



President's Message

"Making Lemonade...."

By Rob McFee, NEOEA President

I am writing this on my first day back to school, so "happy back to school everyone!" By the time you read this, most of you will have been back for some time now. What the word "back" means is probably different based on what district you are working in. As I



write this, Cuyahoga County is still in the "red" and many of the schools there are operating remotely. My district is in Lake County, which was most recently downgraded to "yellow." We are starting the year in our classroom, but 2,400 of our students have chosen to go online and "live stream" their classes. New challenges indeed!

Most of our local leaders have spent the summer in Zoom meetings and Google Meets trying to navigate

"Maybe this is the perfect time for you to dip your toes in, join a committee, and drink some lemonade!"

between safety and best educational practice for our students. Every district has come up with some sort of plan that addresses many of the issues, but the perfect plan that addresses all of the issues does not exist. Once again our educators in NEOEA will rise up to best meet the needs of our students, often times putting our own health and safety at risk.

Saying that 2020 has brought a few lemons our way is a bit of an

understatement, but, trying to look for some lemonade, I do want to at least ask you to consider something.

The beauty of NEOEA is its power to draw in educators from all across northeastern Ohio. We provide resources and information to our local leaders to help promote public education and to empower our members. To accomplish this NEOEA relies upon the hard work of many people, and this work is accomplished through the awesome committee structure we have here at NEOEA.

Some of our committees are full, but others would love to welcome some fresh ideas. It takes many hands to prepare for all of the events we do here in NEOEA. COVID-19 may force many of these meetings, at least for the near future, to be held virtually. This does take away a bit of the comradery that we may have when meeting with our colleagues. But at the same time, this may present some new opportunities! Driving to our office in Mayfield on a Tuesday night is often times prohibitive for our committee members who live in the far corners of NEOEA or to those members that just have a longer work day. Virtual meetings, which on one hand may require you to purchase a more comfortable desk chair, may just give you that opportunity to get involved! Please check our out web page for a list and description of our committees (<https://neoea.org/committees/>). Maybe this is the perfect time for you to dip your toes in, join a committee, and drink some lemonade!

Stay safe!

United we are stronger,

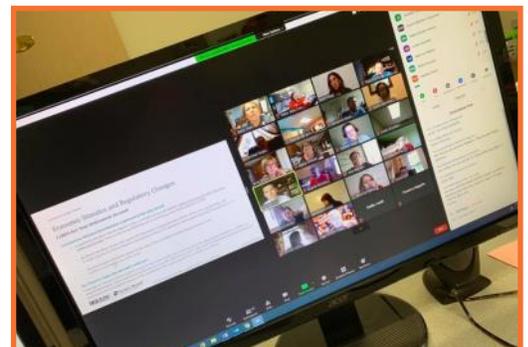
Rob



At Rep Assemblies, delegates elect Association officials, vote on endorsements for OEA statewide office, adopt our budget, and enact Resolutions. Although this fall's RA will be virtual, locals will still be sending delegates. How do **you** become a delegate? More details on page 3.



Buckeye EA took advantage of one of the benefits of NEOEA—they applied for and received a \$250 Public Relations Mini-Grant to purchase signs congratulating their graduates. 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. Details on page 4.



Our Summer Leadership Committee provided our members with high-quality training even during a global pandemic. We offered—via Zoom—eight sessions plus a virtual happy hour. We missed seeing all those smiling faces in person, but it was great to catch up remotely.

Labor Lines

This country will not be a good place for any of us to live in unless we make it a good place for all of us to live in. — Theodore Roosevelt

District News

Educators Prepare for NEOEA Day on October 9

NEOEA Day takes place on October 9 this year, and as always it offers a wide variety of programs that will be of interest to NEOEA's members. Members received their NEOEA Day catalogs by email this year, rather than postal mail, as details for sessions were changing almost daily due to the pandemic. Catalogs are available at neoea.org/ND2020.pdf.



New this year, some sessions will be available online (marked with a "V" for video conference) and some will still be held in-person. The committee has contacted area museums for discounts on "our" day.

Generally, NEOEA Day programs have been approved for members' Individual Professional Development Plans (IPDPs), although members should check with their Local Professional Development Committees (LPDCs) to verify.

For more information about NEOEA Day, see neoea.org/neoea_day/neoea-day.

Quarterly Quiz

Hundreds of members participated in last year's "Quarterly Quiz," and they all were entered into a random draw for the



grand prize: a pair tickets to an Indians game. Congratulations to **Karen Kane** from Westlake TA. She'll receive a pair of Indians tickets for 2021.

