



# Megaconference 2026

Saturday, March 7, 8:30 a.m. to 1:00 p.m.  
Corporate College East, Warrensville Heights

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

The 2026 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 \$25 registration fee covers all sessions, continental breakfast, and lunch. ***However, if you use one of the coupons from your local president (each president received FOUR coupons in January), then you may attend for FREE! (Coupons are non-transferrable and expire February 25.)***

With twelve simultaneous breakouts in three one-hour time slots, there's something for everyone! For the latest information about Megaconference, including graduate credit, go to [neoea.org/files/Mega.pdf](http://neoea.org/files/Mega.pdf).

Two semester hours graduate credit is available for Megaconference through Ashland College. More information is available at [neoea.org/files/GraduateCredit.pdf](http://neoea.org/files/GraduateCredit.pdf).

We'll again offer an optional pre-retired workshop after lunch. In today's environment, we need to plan for our own future retirement. This session will help keep you informed of the retirement benefits that you can expect at retirement and to help you explore other vehicles to be financially secure and to consider other obligations you may encounter in retirement.

## 9:00-9:50 SESSIONS

**9A, AI-AI-Oh! Awesome AI Uses in Education:** Artificial Intelligence can be used in so many different ways in schools to improve teaching, learning, creativity, productivity, support, and more for educators and students. Explore dozens of uses for generative AI including brainstorming, creating content, altering content, processing information, grading and feedback, student conversations and much more.

**9B, What the ELL?:** Supporting English Language Learners (ELLs) goes beyond language—it's about equipping them with tools to succeed from day one. In this session, participants will explore practical, classroom-ready strategies for scaffolding instruction, building vocabulary, and fostering meaningful connections. Walk away with adaptable techniques, resources, and activities you can use immediately to support newcomers and help them grow in both language and confidence.

**9C, Unraveling Licensure: Don't Pull that Loose Thread!:** Actual and perceived teacher shortages have caused legislators to make drastic changes within your profession. The tangle of flexibility, conversion, changes to grade bands, and multiple pathways address employer needs. But what about the students? Let's review the facts on existing pathways, confirm the past, present, and future of grade bands while considering implications for the profession and individual employment.

**9D, Stay Safe Online (Enter Your SSN Here to Learn How!):** The Internet can be a dangerous place. Professional hackers and even nation-states are trying to get your school AND personal data to sell to the

highest bidder. Keeping yourself secure online can be very simple though! Come learn some easy steps to stay safe from today's online threats.

**9E, STRS Retirement Basics:** Basic information on how the retirement system works, collects contributions from members and employers, invests to provide benefits, operates through the staff which is governed by a volunteer Board, and key steps to take at every career stage to build a financially-sound retirement.

**9F, The Retirement Plan Secret Every Ohio School Employee Should Know:** Established in 1976, The Ohio Deferred Compensation 457(b) is one of the largest and most well-known public sector supplemental retirement plans in Ohio but the least known among public education employees. Public School District employees can contribute to a 457(b) in place of or in addition to a 403(b). This session will help you understand this low-cost option, and show you how to use it to achieve your retirement savings goals by bridging any financial gap between your STRS/SERS pension and your retirement income needs/wants.

**9G, Get Rich Qui...Sllloowwwly:** You already know that coffee example, the one for saving extra pennies every week, but sometimes we need Starbucks! This is not a budgeting presentation. This is about what you can do to form habits that will significantly increase your wealth over time. The younger you are, the more important this conversation is; however, you are never too old to get your dollars working for you. Let your money make money, so you don't have to work so hard!

**9H, Law & Order: Educator Unit:** A practical session that walks educators through the real-world legal issues they face every day, from documentation and due process to discipline and professional boundaries. Participants will leave with clear, actionable guidance to protect themselves, support their students, and stay on the right side of the law. *(Repeats at 10:00.)*

**9 I, Health Insurance Hot Topics:** This session covers basic health insurance terminology and addresses key health insurance considerations at the bargaining table. Attendees will advance their understanding of how health insurance works and how their local associations can influence health insurance decision-making in the workplace.

