

News & Views

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On July Fourth at the NEA Representative Assembly, YSU-OEA Delegate Raymond Beiersdorfer addresses his successful business item regarding fracking while Joel Gleason (Clearview EA) and Samuel Adu-Poku (YSU-OEA) look on. More NEA pictures appear on pages 6 and 7.



Legislators and candidates joined us for dinner at Summer Leadership. Colleen Corrigan (Lakewood TA) reunited with Representative Kathleen Clyde (D-75), who showed off her "Love Your Labor" wristband. More about Summer Leadership on pages 7 and 11; more on the wristbands on page 8.



Three candidates endorsed by OEA stopped by our Labor Day table at Brook Park: Rich Javorek (HD 69), John Patrick Carney (Ohio Auditor), and Anthony Fossaceca (HD 6). We cover Labor Day on page 10.

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President's Message

Get Involved!

By Kim Richards, NEOEA President

When I first decided to become a public school art teacher, I never thought about being part of a union. It



wasn't the reason I became a teacher. I wanted to help the community by providing an excellent art education for the kids I would be serving. I truly believed in my mission of

being a great teacher and changing the lives of the children. This would be my contribution to the community.

Never did I think that my profession would be facing such biased and ill-informed attacks from both the right and the left.

Every day, as public education employees, we take our places at work and give to the students as if they were family. It makes me sad and angry that public school employees have been

"Never did I think that my profession would be facing such biased and ill-informed attacks from both the right and the left."

cited as examples of what is wrong with this country, when in fact we are part of what is very right about this country. We can no longer count on either political party, as they both say public education is a failure.

Both government leaders and the media believe that schools need to function like a business. They demand that schools become competitive and function in a free-market-style system. Some say that it is unions that stand in the way of true reform of our education system. They want absolute power to

reward, punish, or even remove public school employees. Some blame the unions: if tests scores are too low, it must be because of the union contracts.

It couldn't be because the districts lack adequate resources or that the districts' leadership is marginal. If some of the districts' employees are inadequate, it must be because of their unions' contracts. It couldn't be because of the school districts' flawed hiring practices or failure to evaluate employees properly. I have yet to see a school employees' union contract that allows the unions to hire, fire, or evaluate any employee. Inadequate school personnel are the fault of the school districts' leadership, not the unions. Legislating away our collective bargaining rights only serves to marginalize our unions—not benefit the learners we serve in our districts.

What can we as an association do? Get involved! There are so many opportunities you have to do just that. Each month your local president is sent information about NEOEA and OEA opportunities. Take a second to read the information they share with you. Your local can hold delegate elections to the representative assemblies. (Information about this has already been sent to your local president.) Every district should be sending delegates to the representative assemblies. There are a number of grants that your local can apply for to offset the cost. **Go to NEOEA's website; find out what it takes to be a five-star local.** Run an FCPE drive. Now more than ever, we need to elect public officials on every level that are pro-public education—not anti-union or anti-school personnel! Get involved in your local school board elections. Vote your profession at the polls.

Public school employee unions are not the problem with education. We have the right to organize. We have the right to be treated fairly. We have the right to advocate what is best for the learners we

serve. We are education experts—not a corporation. As the attacks on public school employees increase, it is important that we stay strong and stand together. I am proud to say I am **Cardinal Local School district's union president** and President of NEOEA. I am proud to be part of a union.

In solidarity,

Kim

Sept./Oct. Calendar

Thursday-Sunday, October 16-19, 2014

NEOEA Day trip — New York City

Friday, October 17, 2014

NEOEA Day

Friday, October 17, 2014

Negotiations Conference

Doubletree by Hilton, Independence

Save the Date

Saturday, November 8, 2014

NEOEA Representative Assembly
Highland High School, Medina

November 17-21, 2014

American Education Week

Saturday, December 6, 2014

OEA Representative Assembly
Columbus Convention Center

For the most up-to-date information on the NEOEA calendar, go to our website neoea.org, click on the "Private Access Log In," and go to the Presidents' Page.

Web Resources

at www.neoea.org

- Community Involvement Grant
- Fall Fun discounts
- Negotiations Conference
- NEOEA Day catalog
- NEOEA Friend of Education Award
- Positive Image Award
- PR Mini-Grant

North Eastern Ohio Education
Association

is affiliated with the

Ohio Education Association
and the

National Education Association

Kim Richards, President

Mary Alice Conkey, Past President

Jeff Wensing, President-elect

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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, Ohio 44125-5330. Views are not necessarily those of NEOEA, the editor, or the officers and Board of Directors.

