



In our democratic organization, members vote to select their representatives on the NEOEA Board of Directors. Checole Andrews (Painesville City TA) cast her ballot while Elections Committee member Tom Moscovic (Willoughby-Eastlake TA-R) observed. Read the summary of activity on page 3.



NEOEA Day 2017 allowed our members an opportunity to choose professional development to fit their individual needs. Members can be seen all over northeastern Ohio as well as out of state. See pages 6-7 for a sampling.



Megaconference 2018 is set for February 24. There are numerous sessions to meet your personal, professional, and leadership needs. Check out the new sessions and their descriptions on pages 9-11.

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NEOE Day Glimpses

NEOE Day has a long, embedded history in our profession. We provide photos of our members having a good time at NEOEA Day events both in the area and out of state. 6-7

Megaconference

Megaconference 2018 offers 33 sessions on a wide variety of topics for active, student, and retired members across all classifications. Admission is a deal for \$15, and free-admission coupons are available from your local president. All members are encouraged to attend. 9-11

President's Message

Grassroots Making the Difference

By Jeff Wensing, NEOEA President

Recent election results have frustrated many of us in public education over the past seven or eight years. Whether it be



your local school board, state senator, state representative, or the governor, it seems as though the bulk of the laws and state mandates have made our professional lives more difficult. Some of the

challenges include reduced state funding, OTES, attempts at privatization, resident educator requirements, and an overabundance of state testing. One can argue these examples do not enhance the day-to-day education of a student. In fact, it can be argued that these are distractions that dilute the educational process. Some locals across the state were frustrated to the point where the local decided to create

“..the local decided to create positive change at the most basic level—their individual Board of Education.”

positive change at the most basic level—their individual Board of Education. As President of the Parma Education Association (PEA), this is exactly the task our membership desired.

On May 26, 2015, the Parma City School District's Board of Education voted 5-0 to impose a contract upon the members of PEA. The bargaining process was difficult and lasted nearly 2-1/2 years from 2013 to 2015. During that time, the administration did the typical divide-and-conquer which included blaming PEA for the lack of progress. PEA leadership recognized the division in the Association and took advantage of an offer from OEA to help conduct a listening tour of all 15 buildings in Parma from late 2014 to early 2015. Approximately 500 conversations were conducted with PEA members and the data was compiled.

After the contract was imposed the PEA membership had a difficult decision to

make. The PEA membership chose to work under the imposed contract in lieu of striking. Moving forward, based on the data from the listening tour, it was clear that the PEA membership wanted three things from their Association: (1) **communicate more effectively with the members, (2) engage the community in a positive manner, and (3) have a better working relationship with the Board of Education.** PEA leadership promised the membership that they would work to accomplish all three requests. However, in order to work with the school board more effectively, PEA promised its members they would attempt to seek, endorse, and elect three pro-public education candidates to the Board of Education in 2017. Over the course of the next two years, PEA attempted to earn the trust of its members by accomplishing the three goals set forth by the membership in the listening tour.

Phase One: Communication. (1) PEA members receive regular updates via email from the President. (2) Building reps hold regular 10-minute meetings in the home school following PEA meetings. (3) Organize events for new educators. (4) Created PEA Facebook page called “PEA Community” which launched PEA's new logo and highlights positive accomplishments of PEA members and the teaching profession.

Phase Two: Community. (1) PEA conducted a series of community focus groups. (2) Organized a rally for public education in May 2017. Rallies were held in front of all 15 buildings before school, and educators walked in their buildings together. (3) Participated in the 2017 Parma Independence Day parade. (4) PEA had a table at the 2017 PCSD Back to School kickoff event. (5) Attended the Labor Day Festival in Parma at James Day Park. (6) **Publicized PEA's annual Thanksgiving food drive which feeds approximately 70 needy families.**

Phase Three: School Board. (1) In April 2016 at a combined meeting of Executive Committee members and building representatives, OEA's Dan Ramos facilitated a power mapping activity that identified the qualities PEA wanted a Board of Education candidate to possess. (2) PEA leadership established relationships with the individuals as defined by the power mapping. (3) In early 2017, Dan Ramos and PEA developed a timeline through Election Day, November 7, 2017. (4) PEA invited OAPSE leaders to join the process in spring

2017. (5) PEA and OAPSE jointly screened six out of seven Board of Education candidates in July 2017 and jointly endorsed three quality candidates. (6) In August PEA announced the three endorsed candidates at the district's opening day meeting.

