



# Megaconference 2022

Saturday, March 5, 8:30 a.m. to 12:00 p.m.

Virtual

***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 2022 Megaconference is **free** for our members and features twelve simultaneous breakouts in three one-hour time slots. This year it will be presented virtually and is open to NEOEA members only. For the latest information about Megaconference, go to [neoea.org/Education-Union/Conferences](https://neoea.org/Education-Union/Conferences).

One semester graduate credit is also available for NEOEA's Megaconference 2022 through Lake Erie College. Cost is \$180. For more information, go to [neoea.org/files/GraduateCredit.pdf](https://neoea.org/files/GraduateCredit.pdf).

## 9:00-9:50 SESSIONS

**9A, What Is This Self-Care We Speak Of?** Self-care is defined as the practice of taking action to preserve and improve one's own health. Educators will learn some tricks of the trade for self-care in this session that you will be able to implement in your own life immediately.

**9B, Student Loan Forgiveness: New Reforms Give a Once-in-a-Lifetime Opportunity for Borrowers:** On October 6, 2021, the US Dept. of Ed. announced major reforms to the Public Service Loan Forgiveness Program which will streamline the process for new borrowers AND provide a limited-time opportunity for more than 550,000 borrowers to achieve forgiveness much faster with more than 30,000 finding immediate relief. Most borrowers will need TO TAKE ACTION before October 31, 2022, to realize this opportunity. This session shares the latest information about loan forgiveness and how the NEA Student Debt Navigator, a free tool provided by NEA Member Benefits, can help.

**9C, Representation Matters: Identifying with Films:** Engage your students by exploring a range of different film media and inviting an open dialogue about the content. Media literacy is a focus of the Cleveland International Film Festival's educational program for students: <https://www.clevelandfilm.org/festival/special-programs/filmslam>.

**9D, Recruiting and Running Member Candidates for Local School Boards:** More and more our local school board elections have become high-profile targets for anti-public education forces looking to weaken the power of local associations. Building off the successes in 2021 and previous years, we need to recruit and run pro-public education candidates in 2023 and beyond. Join Jeff, Dan, and Dan for a practical discussion about how to turn the idea of running into a seat on the Board of Ed. Spoiler Alert! - You'll have LOTS of help!

**9E, SERS Overview and Update:** A session with information related to system funding from member and employer payroll deductions, retirement and health care eligibility, and benefit calculation formulas.

**9F, Ways to Save Your Dollars:** This comprehensive workshop provides useful information about financial planning by addressing the main areas of financial planning: cash management, tax planning, risk management, retirement planning, investment planning, and long-term care.

**9G, Show Us How to Get the Money:** This primer will focus on how to use information in the General Fund Analysis (GFA) to bargain economic issues. This session will also include some creative approaches to maximizing member compensation.

**9H, Overworked and Overbooked: Understanding Caseload, Workload, and the Calculator Process:** From large caseloads to long lists of duties, the responsibilities for special educators continue to increase in our school districts. Did you know that Ohio law requires school districts to determine the caseload of a special educator based upon the individual workload of that educator, and provides a calculator that helps special educators to determine if their workload aligns with their caseload? During this session you will learn the difference between caseload and workload, explore the calculator, and

discuss what could be bargained to ensure that special educators have enough time to meet the needs of their students in a compliant manner.

**9 I, Hot Seat!** While all disciplinary situations are unique, we often find ourselves as union representatives being asked similar questions by members facing potential discipline. This session offers an overview of some commonly-encountered aspects of member discipline including rights to representation, roles of OEA Plan Attorneys, specifics of paid administrative leave, progressive discipline, personnel files, and related topics.

**9J, Presiding 101:** Meetings of members, executive boards, and committees all have one thing in common: they need skilled, confident leaders. This session will focus on the knowledge and skills presiders need to enhance decision-making, increase efficiency, and reduce frustration in different kinds of meetings.

**9K, Beyond the Reusable Water Bottle:** Take a virtual tour of a home that has made some small swaps to make for greener living. The swaps are affordable and achievable with a few simple habit changes. Let the Environmental Concerns Committee guide you through some simple substitutions. There will be prizes for participants.

**9L, The Ultimate Duo: Creating Trauma-Informed and Culturally-Competent Classrooms:** The effects of trauma can ultimately influence a child's educational performance, social interactions, and health development. When fostering a trauma-informed classroom, considering a student's cultural needs is just as important in creating a safe space for learning. In this session, participants will explore the connection between trauma and culture, learn strategies for supporting students affected by trauma, and understand the importance of student-specific self-care plans for classroom success.