Address e-mail for *News & Views* to editor@neoea.org

The NEOEA Office Has a New Look.....

The NEOEA office has added a new feature to some of its conference rooms. We now have a place to showcase student art work! NEOEA is looking for art teachers K-12 to submit student art work for display at the office. The work does not need to be matted or have any special mounting to it. Any two dimen-

sional piece, from water colors to photography, is welcome. Now is the **time to spotlight your local student's art work.** Your local will also be recognized in our *News and Views*. Please contact Kim Richards at Kim.Richards@CardinalSchools.org for further information on how to spotlight your student's art work.



Mini-Grants Fund Local Public Relations Activities

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!** We invite you and your local association to receive some of your NEOEA dues dollars back in the form of the annual NEOEA 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. Grants are awarded based on the public relations benefit to the community and/or the association demonstrated in the application. *Please be sure the primary purpose of the funding is to provide exposure for your association outside the school and in the community.*

Why not take advantage of this opportunity to enhance the image of your local association within your community? To do so, complete the simple, one-page grant application at neoea.org/PRminigrant.rtf. Your application must be postmarked by **December 1, 2014**, and must bear at least two signatures from among those of your local president, PR chairperson, or treasurer. E-mail applications received by the due date will also be accepted if accompanied by e-mails from at least two of the signers listed on the application form. Recipients of the grant will be informed by the end of January 2015.

Local affiliates which send at least one delegate to the fall NEOEA Representative Assembly may apply for a second grant involving an additional public relations activity.

Proof of completion of the activity is required, such as a program, photo, news article, receipt, etc., and must be sent to the NEOEA office by December 1, 2015. *Eligibility for future grants is dependent upon the provision of proof.*

The number of grants actually awarded is affected by the number of qualifying applications received. NEOEA cannot guarantee that all qualified applicants will receive grants.

Please note: Grants are not awarded to purchase equipment or supplies normally used by local associations to conduct routine business, to fund student or staff scholarships, to purchase instructional materials, or to reimburse costs of internal activities.

Pay It Forward

By Pat Sharkey, Public Relations Committee

Pretend it's 90 degrees outside. You have just finished cleaning the garage, playing 18 holes of golf, taking a five-mile hike, weeding the yard, or running a bunch of errands. How do you feel? You probably feel dirty, gritty, sweaty, tired, or maybe just a little bit cranky. You could have even felt all of the above.

What's the one thing you can do for yourself to feel human again—a shower! It's the quickest way to feel good about yourself (as well as clean). If you are a homeless person, it may be the only time you feel good about yourself all week.

When you were five or six years old and someone asked, "what do you want to be when you grow up," I'll bet you

never said "homeless." Many people have lost their way in life. It may be due to mental problems, lack of education and a job, addiction, abuse, human trafficking, as well as a whole host of other reasons.

We collect toiletries as just a small contribution to those who are less fortunate than we are. Please continue to save unused and unwanted toiletries for those individuals we support through our "Pay It Forward" program. It is one small way our union members (and friends) can help others. A special thanks goes out to all who have contributed to this cause. I wish I could thank each of you personally.

Our next major collection will be on

November 8, 2014, at Highland High School in Medina. If you can help make one less fortunate person feel human for a time, isn't it worthwhile?



Community Involvement Grants

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.

NEOEA is offering up to 25 Community Involvement Grants in 2014-15 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.

Details of the program:

- NEOEA affiliates may apply for

funding up to \$100 to assist with registration/participation fees and/or purchase items to enhance the **affiliate's visibility during the event.**

- Applications will be considered on an ongoing basis and will continue to be awarded until funds are expended. Early submission helps ensure funding.
- To apply, complete the form (downloadable at neoea.org/comminvform.rtf).
- To qualify for funding, NEOEA requires:
 - Participation in the event by local affiliate members.
 - Submission of a news release **announcing the affiliate's** participation to local community news outlet(s).
 - Submission of a photo of members participating in the event to NEOEA along with

copies of any news coverage (local newsletter coverage is acceptable) no more than two weeks following the event.

NEOEA funding for community **involvement is considered "seed" money**, and full funding will not be granted to affiliates for more than two consecutive years. It is hoped that the local affiliate will build the activity into their local budget over that period and be prepared to continue the program after the initial investment period.