It was time for the rubber to hit the road. *Did PEA do enough to accomplish the three goals set forth by the membership? Did PEA earn enough trust in order for the membership to support PEA's three endorsed candidates?* In summary over 300 PEA members donated over \$4,000 to the **endorsed candidates' campaign**, staffed three nights of phone banking made available by North Shore AFL-CIO, building representatives and Executive Committee members wrote 635 postcards to OEA members living in the local community requesting support of our endorsed candidates, approximately 100 members participated in knock-and-drops with campaign literature, 125 members placed yard signs in their front yards (we had more requests than signs!), and PEA members worked the polls on November 7 before and after their contracted work day. **In short, all three PEA-endorsed candidates won in a land slide.**

Upon reflection, the data from the listening tour was the key component. The data informed PEA leadership as to what the membership wanted from their association. **I believe PEA's work over the prior two years built trust with members. As a result, approximately 500 members out of 775 members participated in one way or another to support PEA's endorsed candidates. This total doesn't include the members who simply had conversations with their family, friends, and neighbors.**

I share this with you because the story in Parma is not unique. In fact PEA leadership was inspired by other locals who created positive change for their members by electing pro-public education candidates. With a functional Board and a new superintendent who fosters shared leadership, PEA believes educators and students will once again be valued and respected.

In education, the finish line is consistently moving. As one goal is met, another challenge arises. However, due to our successful grassroots efforts across the state, I am excited and hopeful this momentum will continue into the election season of 2018.

United We Stand,

Jeff

Summary: NEOEA Representative Assembly November 11, 2017—Harding High School in Warren

The North Eastern Ohio Education Association held the fall meeting of its Representative Assembly at Warren G. Harding High School on Saturday, November 11.

The Representative Assembly (RA) is the top governing body of NEOEA, following a governance structure similar to the National Education Association and the Ohio Education Association, with which NEOEA is affiliated. Representation is proportional: each local is allotted at least two delegates at NEOEA's RA, and larger locals are allotted more delegates.

Each RA is a little different, and this one was no exception. Following a practice that has become more common in recent years, delegates met in a multipurpose room rather than a formal auditorium. The 255 delegates and 34 guests present were greeted by Jeff Pegg, President of the Warren Education Association, and Stacey Frederick, President of the Warren Secretarial Association. Warren City School District's Superintendent Steve Chiaro shared the positive steps all parties have taken over the past few years for the good of all employees.

Presiding at the third of the four RAs scheduled for his two-year term of office,

NEOEa President Jeff Wensing noted it was Veterans' Day and led delegates in honoring the service veterans present and then spoke about the need to elect local school board members who support public education and value the work of the employees in the district. Jeff shared his own local's experience and success in the recent round of elections.

In a fund-raiser conducted during the Legislative Committee's report at the Representative Assembly, delegates donated \$4,122 to OEA's Fund for Children and Public Education.

Jill Gunther and Jenn Schumm, striking Service and Support Administrators in Portage County, addressed the delegates. Their local has been on strike since October 4. Delegates passed the envelope and collected \$1,535 for the SSAs in Portage County.

At the recommendation of the Resolutions Committee, delegates enacted the NEOEA Resolutions for 2017-18. NEOEA's new resolutions document includes 171 statements setting forth Association principles on topics identified in the organization's Constitution. Delegates approved three new resolutions in section I, which consists of resolutions attempting to "promote and protect human and civil

rights": Institutional and Organizational Discrimination; Racial Justice; and Sexual Assault.

Delegates elected Sharon Callahan (Cardinal EA) to a fill vacancy for NEOEA Unit 6 Representative.

Delegates passed a New Business Item:

Create an OEA Special Education Work Group to develop recommendations for professional development programs, sample contract language, OEA Resolutions, and OEA Legislative Policies that would address the needs of OEA members involved in or supporting education programs for students with special needs.

Delegates passed a Resolution of Appreciation: *The delegates, Board of Directors, and officers of the North Eastern Ohio Education Association hereby express their appreciation to the Warren Education Association, the Warren Secretarial Association, and the Warren City Schools for their hospitality in hosting the fall 2017 NEOEA Representative Assembly.*

The NEOEA Representative Assembly meets again on April 21, 2018, at Normandy High School, 2500 West Pleasant Valley Road in Parma, Ohio.

Save the Date

Saturday, January 20
"West of Cleveland" Wine Tour

Saturday, February 24
Megaconference
Corporate College East

Monday, March 5
Legislative Receptions

Saturday, April 21
NEOEa Representative Assembly at
Normandy High School, Parma

For the most up-to-date information on the NEOEA calendar, go to www.neoea.org.