**9-10J, Many Hands: Growing Leaders and Building a Resilient Union:** Who will lead when I retire? What would happen if I needed to take a step back? Why doesn't anyone else step up? Every experienced union leader will eventually face these questions. This session will provide concrete strategies to ensure that you can confidently answer these questions by intentionally cultivating leaders, distributing tasks and responsibilities, and ultimately building a stronger, more resilient union. *(Concludes at 10:50; must attend both parts.)*

**9K, Special Education Hot Topics for Union Leaders and Members:** This session highlights current hot topics in special education, including workload and caseload pressures, service delivery expectations, safety and behavior intervention concerns, staffing challenges, and recent federal and state guidance affecting working conditions. Participants will also receive a summary of the work from the OEA Special Education Convening Group held in December, including sample contract language and a practical framework for local action planning. Designed for union officers, building reps, and members working in or supporting special education, this session offers an opportunity to identify issues, share strategies, and explore collective actions to address member concerns and improve working conditions.

**9L, I'm Not a Nurse, but I Play One at School:** This session is a lighthearted recognition of the vital role Education Support Professionals (ESPs) play in caring for students' everyday health and well-being. Though not medical staff, ESPs often step in with compassion, first aid, and support when students need it most. The session is open to all members, regardless of your classification.

## 10:00-10:50 SESSIONS

**10A, Did a Robot Write this Report? Managing AI Cheating:** Although AI can help support students in their learning and work, unfortunately it can also be misused for cheating purposes. In this session we will explore ways to address academic integrity concerns in the age of AI. This will include creating student AI guidelines, adjustments to make assignments more AI-resistant, tools to monitor the use of AI and see what work students have done themselves, and educating students on the proper use of AI.

**10B, Whole Hearts, Whole Minds: SEL for Today's Students:** In this session, participants will explore the essential role of Social-Emotional Learning (SEL) in supporting student well-being, engagement, and academic success. Through practical strategies, tools, and real-world examples, attendees will learn how to integrate SEL into daily classroom practices and school culture. The session will focus on fostering self-awareness, emotional regulation, relationship skills, and responsible decision-making in students. Whether you're new to SEL or looking to deepen your practice, this session will provide actionable insights to help all students thrive—socially, emotionally, and academically.

**10C, New to OTES 2.0? Zang! Don't Crash Out!:** We got you! For those new to the profession, first time being evaluated, have a new employer, or are a new president, let's review what the law requires, bargaining rights, and gaps in actual evaluation practice. With more laws allowing evaluation ratings to be used in license and employment decisions, it's important to know the core facts. The session will slay.

**10D, What Is I-MTSS and Why Is It Coming to My School?:** Ohio's Integrated Multi-Tiered System of Supports (I-MTSS) is a new framework designed to increase student achievement through the implementation of locally-developed academic and non-academic expectations and interventions. During this session, we'll break down exactly what that means for students and educators, explore how I-MTSS is already being implemented in Ohio schools, and discuss how union members can advocate for meaningful I-MTSS practices in their schools.

**10E, PLOP, PLOP, Fizz, Fizz:** Retirement systems provide the ability for take funds in a lump sum at retirement and reduce the monthly pension amount on an actuarial basis. This session will look at the Partial Lump-Sum Option Plan (PLOP) which allows members to take an amount from the monthly Single Life Annuity (SLA) benefit in a lump sum at retirement. Monthly benefits begin at retirement and are payable for life, but are reduced to reflect the amount taken up front in a single payment. Members may take the PLOP in cash or roll it over into another retirement savings plan.

**10F, Financial Fitness—Power of Budgeting:** This seminar explores the importance of a budget, looks at the difference between wants and needs, and explains how to set goals for personal spending, savings and debt repayment.

**10G, The Evolution of Annuities:** Many times the word "Annuity" is used in a generic manner, especially with educators. "My Annuity" used to mean your TSA (Tax Sheltered Annuity). Now it may mean your 403(b) or your 457(b), and is it really an annuity? Is an annuity still the best selection for your non-pension savings accounts? We will be discussing what the word "Annuity" means, how it still applies in today's world, and what is available both inside and outside of your work accounts that might fit perfectly into your overall investment plan.

**10H, Law & Order: Educator Unit:** A practical session that walks educators through the real-world legal issues they face every day, from documentation and due process to discipline and professional boundaries. Participants will leave with clear, actionable guidance to protect themselves, support their students, and stay on the right side of the law. *(Also at 9:00.)*

**10 I, ABC's of Bargaining:** During this session participants will look at key factors to strengthen their contract. What essential provisions and elements should you have in your contract? What are some key factors in bargaining? Learn the answers to these and other questions about effective bargaining.