Entries will be judged in groups to be submitted by the following dates: December 5, 2014, or May 8, 2015.

Please note: Grants are not awarded to purchase equipment or supplies normally used by local associations to conduct routine business, to fund student or staff scholarships, to purchase instructional materials, or to reimburse costs of internal activities.

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.

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.)

At its fall meeting at Highland HS on **November 8**, NEOEA's RA will fill vacancies for Directors representing ESPs and electoral unit 5. 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_Fall2014.pdf.

At its spring meeting on April 25, **NEOEA's delegates will elect a Minority Representative-at-large** and Directors representing electoral Units 1, 2, 3, 4, 6, 7, and 10. Nominations are due by February 9, 2015. A letter of candidacy is available at neoea.org/Nomination_Spring2015.pdf.

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

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 Gretchen Obrovac from Independence EA. She'll receive a pair of Indians tickets for the 2015 season.

Congratulations also to Janis Roskoph from Nordonia Hills EA, winner of last year's May-June "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 many NEOEA locals had members attending the NEOEA Summer Leadership Conference?

We'll welcome all entries, but to be considered for the restaurant gift card, the winner needs to answer by Friday, October 10. To answer, go online to www.tinyurl.com/NEOEA201409.

Thank you to all who have participated!

NEOEA Recognizes Positive Image Activities

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 2014-15 Positive Image Award.

As in previous years, NEOEA will again recognize local associations and association members whose activities from February 2014 to February 2015 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.**

Winners of the Positive Image Award will be selected by the NEOEA Public Relations Committee from nomination letters submitted by **Friday, February 20, 2015.**

- Any **external association public relations project** is eligible for consideration; these projects may be submitted by any association member.
- Any **association member** is eligible for consideration; these nominations should be submitted by the president, public relations chair, or an executive committee member of **the nominee's local association.**

Each local association is limited to one entry per category (association or individual).

This award does not use an entry form: nominations are made by letters of nomination. In your nomination letter, please label the entry as either an individual or an association award. Nominations* must be accompanied by proof of appearance in a public media such as a newspaper article, TV video, radio tape, photography, or audiotape highlighting the project or media coverage.

Send your entry by February 20, 2015, to:

NEOEA, Positive Image
5422 East 96th Street, Suite 200
Garfield Hts., OH 44125-5330

* Items submitted will not be returned.

NEOEA Seeks Nominees for Friend of Education Award

NEOEA will seek to recognize its fifth Friend of Education in 2014-15. **NEOEA's members and local affiliates** are encouraged to nominate individuals and/or organizations who would be worthy recipients of this honor. If a Friend of Education is selected, NEOEA Representative Assembly delegates will recognize the honoree on **April 25, 2015.**

Purpose:

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.

Qualifications:

NEOEA's Friend of Education Award may be bestowed upon any person or organization whose leadership, actions, and support have proven that person or organization to be a true friend of education, educators, or students in northeastern Ohio.

Nominations:

Any member of NEOEA or any local affiliate of NEOEA may nominate an individual or organization for the Friend of Education Award.

The deadline for submitting nominations is **Friday, February 6, 2015.** Nominations must be signed by an

NEOEA active member in good standing. Completed nomination forms and all accompanying materials should be sent to:

NEOEA, Friend of Education, 5422 East 96th Street, Suite 200, Garfield Heights, OH 44125-5330 OR fax to: 216/518-0202 OR email to: desk@neoea.org. Receipt of application will be acknowledged. Questions: Please call us at 216/518-0200 or 800/354-6794.

For a Word-fillable form, go to www.neoea.org/Friend_of_Ed.rtf.

Apply Now for an OEA Scholarship or Award

OEA annually presents the following scholarships and awards at the OEA Awards Banquet during the OEA Spring Representative Assembly in Columbus. But, hurry! The due date for nominations/applications is **January 12, 2015.**

- JFK Scholarship (\$4,000)
- Jean Kershaw Scholarship (\$2,000)
- Marilyn Cross Scholarship (\$2,000)
- Human and Civil Rights Award
- OEA Blue Ribbon Association Award (\$500)
- OEA Friend of Education

- OEA Media Award for Public Service
- OEA Peace and International Relations Award

Individual members and local associations are encouraged to make personal applications or nominate candidates for these awards. Details are available at the OEA website at oea.org, click on **OEA Local Leaders** tab, and select the **Grants and Awards** link.