Update from the OEA RA:

NEOEa President Jeff Wensing and Hank Haynes introduced the Special Education Work Group new business item approved at the NEOEA RA in November (see above). The OEA delegates voted overwhelmingly to support the initiative. OEA members in all settings, especially the roughly 15% that identify as working in special education, report they face critical challenges in obtaining and providing additional supports and accommodations for the success of students with special needs. As an organization, we will continue to prioritize the needs of special educators in our membership along with their clients and students.



North Eastern Ohio Education Association
is affiliated with the
Ohio Education Association
and the
National Education Association

Jeff Wensing, President
Kim Richards, Past President
Brian McConnell, President-elect
Lillian Tolbert, Recording Secretary
Mary Alice Conkey, Executive Director
Linda Grunden, Executive Assistant and Editor

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

NEOEA Seeks Candidates

Local delegates will have plenty of decisions on April 21, when the Representative Assembly will hold its spring meeting. Ten positions are due to be elected.

Full terms for the following positions will be filled in election at the NEOEA Representative Assembly on Saturday, April 21, 2018.

- NEOEA President-elect
- NEOEA Unit 2 Representative
- NEOEA Unit 3 Representative
- NEOEA Unit 6 Representative
- NEOEA Unit 10 Representative

- NEOEA Higher Education Representative-at-large

- OEA/NEOEa Unit 1 Representative
- OEA/NEOEa Unit 4 Representative
- OEA/NEOEa Unit 7 Representative

These terms run from July 15, 2018, through July 14, 2021.

The online version of the form (neoea.org/Nomination_Spring2018.pdf) includes a list of the locals comprising each electoral unit. Mail, fax, and email applications are acceptable.

Also up for election is the OEA/

NEOEa Unit 3 Representative; term begins at the Spring RA and runs through July 14, 2020. The form is available at neoea.org/Nomination_Spring2018-Unit3.pdf.

Members interested in serving in any of these capacities should submit a letter of intent to the NEOEA office by Monday, February 5, 2018.

Candidates for the OEA/NEOEa positions must also submit the corresponding OEA form available from the office of Carol Price, PriceC@ohea.org or 614-227-3169.

Ohio Lottery's Partners in Education Program Celebrates 10 Years

The Ohio Lottery's Partners in Education program is celebrating its 10th anniversary.

The program is designed to acknowledge teachers and students across the state who are working hard both in and out of the classroom. The program acknowledges the hard work, commitment, and outstanding achievements of students and educators throughout Ohio. During the months of September through May, monthly drawings take place to choose award winners. Nomination forms must be signed by the building principal. Teachers, students, coaches, parents, and administrators can nominate a teacher or student who goes above and beyond in the classroom and their community. Nomination forms can be found on the Ohio Lottery website (www.ohiolottery.com) under the tab "supporting education."

Teachers and students receive a gift card and a Partners in Education merchandise prize pack, along with a certificate of excellence and their name

on the website. Nominations are accepted for teachers in grades K-12 who are leaders in their school and community, who motivate their students, and are creative in lesson plans and teaching methods. Academic All Stars are recognized in grades K-12 who



exhibit academic achievement, community involvement, citizenship, and leadership in the classroom and their community. Attitude, school spirit, and extracurricular activities, as well as community service, are all reasons to nominate a deserving student.

For details on nominating an Academic All Star or Teacher of the Month, please visit the website (www.ohiolottery.com). Check out their website to learn more about the School of the Year award, chosen each May. If your school submits an eligible nomination form during the current school year, your school will be entered in the School of the Year drawing.

The most recent School of the Year was Our Lady of the Lake School located in Cuyahoga County. The School of the Year receives a \$500 gift card to purchase school supplies, an assembly with mascots from numerous Ohio sports teams, and autographed sports memorabilia that the school can use to support fundraising efforts.

They look forward to receiving your nominations and appreciate your hard work as educators both in and out of the classroom. Please spread the word about the Partners in Education program and remember to submit your nomination for a deserving teacher or student today!

Dinner on Us if You're the Winner of Our Monthly Quiz

Congratulations to Steve Wahonick from Conneaut EA, winner of the last issue's "Monthly Quiz" contest.

In each issue we'll be asking a question. (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. Answer a few, quick questions, and you could be our winner!

The second question this year is: **What is the cost to attend Megaconference if you have a coupon from your President?**

We'll welcome all entries, but to be considered for the restaurant gift card, the winner needs to answer by Friday, January 26. To answer, go online to <https://tinyurl.com/NEOEa201801>.

Thank you to all who have participated!