## 10:00-10:50 SESSIONS

**10A, High Quality Say What?** OTES 2.0 requires teachers to have two pieces of High Quality Student Data starting next year. In this session, the criteria to be named an HQSD instrument will be reviewed as well as conversation about what you already have that may be claimed as a High Quality Student Data instrument. It's easier than you might think.

**10B, Tech in Classrooms:** In this session you will discover two different platforms—Peardeck and Formative—that will help your students to remain engaged in your lessons and allow you to easily create and grade quality asynchronous assignments. You will learn how to create slide decks and assignments that include interactive questions and polls as well as how to track student responses in real time throughout your lesson. Simplify your workload and magnify your impact with Peardeck and Formative!

**10-11C, I See Your True Colors Shining Through:** True Colors is a fun and engaging personality assessment that will give participants the opportunity to learn their True Colors spectrum. During this double session, we will explore the strengths, values, stressors, and keys to personal success for each primary color. We will introduce the keys to successful teaching by learning to identify individual teaching styles and personalities, which will assist participants in creating a positive learning relationship with all students. This session will provide tools for participants to navigate difficult topics such as gaining cooperation, disciplining, and troubleshooting for students based on their primary True Colors.

**10D, Selling Solidarity:** Do your members really know what the Association does for them and all the advantages of belonging? Are they proud to be Association members? How do district parents and other community members view staff and the Association? Come and find out how to “sell” your association to members and to the community and how to build solidarity both within the local and to the wider district community. Experts from OEA will be on hand to help you with ideas for marketing your Association to members and the community.

**10E, Introducing Ohio Deferred Compensation:** Ohio Deferred Compensation is a supplemental 457(b) retirement plan for all Ohio public employees with low plan expenses. The savings plan allows participants to supplement retirement/pension benefits by saving and investing pre-tax dollars through payroll contributions. Contributions and any earnings are tax-deferred until money is withdrawn. Roth Plans are also available from select public employers.

**10F, Purchase Your Service Credits:** Many members have service from other states, parochial schools, city, county and municipal employment and the military. The program will outline eligibility, costs, payment plans, and the timing of credit purchases. SERS and OPERS credit purchase standards are similar, and members of these retirement systems are welcome to attend.

**10G, COVID and School Funding:** This session will explain how federal relief impacts Ohio schools, the regulations that our districts must comply with, and how you can access information about your district's use of federal COVID relief funds. This session will include a demonstration of accessing a district's funding application.

**10H, Let's Mediate Before We Arbitrate:** Mediating a grievance before going to arbitration saves time, money, and keeps the parties in control of resolving the grievance. In this interactive webinar, federal mediators will walk you through the grievance mediation process and share best practices for resolving grievances through mediation.

**10 I, What's the Legal Update?** Find out the latest developments on the legal front. You will hear an OEA attorney versed in the latest ways to protect yourself and your members. The content of legal updates depends on legal developments at the time of the update.

**10J, Assembly Power:** Effective organizations have leaders on the floor as well as in the president's chair. This session will help provide the knowledge and skills you need to exercise your rights and provide leadership at a meeting—whether that assembly is an RA, your local membership, or a committee.

**10K, Don't Be Late to Stop the Hate:** Kari Beery, an educator in Mayfield Heights, will share her expertise with the Maltz Museum of Jewish Heritage's free Stop the Hate curriculum. This past year Mayfield High School was one of the Stop the Hate Schools of the Year. This unique program has given the participants life-changing experiences and tapped into their creative side to produce projects that are both helpful and rewarding for all involved. Kari's class won the Youth Sing-out Songwriting Contest, and Kari herself was named one of two Stop the Hate Teachers of the Year.

**10L, Special Education: Advocating for the Information and Support You Need to Thrive on the Job:** ESPs are critical to the academic and behavioral success of special education students. Too frequently, however, ESPs are asked to support students with little training or information from their school district partners. During this session we will discuss how to advocate for the training and working conditions that are needed to ensure that ESPs have the knowledge and tools needed to best support themselves and their students. *(Session open to all educators.)*

## 11:00-11:50 SESSIONS

**11A, Hackers, and Spammers, and Malware – Oh My! Protect Yourself Online (without Deleting Everything!):** Today's online world is fraught with danger. Hackers are hiding behind every email, web link, and attachment. Keeping yourself secure online does not have to be complicated or difficult though! Come and learn some of the best ways to keep yourself safe against today's online threats.