Most OEA scholarships are overseen by OEA's Professional Development Core Function Committee.

Congratulations to
Jessica Lynn Bynum
from Mayfield EA.
She was the recipient
of the \$4,000
John F. Kennedy
Scholarship in 2014.

What We Did on Our Summer Vacation

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 May issue. These photos are courtesy of Barb Catalano, Mary Alice Conkey, Gary Hollow, and Bill Lavezzi. We'd like to extend our thanks to them for sharing their talents with us.

Emerging Leaders Cookout — June 13, 2014



NEA Annual Meeting in Denver, Colorado — July 1-6, 2014



District News

NEOEA Summer Leadership — July 23-24, 2014



NEOEA Night at the NEA Representative Assembly — July 4, 2014 Fireworks and Fish at the Denver Aquarium



Bargaining Report

Following is a list of local contract settlements reported by OEA since the bargaining report we provided in the May 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: Lakewood City, Lakewood TA (Emerald Coast, Middleburg Heights).** In mid-April, the Lakewood teachers ratified a three-year contract with increases of 2.5% each year.
- **Erie: Sandusky City, Sandusky EA (Kudos, Vermillion).** On April 22, the Sandusky educators ratified a three-year contract with increases of 2%, 1.5%, and 1%.
- **Geauga: Newbury Local, Newbury EA (North Coast A, Mentor).** In mid-June, the Newbury teachers approved a two-year contract with no increase but all will get steps and longevity.
- **Geauga: Newbury Local, Newbury Support Staff (North Coast A, Mentor).** In mid-June, the Newbury support staff ratified a two-year contract with no increase but all will get steps and longevity.

- **Geauga: West Geauga Local, West Geauga EA (North Coast A, Mentor).** In June the West Geauga educators ratified a three-year agreement with increases of 2.25%, 2.25%, and 2%.
- **Lorain: Firelands Local, Firelands EA (Kudos, Vermillion).** In mid-March, the Firelands educators approved a three-year contract with previous frozen steps restored plus their regular step. Members at step 17 and beyond receive a \$500 stipend each year.
- **Mahoning: Canfield Local, Canfield EA (Western Reserve, Boardman).** In June Canfield teachers ratified a three-year contract with increases of 1%, 1%, and 2%.
- **Mahoning: Mahoning County CTC, Mahoning County CTC Classified EA (Western Reserve, Boardman).** In June the classified employees approved a three-year agreement with increases of 1% each year.
- **Mahoning: Mahoning County CTC, Mahoning County CTC EA (Western Reserve, Boardman).** In June the teachers ratified a three-year agreement with increases of 1.25% each year.
- **Medina: Medina City, Medina City TA (Medina County, Middleburg Heights).** At the end of May, the Medina City teachers approved a

three-year contract with increases of 2% each year.

- **Summit: Hudson Local, Hudson EA (Summit-Portage A, Hudson).** At the end of June, the Hudson teachers ratified a three-year agreement with increases of 2.25%, 2%, and 1.75%.
- **Summit: Stow City, Stow Munroe Falls CEA (Summit-Portage A, Hudson).** In mid-March the Stow Munroe Falls classified employees approved a three-year contract retroactive to July 2013 with an additional one-year contract. In the first year, employees were made whole for two steps plus one normal step with no increase in pay; in the second and third years employees will receive one normal step with a 1% increase. Employees will receive a 2% increase in the 2016-17 contract.
- **Summit: Summit County Board of DD, Weaver EA (Summit-Portage A, Hudson).** In mid-March, the Weaver teachers ratified a three-year contract retroactive to January 2013 with increases of 2.25%, 2%, and 0%.
- **Summit: Summit County Board of DD, Weaver Workshop and Support Assn. (Summit-Portage A, Hudson).** In June, the Weaver employees approved a three-year contract effective January 2013 with increases of 2%, 2.25%, and 2.5%.

Wear Red for Solidarity

By Marti Franks, NEOEA Labor Liaison

"Now is the time for all good men..." (and by "men" we mean union workers everywhere) to join hands in the fight. In the not-so-distant past we fought a tough fight against Senate Bill 5, and we won. We won the battle—but not the war—and the only way to keep winning battles is to keep our alliance with the labor movement strong.