Bargaining Report

Following is a local contract settlement since the bargaining report we provided in the Early Fall issue. Each entry in the following report begins with the county, employer, local affiliate, service council, and OEA office. This is very brief summary of a rather complicated agreement; consult your OEA Labor Relations Consultant for more detailed information.

- Cuyahoga, Euclid City, Euclid Class. Assn. (North Coast "C," Mentor). At the end of July the classified employees ratified a two-year contract with increases of 1.5% and 1%.
- Cuyahoga, Euclid City, Euclid Class. Trans. Assn. (North Coast "C," Mentor). At the beginning of October the employees agreed to a three-year contract with average increases for drivers of 3%, 2.75%, and 2.7%; for van drivers of 0%, 1.75%, and 1.75%; and for monitors of 3%, 4.25%, and 4.1%. Employees will maintain seniority and pay if they retire and continue working for First Student.
- Cuyahoga, Euclid City, Euclid TA

(North Coast "C," Mentor). At the end of August the teachers agreed to a two-year contract with increases of 1.5% each year.

- Mahoning, Boardman Local, Boardman EA (Tri-County, Boardman). At the end of June, the Boardman teachers ratified a three-year agreement with increases of 1%, 2%, and 2%.
- Mahoning, Mahoning County CTC, Mahoning County CTC EA (Western Reserve, Boardman). At the end of August, the employees agreed to a three-year contract with increases of 2%, 1%, and 1%.
- Mahoning, Summit Academy, SAY EA (Tri-County, Boardman). At midnight on July 21—the day before the first staff workday for the 2017-18 year—the employees ratified a contract including fair share fee, bonus for employees based on years of employment, and union security for members.
- Mahoning, Youngstown State Univ., YSU Chapter of OEA (CASSY 43, Boardman). In mid-October the YSU-OEA employees ratified a

three-year contract with increases of 2%, 2.5%, and 2.5%.

- Portage, Southeast Local, Southeast Local District TA (Unified Portage, Hudson). At the end of August, the teachers agreed to a three-year contract with increases of 2% each year plus the compression of the salary schedule (net increase of 4% to 7% depending on placement) and two longevity steps.
- Portage, Southeast Local, Southeast Local SSPA (Unified Portage, Hudson). At the beginning of August the classified employees ratified a two-year contract with increases of 2% each year.
- Summit, Hudson Local, Hudson EA (Summit/Portage "A," Hudson). In mid-May the Hudson educators ratified a three-year contract with increases of 2% each year plus steps.
- Summit, Tallmadge City, Tallmadge TA (Summit/Portage "B," Hudson). The Tallmadge teachers agreed to a three-year contract with increases of 1% each year plus one step recovery each year.

Green School Award

Created in 2010 by the Environmental Concerns Committee, NEOEA's Green School Award honors schools within local affiliates that are leaders in environmental education. The winning school(s) will receive a cash award. To receive the NEOEA Green School Award, a school building that is part of a

local association needs to demonstrate having met at least one criterion in each of the objective areas.

Examples of activities and documents verifying that your school is an NEOEA Green School are listed on the form, available at neoea.org/GreenSchoolAward.pdf. If you are uncertain about

the activities at your school or about the appropriate documentation, please contact Melisa Norton of the Environmental Concerns Committee at 440-227-5527 or email her at melisalison@gmail.com. Applications are due by Friday, March 2, 2018.

"West of Cleveland" Wine Tour

Cure your winter doldrums at the Environmental Concerns Committee's West of Cleveland Wine Tour! Spend a winter's day on Saturday, January 20, at four cozy tasting rooms enjoying award-winning Ohio wines as we travel from Avon to Sandusky through Vermilion and south. Enjoy Ohio wines as you learn how Ohio wine has become a multi-million dollar industry in Ohio for fine wine and tourism, too. As we travel

the four wineries in a motor coach, you'll see why northern Ohio has taken its place with world class wines. Learn how Lake Erie provides a unique microclimate to grow the best grapes for some very fine wines. The tour ends with dinner (on your own) at Mulligan's.

We'll depart from the BJ's Wholesale Club in Avon at 9:15 a.m. and return at 5:15 p.m. We'll be visiting:

- Firelands Winery, Sandusky

- Rocky Point Winery, Marblehead
- Vermilion Valley Vineyards, Wakeman
- Paper Moon Vineyards, Vermilion

More details along with the registration form are available at neoea.org/WineTour.pdf.