Congratulations also to **Pamela R. Waltenbaugh** from Cloverleaf EA, winner

of last year's Summer "Quarterly 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 gift card.

Ready?

The first question this year is: **What is the name of your right to representation as a union member?**

We'll welcome all entries, but to be considered for the gift card, the winner needs to answer by Friday, October 23. To answer, go online to <https://tinyurl.com/NEOEA-2020-09>.

Thank you to all who have participated!

Fall Calendar

Friday, October 9
NEOEA Day

Friday, October 9
Negotiations Conference
Will be held virtually

Saturday, November 7
NEOEA Representative Assembly
Will be held virtually

November 16-20
American Education Week

Saturday, December 5
OEA Representative Assembly

For the most up-to-date information on the NEOEA calendar, go to our website neoea.org, and under "Resources," click on the Presidents' Page. You will be asked to create a log-in/password.

Web Resources

at www.neoea.org

- 2020-21 NEOEA Planning Calendar
- Communications Contest
- Community Involvement Grant
- Local Participation Grant
- Negotiations Conference
- NEOEA Day catalog
- NEOEA Friend of Education Award
- Positive Image Award
- PR Mini-Grant

Social Media

 facebook.com/NEOEA

 [@neoea44124](https://www.instagram.com/neoea44124)

 [#NEOEA](https://twitter.com/NEOEA)

Fun Fact

NEOEA is comprised of the eleven counties in northeastern Ohio: Ashtabula, Cuyahoga, Erie, Geauga, Lake, Lorain, Mahoning, Medina, Portage, Summit, and Trumbull.

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

Rob McFee, President
Melanie Hameed, President-elect
Lillian Tolbert, Past President
Suzie Neff, Recording Secretary
Mary Alice Conkey, Executive Director
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Address all correspondence to the NEOEA Office, 6001 Landerhaven Drive, Suite D, Mayfield Heights, Ohio 44124-4190. Views are not necessarily those of NEOEA, the editor, or the officers and Board of Directors.

Address email for *News & Views* to desk@neoea.org.

“Wine Garden” Rights? Sign Me Up!

Good news! As a union member, you already have “Weingarten” rights! And they are owed to a fellow union member, Leura Collins, and her employer, J. Weingarten, Inc.

In June 1972, Leura Collins, a lunch-counter sales clerk, was called into her manager’s office and interrogated by the manager and an undercover investigator. During questioning, Leura asked for her union steward or another union representative from her local. Her repeated requests were denied. She was exonerated of any charges. Though told to keep the matter to herself, she reported the details of the interview to her union, and an Unfair Labor Practice charge was filed.

On February 19, 1975, the U.S.

Supreme Court issued their decision and ruled that an employee is entitled to union representation for investigatory interviews.

Wikipedia’s article on Weingarten Rights offers the following details:

During an investigatory interview, the Supreme Court ruled that the following rules apply:

Rule 1: *The employee must make a clear request for union representation before or during the interview. The employee cannot be punished for making this request.*

Rule 2: *After the employee makes the request, the employer must choose from among three options:*

- *grant the request and delay questioning until the union*

- *representative arrives and (prior to the interview continuing) the representative has a chance to consult privately with the employee;*
- *deny the request and end the interview immediately; or*
- *give the employee a clear choice between having the interview without representation, or ending the interview.*

Rule 3: *If the employer denies the request for union representation, and continues to ask questions, it commits an unfair labor practice and the employee has a right to refuse to answer. The employer may not discipline the employee for such a refusal.*

Cut out and save in your wallet.

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www.ohea.org

National Education Association
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Washington, D.C. 20036-3290

202.833.4000
www.nea.org

Weingarten Rights

Read this statement to Management:

“If this discussion could in any way lead to my being disciplined or terminated, or affect my personal conditions, I request that my Union Representative or Officer be present at the meeting. Without representation, I choose not to answer any questions.

“This is my right under the 1975 U.S. Supreme Court *NLRB v. J. Weingarten, Inc.* decision.”

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 RA.



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 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 virtual meeting on November 7, NEOEA’s RA will fill vacancies for Directors representing NEOEA Unit 4 and NEOEA Higher Education Representative at-Large. 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_Fall2020.pdf.

At its spring meeting on April 17, 2021, NEOEA’s delegates will elect an OEA Higher Education Representative-at-large and Directors representing electoral Units 1, 2, 3, 4, 6, 7, and 10.