**9-10J, Many Hands: Growing Leaders and Building a Resilient Union:** Who will lead when I retire? What would happen if I needed to take a step back? Why doesn't anyone else step up? Every experienced union leader will eventually face these questions. This session will provide concrete strategies to ensure that you can confidently answer these questions by intentionally cultivating leaders, distributing tasks and responsibilities, and ultimately building a stronger, more resilient union. *(Concludes at 10:50; must attend both parts.)*

**10K, Grant Us Your Attention:** Looking to elevate your local, strengthen community connections, and bring fresh opportunities to your members? Join us for an engaging workshop that shines a spotlight on the wide range of grant opportunities available through NEOEA and OEA! Discover how these grants can help you boost your local's visibility and recognition, secure funding for impactful projects, increase member engagement, and make your dues dollars work for you and your association. Whether you're looking to launch new initiatives or enhance your presence in the community, this workshop will equip you with the tools, insights, and inspiration to bring your ideas to life. Don't miss your chance to turn possibilities into progress!

**10L, Protecting Classrooms and Students during the Rise of Christian Nationalism:** Christian Nationalism is on the rise and has made its way into our classrooms. Through Religious Release Programs (RTRI), anti-LGBTQ+ legislation targeting schools, and an alarming rise in censorship and book banning, all Ohio schools are feeling the impacts. This is all part of the Christian Nationalism playbook. Honesty for Ohio Education, since its inception in 2021, has been combatting these initiatives through education, advocacy, and community organizing. This session will run you through current threats (active bills in the statehouse, recent bills that have passed, local board policies across the state), advocacy resources we have built (the RTRI toolkit, the HB 8 toolkit), and additional tools and organizing strategies to protect Ohio's students and school communities.

## 11:00-11:50 SESSIONS

**11A, Super Tutor: AI to Support All Learners:** Artificial intelligence tools are a powerful way to provide support, accessibility, and accommodations for all learners for all of their needs. In this session we will explore ways AI can assist educators as they are helping students, as well as ways for students to use AI directly to get individualized support. Tools explored include Magic School AI, Khanmigo, Brisk Teaching, Diffit, SchoolAI, AI chatbots, and many more.

**11B, Legally Intelligent with Artificial Intelligence:** As AI tools become more common in education, understanding their legal and ethical implications is essential for educators. This session will provide a practical overview of key considerations—including student data privacy, intellectual property, algorithmic bias, and responsible use. Educators will leave with clear guidelines and best practices for using AI in ways that are ethical, legal, and aligned with educational values.

**11C, Who Continues to Undermine Public Education?:** You've probably heard about the Koch family and the Waltons, but the web of families and organizations working to undermine our work as public educators is much broader than you may realize. This session provides a look into the systemic way many well-funded corporate entities are working to undermine public education and weaken labor unions and how we're fighting back.

**11D, Thinking Inclusively about Classroom Behavior:** All educators encounter students who have challenging behaviors, and including, rather than excluding, these students from the classroom community

can be the key to a successful school year for all. During this session we will explore the foundations of inclusive educational practices, consider the importance of presuming competence, and examine how to develop Tier 2 and Tier 2 plans for students that create a sense of belonging for all while supporting individual needs.

**11E, Whom Will You Trust When the Bell Tolls?:** The topic may be macabre, but without proper planning, the State of Ohio has its own plan for what might happen to you after a catastrophic event. And some of them might result in incapacity rather than the end. Learn about wills, trusts, succession designations, probate avoidance, and powers of attorney.

**11F, Social Security: Your Questions Answered:** Social Security likely will be a part of your retirement income. We'll discuss how Social Security fits into your retirement income plan, when you should start taking benefits, and tax considerations.

**11G, Discipline Demystified: Guiding Members Every Step of the Way:** When a member faces discipline, the role of a union representative is critical—before, during, and after the meeting. This session provides new building representatives with a clear understanding of their responsibilities and offers experienced reps a renewed focus on the full disciplinary process. Participants will learn how to prepare members, navigate meetings confidently, and ensure fairness and proper follow-up every step of the way.