NEOEAD



Planning Music Performances
without Compromising Curriculum



The Andy Warhol Museum



Beginning Drum Set and
Bucket Drum Circles



Teambuilding in ACTION



Free Tennis Training and Equipment
from the USTA/Northeastern Ohio
Tennis Association



Japanese Internment and
its Lessons for Today



De-Stress for Testing with Yoga



Racing to STEAM



Three Crucial Elements to
Retirement: Calculating Your STRS
Ohio Retirement

These photos are courtesy of Barb Catalano, Carol Correthers, Carol Dolgosh, Gary Hollow, Bill Lavezzi, Brian McConnell, Bill Noice, Dianne Noice, Merrin Richardson, Nora Suder-Riley, and Mary Alice Conkey. We'd like to extend our thanks to them for sharing their talents with us.

ay 2017



New York City Tour



Shakespeare "Standing O" Workshop



Amazing Adaptations: Cool Plants and Animals of Costa Rica and Madagascar



2017 Negotiations Conference



"Green Tour"



Digital Library Resources for Teachers



Underground Railroad Trolley and Museum



Freedom Center Tour at the National Underground Railroad Freedom Center in Cincinnati



Representative Assembly Honors Leading Locals

In 2001, NEOEA's Public Relations Committee and Executive Committee created the "Five Star Local Award" to recognize local affiliates that set an example of engagement with the Association at large.

In order to win the award, local affiliates participated in a variety of activities offered by NEOEA and the Ohio Education Association. Those activities involved:

- professional and leadership training for local members;
- accessing resources provided to the local affiliate by the larger organization;
- meeting with colleagues in neighboring associations;
- involving members in the Association's legislative program; and
- representing their members at Representative Assemblies.

Five Star Locals receive a plaque honoring their accomplishment, and collective plaques honoring each year's winners are kept on permanent display at the NEOEA Conference Center.

Of NEOEA's 191 locals, 102 have received the designation award at least once, and four locals have qualified all sixteen times.

Each year's Five Star Locals are honored by the Representative Assembly in the following fall; on November 11, the RA honored the 45 locals who earned this recognition for 2016-17; they constitute almost one-fourth of NEOEA's local affiliates.

Following are the newest winners. (# Local earned all of the six stars available.)



A few of the winners with NEOEA President Jeff Wensing: Brian Foutty (Trumbull CTC EA) and Lauren Stanislaw (Bay TA)

Ashtabula ACSE	Cuyahoga Heights Assn. of Teachers	Mentor Classified Employees	Strongsville EA
Barberton EA		Mentor TA	Struthers EA
Bay TA	East Cleveland EA #	Nordonia Hills Educators'	Tallmadge TA #
Bedford EA	Elyria EA	Assn.	Trumbull CTC EA #
Brunswick EA #	Euclid TA	North Ridgeville EA #	Twinsburg EA #
Brunswick ESP Assn.	Field Local TA #	Olmsted Falls EA	Vermilion TA
Campbell EA	Garfield EA #	Painesville City TA	Wadsworth SSA
Cardinal EA #	Garfield Heights TA	Parma EA	Warren EA
Champion EA #	Lakewood TA #	Riverside Local EA	Warrensville EA
Clearview EA #	Lorain EA	Sandusky EA	Westlake TA
Cuyahoga Falls EA #	Mayfield EA	Southeast Local District TA	Willoughby-Eastlake TA #
	Medina City TA	Streetsboro EA #	Youngstown EA

Delegates Honor Fourteen Locals for Communications Contest

At the fall Representative Assembly at Harding High School, delegates honored winners of the Communications Contest for 2016-17. The annual Communications Contest is a project of NEOEA's Public Relations Committee.

As the Outstanding Communication for 2016-17, delegates recognized *Communiqué*, prepared by East Cleveland President Steven Mitchell, and presented the local with a \$100 check.

Four locals received \$50 for their Awards for Excellence:

Youngstown EA (large local winner): *YEA United* – Larry Ellis
Field Local TA (tie for medium local winner): *In Talk* – Jason Scherer

Madison EA (tie for medium local winner): *MEA Newsletter* – Emily Grau and Alexa Collins

Garfield EA (small local winner): *GEA Quarterly* – Tom Bartz

Nine Honorable Mentions received certificates:

Ashtabula ACSE: *Swept Under the Rug* – Tammy LaPlante

Bedford EA: *BEA Beacon* – Stacy Raymond

Lakewood TA: *BLOG – LTAproud2Teach* – Lisa Shaffer-Gill

Mayfield EA: *News and Views* – Nicole Rucci-Macauda

North Olmsted EA: *NOEA News* – Melanie Reilly

Olmsted Falls EA: *OFEA Newsletter* – Matt Celaschi

Revere EA: *REA Newsletter* – Leigh Haynam and Jason Milczewski

Riverside Local

EA: *RLEA*

Newsletter –

Kelly Snyder

Willoughby-

Eastlake TA:

WETA

News – Rob

McFee



MEGACONFERENCE 2018

Saturday, February 24 — 8:30 a.m. to 1:00 p.m.
Corporate College East, Warrensville Heights

NEOEA invites you to our combined Megaconference, presented by NEOEA's Environmental Concerns, ESP Organizing, Leadership Development, Legislative, Minority Organizing, NEOEA-R Organizing, Personal Welfare and Financial Planning, Professional Development, Public Relations, and Social and Human Concerns Committees.

The 2018 Megaconference will be presented at Corporate College East, located in Warrensville Heights at 4400 Richmond Road. Registration and refreshments begin at 8:30 a.m., and workshops begin at 9:00. The \$15 registration fee (\$25 for nonmembers) covers a continental breakfast, lunch, and parking.

Megaconference features twelve simultaneous breakouts in three one-hour time slots. For the latest information about

Megaconference, including graduate credit, go to neoea.org/Mega.

Megaconference is a Presidents Plus Two event and is open to all members. Each local president has received three certificates; each certificate is good for one **free admission**. To use one of your local's certificates, contact your local president.

We'll again offer an optional pre-retired workshop after lunch. The registration form has a place to reserve your spot.

Information is available at neoea.org/PreRetiredWorkshop.pdf.

O.N.E. (Ohio's New Educators)—We have a special track for early-career educators—zero to seven years. Sessions 9C, 10C, and 11C have a particular focus for your interests. Keep in mind all sessions are open to all our members.

9:00-9:50 SESSIONS

9A, Hipster Google—Google Tools You Probably Never Heard Of: Everyone knows about Google Docs, Gmail, Search, and other common Google tools. But there are also loads of smaller, lesser-known, but powerful tools. Learn about hidden gems such as nGram, Trends, Web Fonts, etc. **Users are encouraged to bring their devices.** *Targeted Audience: All Educators with any Google experience level.*

9B, Plan for the Inevitable: Estate planning is not just for the rich. What happens to your money, to your children, and to you MAY BE determined by the state unless you assemble several important documents or, in certain circumstances, make special elections and arrangements in every financial account that you have. Find out what will affect you and your family (hopefully sometime in the distant future) and how to have your wishes followed.

9C, O.N.E. or More Reasons to Become Involved: Engage and be heard! Only you know what issues are important to you and other new educators. Participants will determine how to connect with Ohio's New Educators (O.N.E.) for support and engage other early career educators around issues that are relevant and meaningful.

9D, OTES Changes—The Road Forward: The proposed changes to Ohio's evaluation system envision key shifts in instruction, assessment, and educational decision-making to the benefit of all students. Attendees will analyze their current evaluation practice and policy to determine next steps to ready their members.

9E, Should You Take Your LumpS ... um? Soon-to-be retirees may elect to participate in the Partial Lump-Sum Option Plan (PLOP) at retirement by taking a portion of their benefit as a lump-sum cash payment or rollover. This session will help you understand the mechanics of the STRS Ohio PLOP and how it may affect your financial picture in the future.

9F, Step Away from the Phone: Do you want your phone confiscated as evidence? Did you ever think you might be taking a sledgehammer to your laptop? Learn the dos and don'ts of operating responsible social media accounts.

9-10G, Show Me the Money—General Fund Analysis (double session): Do you believe your members deserve a raise? Does your school district believe the same? Do local treasurers have too much money in frivolous accounts? Find out where the money is in your district!

9H, Don't Ask, We'll Tell! Understanding and Protecting the Rights of the LGBTQ+ Community: Learn about current issues in the LGBTQ+ community including anti-discrimination legislation and policies. We will discuss ways for educators to be inclusive within their classrooms and tear down sexual orientation and gender identity barriers.

9 I, Connect with the State School Board: Ohio's State Board of Education has received more attention recently than in previous years. We've invited all four of northeastern Ohio's elected State Board of Education members to join us and share their experiences on the Board and their impressions of the current issues faced by the Board. OEA's Vice President Scott DiMauro will facilitate the conversation.

9J, SUN—Straight Up Negotiating: Imagine resolving your economic issues in hours—not days or weeks! Imagine grouping your noneconomic issues and generating more durable resolutions. Come see a highly-innovative model for bargaining presented by a representative from the Federal Mediation and Conciliation Service (FMCS).