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



Recognizing Positive Public Education

Enhancing the image of public education is of vital interest to our members. Our awards highlight the accomplishments of our members and locals and recognize their positive impact on public education.

Friend of Education: This 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. If a Friend of Education is selected, NEOEA RA delegates will recognize the honoree on April 17, 2021. The deadline for submitting nominations is Friday,

January 29, 2021. Nominations must be signed by an NEOEA active member in good standing. More details and the nomination form are available at neoea.org/Friend_of_Ed.pdf.

Positive Image Award: Positive Image Awards are presented to locals that enhance the image of their members, schools, school districts, or public education in general in the community.

Activities that are developed by members, work-related or not, that include the community are eligible for consideration. Submissions are limited to one entry per category (association or individual).

Do you have what it takes?

- An external activity or project that included the community and created a positive image of your association?
- Proof of your activity in public media through a newspaper article, TV video, radio tape, photograph, or audiotape highlighting the project or media coverage.

If you can check both of these boxes, you can enter to win a Positive Image Award from NEOEA for your Association.

More details are available at neoea.org/PositiveImage.pdf.

Five Star Awards

By the NEOEA Public Relations Committee

In 2001, NEOEA's Public Relations Committee and Executive Committee created the "Five Star Local Award" to recognize locals that promoted involvement with the Association at large – not only in your local, but also with NEOEA and OEA.

To receive the Five Star Award, a local association needs to fulfill five of the following six criteria between August and June in any given year. Winning the Five Star Award is about pride, not prize! Winners receive a certificate honoring their accomplishment, a press release for distribution to local newspapers, and a \$50 check. Collective plaques honoring each year's winners are kept on permanent display at the NEOEA Conference Center. Winners are announced at the Fall Rep. Assembly.

However, it also benefits your local in a variety of other ways. Sending members to the Representative

Assemblies, NEOEA workshops, and Leadership Council meetings ensures more information flowing to members and keeps them in the know about issues that affect them beyond their job, district, and local. It automatically gets more members involved in Association activities, not only as attendees at these various events, but also in applying for grants and contributing to FCPE drives. As members from your local network with others from NEOEA- and OEA-land, they are able to develop relationships with leaders and members at the district and state levels, giving your local an additional channel of support and supply of new ideas. It's a way for members to see their dues dollars at work.

Take a look at the criteria – all pretty easy to accomplish, and there is support available from leadership and other members. Hope to see your local name on that plaque!

Criteria:

1. Send a representative to both NEOEA Representative Assemblies;
2. Send a representative to both OEA Representative Assemblies;
3. Send a member to attend at least one NEOEA workshop other than NEOEA Day;
4. Send a representative to at least half of the meetings of a Leadership Council that met at least three times;
5. Have at least 25% of its members contributing to the Ohio Fund for Children and Public Education (FCPE); and
6. Submit an application for at least one of the following awards: Communications Contest, Community Involvement Grant, Positive Image Award, or Public Relations Mini-Grant.

Grants for Your Local Association

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! NEOEA invites you and your local association to receive some of your NEOEA dues dollars back through our grants.

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. Why not take advantage of this opportunity to enhance the image of your local association within your community? More details are available at neoea.org/PRminigrant.pdf.

Community Involvement Grant: 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. More details and the application form are available at neoea.org/comminvform.pdf.

Bargaining Report

Following is a list of local contract settlements reported by OEA since the bargaining report we provided in the Summer 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.

- **Ashtabula, Buckeye Local, Buckeye EA (Northeast, Howland).** In mid-May the teachers approved a one-year agreement with an increase of 1% with no change to insurance premiums.
- **Ashtabula, Conneaut Area City, Conneaut EA (Northeast, Howland).** At the end of April the educators ratified a one-year contract with no increase and no change to insurance premiums.
- **Ashtabula, Grand Valley Local, Grand Valley SSP (Northeast, Howland).** At the end of May the employees agreed to a one-year contract with an increase of 1% with no change to insurance premiums.
- **Ashtabula Jefferson Area Local, Jefferson Area TA (Northeast, Howland).** Near the end of May the teachers ratified a one-year agreement with no increase and no change to insurance premiums.
- **Cuyahoga, Fairview Park City, Fairview Park EA (West Shore**

Regional, Middleburg Heights). At the end of June the educators voted to rescind a 1% pay increase for 2020-21 due to financial instability in the District.