**11H, An Overview of OEA EPRMA Financial Bargaining Resources:** This session provides a brief overview of resources available from OEA's EPRMA Department to support financial bargaining. Topics included the General Fund Analysis, Salary Schedules, Salary Comparisons, Proposal Costing, Health Insurance, and Hard Bargaining Support.

**11 I, Member Messengers 102:** The best way to build communication skills is through practice! This session is designed for those who have previously gone through a Member Messenger, Messaging Around Your Local Issues, or other messaging basics training as an opportunity to put those lessons to work. Participants will briefly review message formation best practices before diving into media interview techniques, analyzing real examples, and practicing bridge-and-pivot responses in small groups.

**11J, Barrels of Fun: The FUNDamentals of Watersheds and Rain Barrels:** We will learn about the benefits of using rain barrels and other watershed-friendly practices in your home or school gardens. The Education Program Coordinator will also share information about educator workshops, youth programs, and local resources offered by the Cuyahoga Soil and Water Conservation District to be used in your classrooms.

**11K, Putting the FUN in OEA Fund:** Hear from local association leaders across Northeast Ohio as they share their stories about how they put the OEA Fund to use to help elect pro-public education, pro-organized labor school board members and state house legislators. OEA staff will share with the audience the simple steps for a local association to stand up a local PAC and, together with local leaders on the panel, share best practices for encouraging members to donate to the OEA Fund in 2026.

**11L, Ohio Is for All Students: The Fight Against Statewide Anti-DEI Legislation:** Diversity, Equity, and Inclusion (DEI) policies and initiatives strengthen our education systems. DEI in schools benefits students and educators in many ways—by fostering a sense of belonging, improving academic performance, and preparing students for a diverse world and workforce. Yet Ohio lawmakers are targeting DEI and anti-discrimination programs with the goal of banning all DEI initiatives in our K-12 schools. Despite massive opposition to active legislation and anti-DEI legislation targeting public colleges and universities that passed in early 2025, Ohio leaders are continuing to push these policies forward. In response, Honesty for Ohio Education, along with 25 of our coalition partners, created *Ohio: A Place for Every Student*, a toolkit on how to advocate for ALL students by defending Diversity, Equity, and Inclusion in our K-12 schools. This session will walk you through the toolkit, discuss the intricacies of the bills moving through the statehouse, and provide you with an advocacy plan to ensure DEI is upheld and protected in our school communities.

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# Megaconference

## Saturday, March 7, 2026

Registrations due by Wednesday, February 25



### Registration process:

- A) Registration is online. Please go to the link at <https://vireopay.net/transact/NEOEA/Mega2026> or the QR code to the right. You will need to provide the following information:
- |  |   |
|--|---|
| 1) Name                                  | 9) 11:00 session choice   |
| 2) Local association                     | 10) Will you be staying for lunch?  |
| 3) Non-work email address                | 11) Will you be joining us for the pre-retired workshop?  |
| 4) Cell phone                            | 12) Coupon number (from your local president; <b>non-transferrable and expires February 25</b> ) or send check for \$25 |
| 5) Are you a first-time attendee?        |   |
| 6) Will you be joining us for breakfast? |   |
| 7) 9:00 session choice                   |   |
| 8) 10:00 session choice                  |   |

Once you've made your selections, you'll be able to print a receipt.

- B) Within two business days, an email confirming your enrollment for the NEOEA Megaconference will be sent to you. If you are not using one of the coupons from your local president, please make your \$25 check payable to NEOEA and mail it to NEOEA Megaconference; 6001 Landerhaven Drive, Suite D; Mayfield Heights, OH 44124-4190. **Coupons are non-transferrable and expire on February 25.**
- C) On Tuesday, March 3, you'll receive an email with all the details that you'll need to attend Megaconference.

Questions? Please email us at [desk@neoea.org](mailto:desk@neoea.org).

**This conference is free to association representatives using "Presidents Plus Three" certificates, but....** NEOEA policy 8.08b 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 (per person cost) will be emailed to the member or local association within five working days of the conference. Cancellations by members or associations will be accepted up to 9:00 a.m. five working days preceding the conference. NEOEA must be notified of any emergency situation that would prevent individual attendance after that hour."*