9K, Reacting to an Active Shooter: Many of us have had lockdown training and drills. Lt. Jeff Shelton from the Wellington Police Department will tell participants what else they need to know—no matter what your title is in a school. Learn the positive reasons to allow students to carry cell phones.

9-10L, Building Cultural Competence (double session): Ask anyone if they're prejudiced, and their response will be "no"—that they're forward thinkers without bias. But we all have biases: some based on fear of the unknown, some on traumatizing experiences, others are culturally ingrained, and yet others are so subtle we don't know they exist. Everyone has biases, whether they are aware of them or not. Participants will discuss the relevance of implicit bias and its damaging effects on academic achievement.

10:00-10:50 SESSIONS

10A, The New Google Sites: Learn how to use the brand-new version of Google Sites which is used to make a classroom website including a welcome page, calendar page, files page, links page, pictures page, and more. **Users are encouraged to bring their devices.** *Targeted Audience: All Educators with a basic understanding of Google.*

- 10B, Breaking News—OPERS Update:** An update on what is happening with the retirement system that serves many DD and some ESP members. Information on service retirement benefits, recent changes to the system's structure as it relates to eligibility, retired member benefits, and proposed changes to the system that are headed to the Ohio legislature.
- 10C, Thinking and Writing for EdTPA and RESA: Style Does Matter!** The EdTPA and the Resident Educator Summative Assessment (RESA) are performance assessments that require candidates to demonstrate their knowledge and skills, as revealed in their day-to-day teaching. Pre-service and early-career educators are required to analyze and reflect about their teaching, and then write about their teaching practice. During this session, participants will learn to think and write in descriptive, analytic, and reflective ways to prepare for their submissions. Style does matter!
- 10D, INFOhio:** This hands-on session will introduce you to the free 24x7 access to quality information resources available to your students from school or home. Explore electronic versions of magazines, newspapers, encyclopedias, websites, media assets, and more. Many can be incorporated into content management systems, and most respond to the standards-based need to integrate literary nonfiction across the curriculum. Use this time to identify resources to integrate into lessons. *(Limited to 18 participants.)*
- 10E, What's Up with STRS:** The latest information on how STRS Ohio is working to maintain system solvency and member benefits, recent changes towards those goals, and information of interest to active and retired members.
- 10F, Extra, Extra; Read All About It...Legal Updates:** What are the parameters for intellectual property? Are the plans, products, and projects you create for your classroom really yours? What can you legally take with you or sell on line? Learn your rights as educators!
- 9-10G, Show Me the Money—General Fund Analysis** *(continues from 9:00 session)*
- 10-11H, Bargaining with Backbone—Preparing for Bargaining (double session):** Do you need straight up information about the ins and outs of bargaining? Are you set and ready for successful bargaining? Prepare your team for bargaining: go in strong and get your members what they deserve!
- 10 I, What the Heck is OEA?** This session is designed to show attendees the organizational framework of OEA including graphic organizers to illustrate the inner workings of how the OEA governs and to guide you on how to be a viable force in your Association.
- 10J, Janus v. AFSCME...In Your Face Janus!** The Supreme Court may rule in favor of Right To Work for the entire nation. What does this mean for you as an OEA member? How can we ensure membership engagement? Your Union needs you! Participants will determine what role they will play in strengthening their local through building relationships and showing members the value of their Union.
- 10K, Opiate Abuse and Recovery Help:** Ohio is on the front line of America's heroin epidemic. Lt. Jeff Shelton from the Wellington Police Department is trying to fight the deadly effects with the LINC program—Local Initiative Networking Compassion. The success rate is very high for recovery and has shown positive results in the community. Learn how educators can make themselves aware of the issues in our schools.
- 9-10L, Building Cultural Competence** *(continues from 9:00 session)*