- **Lake, Madison Local, Madison EA (Northeast, Howland).** In May the teachers ratified a one-year agreement with no increase and no change to insurance premiums.
- **Lorain, Oberlin City, Oberlin EA (Lakeshore 58, Middleburg Heights).** At the end of May the teachers ratified a one-year contract with an increase of 1.75%.
- **Lorain, Sheffield-Sheffield Lake, Sheffield-Sheffield Lake CEA (Lakeshore 58, Middleburg Heights).** In June the employees agreed to a two-year contract with increases of 2.5% and 2%.
- **Mahoning, Mahoning County Board of DD, MEADD (Tri-County, Howland).** In mid-May the employees ratified a three-year agreement with an increase of 1.5% in the first year and a \$250 stipend in second and third years.
- **Mahoning, Poland Local, Poland EA (Western Reserve, Howland).** In mid-June the teachers agreed to a two-year contract with increases of 1% each year.
- **Portage, Crestwood Local, Crestwood EA (Unified Portage, Howland).** In May the teachers ratified a one-year agreement with

an increase of 1.5% and increased employee insurance premium share from 11% to 12%.

- **Summit, Manchester Local, Manchester EA (Summit/Portage C, Canton).** At the end of April the educators agreed to a one-year contract with an increase of 2% and a rollover for the rest of the contract.
- **Summit, Nordonia Hills City, Nordonia Hills Educators' Assn. (Summit/Portage B, Canton).** In mid-April the teachers ratified a three-year contract with increases of 3%, 3%, and 2% as well as a ½% increase to employee co-pay on insurance in years 2 and 3.
- **Summit, Summit County Board of DD, Weaver EA (Summit/Portage A, Canton).** At the beginning of March the members agreed to a three-year contract beginning January 1, 2020. The first two years include a step and a 0% increase on the base; the final year includes a step and a .5% increase on the base; step recovery of up to five steps for members who had previous related service; addition of a sick leave bank; and no changes to health insurance.
- **Summit, Tallmadge City, Tallmadge TA (Summit/Portage B, Canton).** At the beginning of July the teachers agreed to a two-year contract with increases of 2% each year.

Ohio Lottery—Partners in Education



The Ohio Lottery's Partners in Education 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—for NEOEA-land in Akron/Canton, Cleveland, Lorain, and Youngstown areas.

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.

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 Ohio Lottery's Partners in Education program looks forward to receiving your nominations and appreciates 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!

Summer Leadership Wrap-up

To say this year's Summer Leadership was unique is an understatement—a pandemic, Zoom sessions, monitoring the chat for each session, a virtual happy hour—this event was a new planning experience for the NEOEA Summer Leadership Committee and your NEOEA office. But, members really enjoyed the sessions, and we're sure you'd rather hear directly from them:

I am so glad that I participated in the NEOEA leadership conference. The resources and knowledge gained will allow me to be a better advocate in my district and will be better prepared for my upcoming responsibilities in our local unit. — Rich Booth (Revere EA)

Being a first year president I am trying to get all the information I can and this is a great way to do that. — Heather Harnett (Southington EA)

I can not overstate how marvelous it is to be able to speak to other Presidents during the NEOEA SLC and get their take on today's issues. So many contacts were made these last two days. The information was explained with ease, confidence and passion that made me

feel ready to tackle the challenges that are waiting for me. Thank you for directing me to renew and empower me so I can better serve my members. — Eddie Judd (Crestwood EA)

I've been an officer in our association for a long time. Members always ask me how I seem to have so much information all the time. The answer is — I attend NEOEA conferences!! I have never attended one that wasn't worthwhile. Thank you NEOEA for putting this all together. — Melanie Reilly (North Olmsted EA)

I always enjoy listening to all the legal updates from Kathy! — Rhenea Shablesky (Newton Falls ACE)

I thought the sessions I attended were well planned and the information shared was clear and concise. All of the presenters were happy to help in any way they could and were all a reliable source to help us in our future endeavors. — Margo Trinter (Oberlin EA)

I learned a lot from the Conference. It's also great to be with the team, to exchange ideas, feelings and fears. It is really needed during this pandemic. — Hong Zenisek (Euclid TA)

You guys have coordinated this very well! What a gargantuan undertaking! I loved that there was still a moderator in each session to assist the presenter. — Ann Zgodinski

Consumer Corner

Bright Now! Dental

Bright Now! Dental has been involved in the union community for nearly 40 years and is pleased to be providing the NEOEA an exclusive discount on general and specialty dental care (brightnowdental.com). Whether you have dental benefits or not, you will experience cost

savings of up to 35% on general dentistry and 30% on specialty dentistry.

