://www.electionohio.com/trumbull/)

All of the web addresses contained here were current as of August 2012, but web addresses change frequently. If you find a correction, please let NEOEA know.

## NEOEA Offers Levy Endorsement

NEOEA policy permits the Board of Directors to endorse local levies when requested to do so by the president of a local affiliate.

If your local association is involved in

helping to pass a local bond issue or levy, be sure that your local association president sends a request for the NEOEA endorsement. Requests should go to [desk@neoea.org](mailto:desk@neoea.org). In

order for the Board of Directors to approve endorsements at its October meeting, we must receive your endorsement request by Friday, September 28.

# Governing the Association

## NEOEA Governance and Staff Directory

The Representative Assembly is the main governing body of the Association; NEOEA's RA meets twice a year. Between assemblies, the 37-member Board of Directors listed below governs the Association. See the website ([www.neoea.org](http://www.neoea.org)) for a listing of NEOEA electoral units.

### Officers

President: **Mary Alice Conkey** (East Cleveland EA) [ConkeyMA@neoea.org](mailto:ConkeyMA@neoea.org)  
President-elect: **Kim Richards** (Cardinal EA) [RichardsK@ohea.org](mailto:RichardsK@ohea.org)  
Past President: **David Saywell** (Euclid TA) [SaywellD@neoea.org](mailto:SaywellD@neoea.org)  
Recording Secretary: **Brian McConnell** (Warrensville EA) [McConnellB@neoea.org](mailto:McConnellB@neoea.org)

### NEOEA Unit Representatives and Representatives-at-Large

Unit 1: **Meisha D. Baker** (Lorain EA) [BakerM@neoea.org](mailto:BakerM@neoea.org)  
Unit 2: **Amy L. Butcher** (Westlake TA) [NEOEA02@gmail.com](mailto:NEOEA02@gmail.com)  
Unit 3: **Irene Spraggins** (East Cleveland EA) [SpragginsI@neoea.org](mailto:SpragginsI@neoea.org)  
Unit 4: **Teri Mackey** (Wadsworth EA) [MackeyT@neoea.org](mailto:MackeyT@neoea.org)  
Unit 5: **Mary O'Toole** (Kenston EA) [OtooleM@neoea.org](mailto:OtooleM@neoea.org)  
Unit 6: **Tom Moscovic** (Willoughby-Eastlake TA) [MoscovicT@neoea.org](mailto:MoscovicT@neoea.org)  
Unit 7: **Deb Lipnos** (Twinsburg EA) [NEOEA07@gmail.com](mailto:NEOEA07@gmail.com)  
Unit 8: **Melanie Hameed** (Warren EA) [HameedM@neoea.org](mailto:HameedM@neoea.org)  
Unit 9: **Karen Wright** (Wellington Support Staff) [NEOEA09@gmail.com](mailto:NEOEA09@gmail.com)  
Unit 10: **Joe McCrone** (ACCESS) [McCroneJ@neoea.org](mailto:McCroneJ@neoea.org)  
Unit 11: **Sarah Carver** (Mentor Classified Employees) [CarverS@neoea.org](mailto:CarverS@neoea.org)  
Education Support Professionals Representative-at-large: **Karen Wright** (Wellington Support Staff) [WrightK@neoea.org](mailto:WrightK@neoea.org)  
Higher Education Representative-at-large: **Dr. Annette M. Burden** (YSU-OEA) [BurdenA@neoea.org](mailto:BurdenA@neoea.org)  
Minority Representative-at-large: **Verlene DeWitt** (Westlake TA) [DeWittV@neoea.org](mailto:DeWittV@neoea.org)  
Retired Representative-at-large: **Beryl Burkle** (Bedford EA-retired) [NERetRep@gmail.com](mailto:NERetRep@gmail.com)  
Student Observer: **Bradley Dalzell** (Kent State SEA) [NEStdtRep@gmail.com](mailto:NEStdtRep@gmail.com)