11:00-11:50 SESSIONS

- 11A, DIY Space in Your School (Makerspace):** This session will provide an overview of a Makerspace—a place where students can learn and use new technologies and equipment they may otherwise not have access to. The presenter will also show participants how to start a Makerspace in their building.
- 11B, Conducting an Assessment Audit: How to Collect the Data to Start the Conversation and Get the Right Tools:** Despite federal flexibility, Ohio continues to require a large number of required assessments. Coupled with districts' increased spending on commercial vendors, teachers are not receiving the data which informs instruction. Learn how to conduct a simple assessment audit, collect data, and begin the local conversation.
- 11C, Millennial Financial Magic:** No need to pull a rabbit out of the hat. Having a secure financial future is real (even with our wages), and you can deliver a big outcome with just a few small tweaks in your daily or weekly habits. Members can learn the basics of financial planning fundamentals in this session.
- 11D, Digital Literacy:** WVIZ/PBS ideastream® offers PBS LearningMedia, a free online streaming service. This session will overview the curricular website, and each participant will establish a free account. Hands-on time will be provided. Includes short videos, audio clips, images, digital documents, interactive media, curricular collections, clip art, lesson plans, and more. Search by keyword, subject, grade level, and/or standards. *(Limited to 18 participants.)*
- 11E, Speaking of SERS—Know Your Future:** An update on what is going on with the retirement system that serves many Education Support Professionals—its destiny, system health, issues, and changes that will affect members. An outlook for the future will be presented by an Associate from SERS.
- 11F, Make Less Waste:** Educators will learn how to develop a waste-free classroom and alter the current throw-away culture. Kathleen Rocco from the Cuyahoga County Solid Waste District will teach participants what they can recycle and compost as well as share activities and resources.
- 11G, Somebody's Watching You:** Protecting your identity, with the many recent events in the news, can feel like an impossibility. However, there are several steps, procedures, and strategies that you can use to avoid scams and the takeover of who you are. This session will provide help in building a defense or working damage control when a breach has occurred.
- 10-11H, Bargaining with Backbone—Preparing for Bargaining** *(continues from 10:00 session)*
- 11 I, Loot for Locals 2.0:** Through your Association's affiliation with NEOEA, OEA, and NEA, you can make your dues dollars work for you! This session will present tried and true ideas for NEOEA grants that have been winners as well as hear about OEA grants you can apply for. Available to K-12, Higher Ed., ESP, and DD.
- 11J, Wrapping Your Head around RESA:** This session will provide an overview of Ohio's recently revised Four-Year Residency Program including the focused mentoring requirements that will be implemented and scored at the local level.
- 11K, Lobbying Is Not a Dirty Word When You Do It with Friends:** The time to influence change is now. This session will provide on-the-spot lobbying training and skills. Learn how to craft a message that will influence your legislators. This session will be an exciting look into the world of lobbying. Users are encouraged to bring their devices.
- 11L, Restorative Justice: An Introduction:** What is Restorative Justice and how can your district use Restorative Practices to improve school climate and reduce discipline disparities? We will explore the continuum of Restorative Practices (what it is and what it isn't), current district policies, how the union can advocate for students and educators, build relationships, and create community in schools to prevent and to repair harm.

MEGACONFERENCE 2018

Megaconference — February 24, 2018

Mail to: NEOEA, Megaconference, 5422 East 96th Street, Suite 200, Garfield Heights, OH 44125-5330. Make checks payable to NEOEA. If using certificates (record certificate number on the form), you may 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/Megaconference.rtf.

Registrations due by Friday, February 9, 2018

Submitted by _____

Local Association or Organization (full name, please) _____

Email Address _____ Cell Phone _____

Address _____

City, State, Zip _____

I am registering _____ members @ \$15 = \$ _____

I am registering _____ non-members @ \$25 = + \$ _____

Credit _____ x \$15 for certificate(s) enclosed = - \$ _____

Total registration fees enclosed (check payable to NEOEA) = \$ _____

Please register the following participants for their workshops. (To register more participants, attach another form.) Registrations will be confirmed by email around February 20.

Participants	First Time Attendee?	Identify 9:00 Workshop ----- (provide letter A through L for each selection)	Identify 10:00 Workshop -----	Identify 11:00 Workshop -----	Staying for lunch?	Attending Pre-Retired Workshop?
Name -----						
Email address						
Name -----						
Email address						
Name -----						
Email address						
Special accommodations (dietary restrictions, access issues)						

This conference is free to association representatives using "Presidents Plus Two" certificates, but ... NEOEA policy 8.09b states that "local associations will be held financially responsible for conference expenses incurred by NEOEA whenever a pre-registered member of a local association fails to attend a free NEOEA conference. A bill for such expenses will be mailed to the local association within five working days of the conference. Cancellations for associations will be accepted up to 9:00 a.m. on the Thursday preceding the conference. NEOEA must be notified of any emergency situation that would prevent individual attendance after that hour. "

Presenters and topics can change due to circumstances beyond NEOEA's control.

Confirmations, any necessary schedule announcements, and directions to Corporate College East will be sent to registered participants.

Cancellations accepted up to 9:00 a.m. on Thursday, February 22.

Corporate College East,
Site of Megaconference 2018



Photos from the NEOEA Fall Representative Assembly



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



Labor Lines

Men may not get everything they pay for in this world, but they must certainly pay for everything they get. — Frederick Douglass