This is not an insurance plan. There is no cost to participate and no restrictions. Your choice to receive dental care at one of their offices is voluntary. There are seven locations in

Cleveland making access to one of their offices convenient. Evening and weekend hours are also available.

Contact Bill Jedrzejek, Union Account Executive, directly with your questions at bill.jedrzejek@smilebrands.com or 440-409-5412.

Best Benefits Club

NEOEA's group buying power makes discounts possible for our members through Best Benefits Club (BBC). As an NEOEA member, you already belong to Best Benefits Club; you do not pay any dues to take advantage of BBC membership benefits.

How will I learn about BBC discounts?

Best Benefits Club does not contact individual members directly; it contacts them through their organizations. You can learn about BBC deals in several ways:

- You'll hear about some BBC deals through *News and Views*.
- The best way to learn about BBC offers is through the Best Benefits Club website, bestbenefitsclub.com. The BBC website contains all of the BBC deals, BBC activities, and the

most up-to-date information on them. Each discount has its own unique way of obtaining the discount, so please read the discount description carefully.

- You can sign up for the BBC weekly e-newsletter by clicking in the E-NEWS tab on the top of the BBC homepage.

How do I access Best Benefits Club discounts?

Each person must register individually with the website to access the discounts. Go to www.bestbenefitsclub.com, click on the Login tab near the top of the homepage. Click on the words REGISTER HERE and use the activation code **NEOEA0613** when filling out the small form that comes up. Users will

now be required to make up their own username and password. Please enter NEOEA as your company name to avoid delay of account activation.

Due to the COVID-19 issue, most waterpark/theme parks/zoos are not offering a discount through BBC at this time. Please check the BBC website to determine if the offer you seek is still valid. If you don't see something that was previously on their website, it may have been taken down because there is no discount available right now. There are still many great offers to be had, so please check them out!

For answers to BBC questions, you can call BBC at 330.273.5756. Their office in Brunswick is open Monday through Friday between 9:00 and 4:00.

Not One—But Two—ESPs of the Year in NEOEA

By Mary Alice Conkey

Each year, one Education Support Professional receives the OEA ESP of the Year Award and one ESP receives the NEA ESP of the Year Award in recognition of their outstanding contribution to their schools, communities, and profession. This year **both award recipients are members right here in northeast Ohio.**

Education Support Professionals (ESP) who work in schools and on college campuses are categorized into nine career families: paraeducators, clerical services, custodial services, skilled trades, technical services, security services, transportation services, food services, and health and student services. During the pandemic, ESPs continue to provide support services and advocate for public schools. They continue to exemplify how important our schools are to our communities.



The OEA ESP of the Year is Barb Armour, a twenty-six year veteran in the transportation services field. Barb is a school bus driver and a member of the Brunswick Education Support Professionals Association. Barb's first involvement in association work came when her local president encouraged her to become a building representative after only a year and a half of employment. She attended union trainings in Columbus and the NEA ESP Conference in New Jersey. She remembers being very confused with all the information at the conference, but she knew this was where she was meant to be and was able to use the knowledge in her local.

The NEA ESP of the Year is Andrea Beeman, a special education paraprofessional at Maple Heights High School and a member of the Maple Organization Support Team. She believes that ESP members are the glue that holds schools and communities

together. As a newly hired paraeducator, she became an OEA/NEA member because someone in her local took the time to ask her to join and mentor her along the way. As a result, Andrea became very involved in union work.

Barb attended her first NEOEA RA alone and expressed how intimidating it was. She met two ESPs from Mayfield EA who noticed she was alone and "adopted" her. They are still good friends to this day. The Representative Assembly ignited something in her, and she wanted to learn more about NEOEA and OEA. She joined an NEOEA committee and later was encouraged to run for the Unit 9 OEA Director seat a few years later.

While Barb was an OEA Board of Director, she also became the chairperson of OAESP (Ohio Association of Education Support Professionals), worked to create a plan for the annual ESP state conference, and was instrumental in establishing state level ESP meetings. In her local (Brunswick ESP Assn.) Barb was the secretary and later the vice president, planning programs for members and encouraging others to become delegates and fill building representative positions. She is proud that the local became a Five-Star Local with her leadership and organization.