The Social and Human Concerns committee is asking all of our members to show solidarity by wearing red on every Thursday during the year. We are hoping to develop a greater awareness of the importance of staying connected with workers everywhere. We could not have defeated SB 5 without the

concerted efforts of unions both public and private sector. It took a lot of people to fill those trucks with petitions, and we well may have to do that again.

Those of you who were at Summer Leadership at the Bertram Inn this summer should be wearing red bracelets with the "Love Your Labor" slogan and "NEOEA." Many of you may have taken some home to share. We hope that you will wear them as a sign to our brother and sister unions who will feel our support and support us as well.

At last spring's OEA RA, Mary Alice Conkey proposed a new business item to foster these relationships, and it passed with great support. It is time to show our support in a way that everyone can see. "Together We Can!" Let's wear red and show our colors to the world.



Labor Lines

I support unions...organized labor gave us a two-day weekend, an eight-hour day, health insurance, pensions, and other good things. They were not bestowed upon us by a grateful management. They were fought for. What was fought for can and will be taken away, unless it's fought for again. — Garrison Keillor, host of *A Prairie Home Companion*

Brag Box

NEOEA Member Receives \$2,000 NEA Foundation Grant

Jodi Yoxthimer, a tenth through twelfth grade science educator at North Ridgeville High School received a \$2,000 Learning & Leadership Grant from the NEA Foundation.

Jodi received the grant to embark on a ten-day field assignment in the Valle de los Cirios Biological Reserve in Baja, Mexico, through Earth Expeditions. She will learn about unique desert and marine flora and fauna, medicinal

plants, endangered species, and specialized adaptations that help organisms survive in isolated environments. Additionally, she will study the rich culture of the people of Bahia de Los Angeles.

The NEA Foundation has invested more than \$8.6 million in grants to support the work of almost 4,000 educators from every state in the country to help students succeed. Each

year, the Foundation awards approximately 150 Student Achievement and Learning & Leadership Grants. The latest grants were awarded to 51 educators across 28 states for a total of \$177,000 to support educators' efforts to improve teaching and learning. Learn more about grant opportunities on neafoundation.org.

Consumer Corner

Fall Savings for NEOEA Members

Fall Fun! Deals and discounts are available to you as an NEOEA member for the **Cleveland Indians, Great Lakes Science Center, and Yankee Peddler**. Details are available at neoea.org/FallFun.pdf.

All year round you can receive discounts through Best Benefits Club. Go to <http://bestbenefitsclub.com/> (password is "NEOEA0613e").

Dollar Bank is also offering special benefits for NEOEA members.

- Open a Dollar Bank FreeMONEY Checking account, add payroll direct deposit and a debit MasterCard® and \$100 in purchases is on us. Plus, get an additional \$50 on the one year anniversary of your account opening.
- \$500 off costs at closing on a

mortgage with a qualifying checking account.

- Free mortgage pre-approval program.
- No closing costs on a home equity term loan.

For an everyday banking relationship that accommodates your lifestyle, visit dollarbank.com/neoea or stop by a local branch.

Resource Library

Celebrate American Education Week—November 17-21, 2014 Raise Your Hand for Student Success

American Education Week—November 17-21, 2014—presents 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. The weeklong celebration features a special observance each day of the week. They include:

Monday, November 17: Kickoff Day. Across the country, schools will celebrate excellence in education by hosting kickoff events and activities.

Tuesday, November 18: Parents Day. Schools will invite parents into the classroom for a firsthand look at what the school day is like for their children.

Wednesday, November 19: Education Support Professionals Day. Education Support Professionals keep schools running and students safe, healthy, and ready to learn. Check out these charts (http://www.nea.org/assets/docs/AEW_2012_-_ESP_Education.pdf) to see how hard ESPs work to serve students in public schools and how committed ESPs are to both their jobs and their communi-

ties (http://www.nea.org/assets/docs/AEW_2012_-_ESP_Commitment.pdf).

Thursday, November 20: Educator for a Day. Community leaders will be invited to experience the day as educators and experience the challenges of teaching and the needs of students.

Friday, November 21: Substitute Educators Day. Substitute educators play a vital role in the maintenance and continuity of daily education. Learn more about these professionals and take a look at resources and tips for substitute educators.

NEOEA Members Attend Labor Day Events in Brook Park and Lorain

Like NEOEA itself, Labor Day goes back to the nineteenth century; but while our members have been involved in Labor Day activities for years, **NEOEA's own formal involvement in Labor Day** dates back to a 2001 Labor Day parade in North Olmsted which featured education as its main theme.