### OEA/NEOEA Unit Representatives and Representatives-at-Large

Unit 1: **Joel Gleason** (Clearview EA) [GleasonJ@ohea.org](mailto:GleasonJ@ohea.org)  
Unit 2: **Jeff Wensing** (Parma EA) [WensingJ@ohea.org](mailto:WensingJ@ohea.org)  
Unit 3: **Kecia Sanders-Stewart** (East Cleveland EA) [SandersK@ohea.org](mailto:SandersK@ohea.org)  
Unit 4: **Jeff Rhodes** (North Royalton EA) [RhodesJ@ohea.org](mailto:RhodesJ@ohea.org)  
Unit 5: **Kim Richards** (Cardinal EA) [RichardsK@ohea.org](mailto:RichardsK@ohea.org)  
Unit 6: **Patrick J. Snee** (Mentor TA) [SneeP@ohea.org](mailto:SneeP@ohea.org)  
Unit 7: **Becky Miller** (Tallmadge TA) [MillerR@ohea.org](mailto:MillerR@ohea.org)  
Unit 8: **Jeff Pegg** (Warren EA) [PeggJ@ohea.org](mailto:PeggJ@ohea.org)  
Unit 9: **Barb Armour** (Brunswick Support Staff) [ArmourB@ohea.org](mailto:ArmourB@ohea.org)  
Unit 10: **Patricia Cohen** (PATMR) [CohenP@ohea.org](mailto:CohenP@ohea.org)  
Unit 11: **Martha Miller** (Ashtabula ACSE) [MillerM@ohea.org](mailto:MillerM@ohea.org)  
Support Professionals Representative-at-large: **Barb Catalano** (Mayfield EA) [CatalanoB@ohea.org](mailto:CatalanoB@ohea.org)  
Higher Education Representative: **Ivan Maldonado** (YSU-ACE) [Maldonadol@ohea.org](mailto:Maldonadol@ohea.org)  
NEA Directors from northeastern Ohio: **Dale Kain** (#3) (Mayfield EA) [KainD@ohea.org](mailto:KainD@ohea.org), **André Taylor** (#5) (Twinsburg EA) [TaylorA@ohea.org](mailto:TaylorA@ohea.org),  
and **Jim McClure** (ESP) (Mentor Classified Employees) [McClureJ@ohea.org](mailto:McClureJ@ohea.org)  
OEA Director-at-large: **Lillian Tolbert** (East Cleveland EA) [TolbertL@ohea.org](mailto:TolbertL@ohea.org)  
OEA officer from northeastern Ohio: **Patricia Frost-Brooks** (OEA President) [frostbro@ohea.org](mailto:frostbro@ohea.org)  
OEA Student Observer: **Molly Rogers** (YSU Student EA) [RogersM@ohea.org](mailto:RogersM@ohea.org)

### NEOEA Staff

Executive Director: **William S. Lavezzi**, 216/518-0200, [lavezzi@neoea.org](mailto:lavezzi@neoea.org)  
Executive Assistant and Editor: **Linda Grunden**, 216/518-0200, [grunden@neoea.org](mailto:grunden@neoea.org)

### Your Local and Electoral Unit

Who represents your local? The answer depends on your electoral unit. OEA's members are apportioned among electoral units of about 3,000 members each, plus

members of the Higher Education division. Local delegates elect district and state unit representatives at meetings of the district Representative Assembly. Members directly

elect at-large unit delegates to the state and national RAs using ballots sent to local presidents in the fall and spring. Find out which unit your local is in at [www.neoea.org/units.pdf](http://www.neoea.org/units.pdf).

### Governing Your Association: The Role of the Representative Assembly

The National Education Association and its affiliates share a strong democratic tradition. At the national, state, and district levels, Representative Assemblies exemplify this characteristic. Representative Assemblies elect Association officers, control the level of dues, adopt policy statements, set legislative priorities, and approve budgets.

These governing bodies consist primarily of locally-elected delegates apportioned according to the size of each local. At NEOEA's Representative Assemblies, each local can certify at least two delegates. NEOEA and OEA send delegate certification packets in August; delegates for those RAs must be elected by October 10 and certified to NEOEA and OEA by October 15. If your

local association doesn't send delegates to the Representative Assembly, then you're forfeiting the rights you have as a member of a democratic organization.

The single most important thing you can do as a member to make sure that the Association is representing your interests is to make sure that you are being represented at the Representative Assemblies by local delegates. Consider becoming a local delegate! Ask your local president for more information, or call the NEOEA office for assistance.

A concrete example of Association governance at work is the NEOEA budget. NEOEA Bylaws set the rates of NEOEA dues: this year's full-time teacher dues amount is \$29.00. The NEOEA budget divides expenditures into five

categories: the amount of the overall dues going to each category is as follows:

- Association Affiliation (maintaining relationships with NEA, OEA, and local affiliates): **\$1.98**;
- Communication (*News and Views* and [neoea.org](http://neoea.org)): **\$6.17**;
- Governance (Representative Assemblies, Board of Directors, and officers): **\$4.25**;
- Member Education (workshops at NEOEA Day, collective bargaining conferences, Megaconference, Summer Leadership, etc.): **\$4.33**;
- Operations (maintaining the Conference Center and providing staff): **\$12.27**.