Andrea applied for scholarships from NEOEA and OEA to attend national and state conferences. She utilized the knowledge from the conferences and training to advocate for her local members. She was elected to serve as the paraprofessional representative in the local, and later her local president urged her to run for delegate positions to the RAs. She remarks about her first NEA Representative Assembly as amazing! The thrill of standing in a convention hall with 8,000 educators debating on policy, politics, and working conditions was an experience of a lifetime. In 2013, she ran successfully for her local association president position. She was elected as OEA Director-at-Large and is now an NEA ESP Director at-Large.

Barb and Andrea both attended NEA's Leaders for Tomorrow program—probably not a coincidence. Barb was a member of the Class of 2010 and Andrea was a member of the Class of 2014. Both credit the program with the intense training necessary for developing, not only skills and knowledge, but the confidence to lead support professional members in our organization.

Barb credits her involvement in the association as a means to not only travel, but to learn, network, and grow. She expresses gratitude for the opportunities realized due to her involvement in the union. When people ask her why she devotes so much time to the work, she is reminded of this quote by Maya Angelou: "Success is liking yourself, liking what you do, and liking how you do it."

Andrea's priority as ESP of the Year is to organize members for voting since she is keenly aware that elections are what matter. In 2008 when we needed record turn-out in Ohio, she took fifteen M a p l e Heights High S c h o o l students into the community to go door-to-door for the O b a m a Campaign on the day before the election. Andrea knows that political activism is what impacts public education.



We are proud that both of these strong women are our own NEOEA members. Each brings a unique perspective to the ESP profession and each brings their own talents to our organization. They are robust members of our Board of Directors and active voices on our committees. We appreciate all they do for ESPs and the relationships they continue to build within NEOEA in order to advance the goals of the profession and participation of their members.

Workshops and Conferences

NEOEA Negotiations Conference Offers Training on Critical Topics

Presidents Plus Two conferences are planned by NEOEA’s Leadership Development Committee—comprised of members from all over northeast Ohio. Every topic is thoughtfully considered, and a main concern this year was providing the conference virtually. So, NEOEA and OEA will present the annual NEOEA Presidents Plus Two Negotiations Conference *virtually*. The conference will be held from 9:00 a.m. to 12:50 p.m. on **Friday, October 9** (NEOEA Day). This conference will provide information of use to teacher, ESP, and higher education members. We encourage participating locals to send entire bargaining teams and negotiating committees. Details are provided at neoea.org/Negotiations2020.pdf.

9:00-9:50—Legal Update by OEA Plan Attorney Kathy McKinley. *Find out about 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.*

10:00-10:50—Virtual Evaluations by Ellen Adornetto, OEA UniServ Education Policy and Practice Consultant. *What you will need to know to protect your members.*

11:00-11:50—All The Leaves There Are These Days by Marcus Whiteamire, OEA Middleburg Heights LRC. *Learn about the various leaves*

afforded your membership during our current pandemic and negotiate language for implementation.

12:00-12:50—Hot Topics by Tad Colbeck, OEA Middleburg Heights LRC. *Given the uncertain times, this topic will change closer to the date but will focus on what is needed most at your bargaining table this fall.*

North Eastern Ohio Education Association
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Mayfield Heights, OH 44124-4190

Presidents Plus Two Negotiations Conference — October 9, 2020

Mail this reservation form to NEOEA, Negotiations Conference, 6001 Landerhaven Drive, Suite D, Mayfield Heights, OH 44124-4190 OR email to desk@neoea.org. Questions? Please call us at 216.518.0200. For a Word-fillable form, go to neoea.org/Negotiations2020.rtf. **Pre-registration deadline: Friday, October 2.**

Submitted by _____ (check if local President)

Local Association or organization (full name, please) _____

Address _____

City, State, Zip _____

Cell phone _____ Email address _____

Process:

- 1) Select as many sessions as you’d like to attend and send this form to NEOEA. An email confirming your enrollment for the NEOEA Negotiations Conference will be sent after receipt of your registration.
- 2) On Monday, October 5, another email will be sent to you containing information about joining each Zoom meeting.

Name(s)	Sessions
	Legal Update Evaluations Leaves Hot Topics
Email address	Legal Update Evaluations Leaves Hot Topics
	Legal Update Evaluations Leaves Hot Topics
Email address	Legal Update Evaluations Leaves Hot Topics
	Legal Update Evaluations Leaves Hot Topics
Email address	Legal Update Evaluations Leaves Hot Topics

Presidents plus two members are free, but individual members may register as well. For presidents registering more than a total of three, please copy this form as needed.