This year, hundreds of NEOEA members participated in Labor Day events in Brook Park and Lorain on **August 30 and 31**. This year's calendar put Labor Day on September 1, which is the earliest it can be. That moved two important Labor Day celebrations into **August**, but the early date didn't keep thousands of community members from attending them as well as other events around northeastern Ohio.



Just last year, the North Shore AFL-CIO (which includes Cuyahoga, Geauga, and Lake Counties) converted their event from a parade to a festival format. This year they switched from the east to the west side of Cuyahoga County and held the event at Kennedy Memorial Park in Brook Park. Members

and their families gathered at our NEOEA table there on Saturday, August 30, anchored by Mary Alice Conkey, Kecia Sanders-Stewart, and Lillian Tolbert of East Cleveland EA; NEOEA Legislative Liaison Debbie Bernauer; NEOEA Labor Liaison Marti Franks; Barb Armour from Brunswick ESP Assn.; and Tom Moscovic of Willoughby-Eastlake TA. Giveaways included specially-imprinted pencils, "Love Your Labor" wristbands, and union-made "Red Hots" candies.

On the following day, Sunday, August 31, members gathered at the 20th Annual Labor Day Family Celebration, coordinated by Lorain County Organized Labor. As it has been for several years, this event was held at Black River Landing, and featured tables from several local unions and from NEOEA. The table sponsored by NEOEA was staffed by Andrew Smith and Pat Czech (Sheffield-Sheffield Lake TA), Kim Backus and Mark Smith (Elyria EA), and



Joel Gleason (Clearview EA). NEOEA's table was flanked by tables sponsored by Lorain EA and Lorain County JVS TA. All three tables used the opportunity to engage community members with a pro-education message, distributing treats, literature, pencils, and other items reminding residents of our members and our mission.



Educators Prepare for Critical Campaign

Involved citizens of all political persuasions and parties agree that modern campaigning poses some challenges for those who want success at the ballot box for their issues and candidates.

NEOEA does not make endorsements of its own, but we do educate our members about the impact of legislation and political activity on their personal and professional lives. In elections years, that generally means some frantic activity as **we try to communicate OEA's legislative positions**, including endorsements, to our members. Information we could share with our members as *News and Views*

goes to press may be outdated by the time the issues get to them.

For 2014, we're introducing our Campaign Portal—a webpage with information that can change rapidly to dynamically reflect the needs of the campaign. The address of the Campaign 2014 Portal is neoea.org/private/2014.

Using the Campaign Portal, we can make available a wealth of information our members need in order to exercise their rights as citizens. Need to know whether you're registered at your current

address? Oops! Need to register (by October 5)? Need a vote-by-mail application? Check, check, and check.

Need to see the latest bulletin on **Campaign 2014? We've started a series of bulletins** that provide you with the latest campaign information we have for northeastern Ohio educators.

Time schedules can make it difficult. Would you like to do something to help education candidates, but do it from your own home, on your own schedule, wearing your fuzzy slippers? You can do it **yourself with OEA's My Colleagues Organizing Tool**. You'll find that tool there too.



Member Leaders Meet for Summer Leadership

This summer marked NEOEA's third time holding our Summer Leadership Conference at the Bertram Inn and Conference Center in Aurora.

Delegates heard a keynote speech on education policy from Ed FitzGerald, the current Cuyahoga County Executive and a candidate for Ohio Governor.

Over 250 participants chose from 25 workshops on topics designed to address the needs of local leaders and potential leaders, with experience levels from newcomers to experienced leaders.

Here's what your fellow members said:

"Summer leadership is a wonderful collaborative experience where new and updated information is presented to members from across northeast Ohio. More members should attend." (Sandy Smith Fischer from Streetsboro EA)

"Attending the Summer Leadership helped arm me with more knowledge and skills so that I can better serve as the Treasurer and member of my local. It gave me more confidence in assisting my fellow members." (Katie Evans from Parma EA)

"As a first-time attendee, what a lot of useful information to bring to my local and build a stronger

foundation for all and build new leaders." (Tammy LaPlante from Ashtabula ACSE)

"This is my first time attending—will definitely be back!" (Stacey Little from Ashtabula County Emp. for the Mentally Handicapped)


"I have never left the leadership conference without learning something new and useful that I can take back to my members!" (Barbara Martini from Champion EA)

"Summer Leadership is an excellent opportunity to network and learn from other individuals and locals. Great for members looking to become more active in their union." (Carol Peterson from Painesville City TA)

"I think newer local members should attend the conference to learn more about how OEA works beyond their local. The officer workshops are very helpful to learn all their position requires." (Lisa Stowell from Geneva Area TA)

It's never too early to save a date! This summer's Leadership Conference is scheduled for July 22-23, 2015. You can expect to see full information in the May-June issue of *News and Views*.