**11B, The Art of Listening to Create Change:** Anyone can contribute to a culture of inclusion. Before we take the step to welcome others, we must first reflect on our own lived experiences and how those experiences shape how we interpret the world. Facilitated by OEA Organizer Makia Burns and OEA Education Policy and Practice Consultant Daria DeNoia, participants in this session will explore their social identities and reflect on how they impact their personal and professional lives.

**10-11C, I See Your True Colors Shining Through:** *continued from 10:00.*

**11D, Who Is Undermining 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.

**11E, Health Care Terminology:** This session will cover basic health insurance terminology and also provide information about trends in Ohio public education on issues like deductibles, plan design, and spousal carve-out.

**11F, STRS Overview and Update:** This session will offer a general overview of the benefits provided under each STRS Ohio retirement plan during a member's career and retirement and addresses the topics of: service retirement eligibility criteria, benefit payment options, survivor benefits, and disability benefits. An update on issues before the STRS Board for consideration will also be presented.

**11G, OTES 2.0: Everything You Wanted to Know but Didn't Ask:** This session will review the changes to the law and required framework and discuss the "educational why" of changes a local may want to consider within their Collective Bargaining Agreement and current evaluation procedures.

**11H, Clear Channels of Communication:** From major media interviews to ten-minute meetings with fellow members to quick conversations with parents at the grocery store, educators are being asked to weigh in on the big issues every day. Learn how to develop a powerful message for any situation and how to effectively deliver it to a wide range of internal and external audiences.

**11 I, What’s the Legal Update?** Find out the latest developments on the legal front. You will hear an OEA attorney versed in the latest ways to protect yourself and your members. The content of legal updates depends on legal developments at the time of the update.

**11J, Rethinking the NEA Retirement Program to Create New Options for Bargaining and Member Retirement Security:** The past two years have created more stress, chaos, and challenge than we ever could have imagined. In many areas, legislatures and school boards have yielded to certain segments of the political spectrum restricting how and what can be taught; others have enacted legislation and policies have placed education employees at high risk; and others have created a negative narrative about our profession. As a result, while some employers may recognize the need to provide greater compensation to employees, the backlash from voters could cause the failure of a new levy or bond issue, or worse yet, the failure of a renewal. Some members are so stressed they are seeking a way to retire earlier with a reduced benefit; with no COLA on the horizon for retirees, surviving retirement might be just as stressful as continuing to work. The NEA Retirement Program may have solutions to help create ways for compensation to be added in bargaining that is less likely to create a backlash in communities and to create ways for members to ensure a more economically-stable retirement. This session will share new, creative, and somewhat “outside the box” possibilities that might be achieved using the NEA Retirement Program.

**11K, Organizing and Engagement with the OEA Fund:** With all the political decisions impacting public schools, members are getting more engaged in political action and advocacy. Participants in this section will be provided with an overview and introduction to how they can get engaged with OEA’s political action and advocacy. Join OEA Vice President Jeff Wensing and OEA Organizing and Member Engagement staff Dan Ramos to learn about the OEA Fund and its uses, OEA’s screening and endorsement process, how your local can engage in OEA’s political advocacy, and some messaging to counter anti-public education rhetoric at the local level.

**11L, Supporting Students on the Gender Spectrum:** Are you wanting to better support youth in the LGBTQ+ community, specifically those who are trans or gender expansive? Kristen Pepera, M.Ed., LPCC-S, and Lisa Pepera, M.Ed., LPCC-S from Colors+ will be talking about gender and how to be better allies and advocates for all youth. Come with your questions and learn in this interactive training together.

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## Megaconference – March 5, 2022

Mail to NEOEA Megaconference, 6001 Landerhaven Drive, Suite D, Mayfield Hts., OH 44124-4190 or email to [desk@neoea.org](mailto:desk@neoea.org). Questions: Please email us at [desk@neoea.org](mailto:desk@neoea.org). For a Word-fillable form, go to [neoea.org/files/Megaconference.rtf](http://neoea.org/files/Megaconference.rtf).

### REGISTRATIONS DUE BY FRIDAY, FEBRUARY 18, 2022

★★★ Register by the deadline to be entered into the drawing for one of our FIVE NEOEA prize baskets. ★★★ Megaconference is for NEOEA members only. Participation requires use of the Whova app on an electronic device. **Your registration will be confirmed by email, and we will send all directives for Whova and details for Megaconference on Thursday, February 24.**

Name						
Local association (full name, please)						
Non-work email address						
Cell phone						
First-time attendee?						
Session choices (include letter)	9:00 workshop		10:00 workshop		11:00 workshop	