Sixty-three NEOEA locals participated in Summer Leadership, including the following:



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Ashtabula Co. Emp. Assn. for MH	North Ridgeville EA
Barberton EA	North Royalton EA
Bay TA	Oberlin EA
Bedford EA	Olmsted Falls EA
Brunswick EA	Orange TA
Campbell EA	Painesville City TA
Cardinal EA	Parma EA
Champion EA	Perkins EA
Chardon EA	Portage County Educators for the MR
Clearview EA	Revere EA
Cloverleaf EA	Richmond Heights EA
Cuyahoga Falls EA	Riverside Local EA
East Cleveland EA	Sheffield-Sheffield Lake TA
Elyria EA	Streetsboro EA
Euclid TA	Strongsville EA
Fairport Harbor EA	Tallmadge TA
Fairview Park EA	Trumbull CTC EA
Geneva Area TA	Twinsburg EA
Grand Valley School Support Personnel	Twinsburg SSA
Kenston EA	Vermilion TA
Lakewood TA	Warrensville EA
LEADD	Waterloo EA
Lorain County JVS TA	Wellington Support Staff Assn.
Maple Heights TA	West Geauga EA
Maple Organization Support Team	Westlake TA
Maplewood Career Center EA	Wickliffe EA
Mayfield Assn. of Support Personnel	Willoughby-Eastlake Classified Professionals
Mayfield EA	Willoughby-Eastlake TA
McDonald EA	

Workshops and Conferences

NEOEA Negotiations Conference Offers Training on Critical Topics

NEOEA and OEA will provide for local affiliates to attend the annual NEOEA Presidents Plus Two Negotiations Conference, to be held at the Double-Tree by Hilton Independence, 6200 Quarry Lane, Independence 44131. The conference will be held from 8:30 a.m. to 1:00 p.m. on Friday, October 17 (NEOEA Day).

The Negotiations Conference will provide information of use to both teacher and ESP members. We encourage participating locals to send entire bargaining teams and negotiating committees.

Participants should bring copies of the contracts and constitutions of their local associations.

NEOEA provides a continental breakfast and a luncheon. **Deadline for pre-registration is Friday, October 3:** space is limited, so return the reservation form provided as quickly as possible. If the workshop is filled, your reservation will be returned immediately. Confirmations and driving directions will be sent to registered participants.

9:00-10:00	1 Legal Update - Focus on Evaluation: OEA attorney Kathleen K. McKinley and OEA Education Reform Consultant Ellen Adornetto will provide a review of current legal issues, with a review of what we've learned after a year with OTES and a look ahead to what we can expect under Senate Bill 229.
10:10-11:00	2A Special Education Language: Special education has become a major focus of instruction, affecting both teachers and classified personnel. Learn tips for writing special education language and for enforcing special education provisions in contracts.
	2B Communications During Bargaining: Communications assume special importance when a local is bargaining a new contract. This session will focus on face-to-face, print, and electronic communications, including social media.
11:10-noon	3A Using the General Fund Analysis and Five-year Forecasts: School districts' five-year forecasts have assumed greater importance in recent years as treasurers have been required to sign off on potential contracts. Learn from OEA's researchers how to read the Five-year Forecast and make use of OEA's General Fund Analysis.
	3B Beyond the Contract: Some locals have had Labor-Management Teams for decades, but some are just learning how to use them. Learn language that promotes successful LMTs and find out how to avoid common pitfalls.

Presidents Plus Two Negotiations Conference — October 17, 2014

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. Questions? Please call us at 216/518-0200 or 800/354-6794. For a Word-fillable form, go to neoea.org/Negotiations2014.rtf.

Pre-registration deadline: Friday, October 3

Send confirmations and directions to _____ (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:

Name	Staying for lunch?	10:10	11:10
	Yes No	2A 2B	3A 3B
E-mail address			
	Yes No	2A 2B	3A 3B
E-mail address			
	Yes No	2A 2B	3A 3B
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.