

President's Message

NEOEA Strong!

By Rob McFee, NEOEA President



The year is nearly half over, but in some respects it seems like it has just barely begun. Educators across the state are frustrated as we try to help our students navigate this virtual reality with results that seem to always fall below our own lofty expectations. Time is a resource that comes at a great cost to all educators who are doing everything they can to help their students. That cost leaks into our personal lives and into our very level of job satisfaction.

Keeping our students engaged in the classroom has always been a challenge. There are so many interpersonal skills and abilities that educators use every day that are critical for successfully helping our students succeed. Educators can refocus a student with a simple look or just physically moving into their proximity. A small cough, a hand gesture, a smile or a frown, a nod of the head, pointing at a white board (chalk board for you that still remember those!) are all tools in the teacher's toolbox to help them quickly reengage with a student. Most elementary

"The lessons educators have learned will make us stronger and more adaptable in meeting the needs of our students."

teachers are aware that simply saying open up to page 171 is not enough in a third-grade classroom. As they are talking, they circle the room and inevitably help reposition several students to the correct page without missing a beat. Sometimes it is easier just to slide a student a pencil or piece of graph paper instead of sending them off on a personal quest to find it in their lockers, a hunt which steals valuable minutes and could find them lost in the cafeteria along the way, sometimes with the same success rate as on "The Curse of Oak Island."

These items in our toolbox are no longer as effective as before. We have students on our virtual classrooms who are brushing their teeth, letting out their dogs, televisions blaring in the background, cell phones off of screen, eating snacks, or simply distracted by their siblings who are going through the same issues. We have students who forget to mute their mics and we can hear all of the family plans for the weekend. Then we have students that leave their mic muted while they ask a very important question that no one ends up being able to hear. Many of the subtle ways we have learned over the years to keep our students engaged suddenly are no longer effective. Protocols like raising your hand and waiting to be recognized are now thrown out the window.

This has all led to our new reality, CHAOS. Anyone who wants to say "you only work until 3:00 p.m." or "you are so lucky to work from home" simply needs to observe one virtual class to understand the true magicians our educators are. Things are not perfect, expectations need to be lowered, and we are no longer always in control. Yet, we are making the best of this because we will not quit on our students. We love our students and we chose this profession because we believe we can provide them the skills and knowledge necessary to do great things. I don't believe many would argue that the standards for virtual education are below what we can achieve in the normal in-person classroom. Our current situation is not sustainable in the long run. The expectations on educators right now is extraordinary, and the quality of education for our students is below where it should be in normal times. But these are not normal times. We all know we need to return to the classroom at some point. Just know, you are not alone, and your efforts are appreciated by so many. Your students will never forget this year, and they will remember the efforts you made to help them in these most unusual circumstances.

The vaccine we have been waiting for



NEOEA Day 2020 was a beautiful day, and some of our members took advantage of that on our "Downtown Cleveland Highlights Walking Tour." See page 8 for more photos.



Although we will miss the comradery we've had at past Megaconferences, you will still be able to enjoy the interactive sessions we have planned—all from the comfort of your own home. Sessions and their descriptions are on pages 5-7.



seems to be on the horizon. We will overcome this; we will return to normal. The lessons our students and families take away from this experience will hopefully bring about a new appreciation for all educators. The lessons educators have learned will make us stronger and more adaptable in meeting the needs of our students. I hope soon that the most difficult question we need to deal with is what to do with the 53 masks we have accumulated in the last few months!

United we are stronger,

Rob

District News

Will You Be the Lucky Winner of Our Quarterly Quiz?

Congratulations to Etta Atwell from Mathews EA, winner of the last issue's "Quarterly 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 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?**

We'll welcome all entries, but to be considered for the gift card, the winner needs to answer by Friday, February 19. To answer, go online to <https://tinyurl.com/NEOEA2021-01>.

Thank you to all who have participated!

Money for Your Local

NEOEA gives several grants and awards, and the Public Relations Committee wants to remind you about a few of them with upcoming deadlines.

First is the Public Relations Mini-Grants. These are intended to help sponsor projects that promote a positive image of your association within your community. Grants can be for up to \$250. The deadline for submission for this year is January 8, 2021.

In February, get ready to submit your nomination letters for the Positive Image Award. This is intended to bring you recognition for an activity done in the community or with a community organization that garnered media coverage. Nominations can be for an

individual member or for your association and are due to NEOEA by February 12. Winners get \$50 and a press release to share with your members and local media.

Finally, the Communications Contest runs from July 1, 2020, through June 30, 2021. Simply send one copy of three different printed or electronic newsletters shared with members during that time; submit these by August 1, 2021. Contest winners will be awarded \$50 and a certificate.

Find additional information, ideas for grants, and the application forms for all three awards on the NEOEA website, neoea.org, under the "Awards and Grants" tab.

Is Your School Green?



One of last year's winners—Euclid TA

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 melisalison@gmail.com. Applications are due by Tuesday, February 16, 2021.

Winter Calendar

Monday, February 22, 2021

Listen and Learn Legislative Panel
virtual

Saturday, March 6, 2021

Megaconference
virtual

Saturday, April 17, 2021

NEOEA Representative Assembly
virtual

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

Web Resources

at www.neoea.org

- Best Benefits Club
- Bright Now! Dental discount
- Communications Contest
- Community Involvement Grant
- ESP Virtual Conference
- Green School Award
- Listen and Learn Legislative Panel
- Megaconference
- NEA Member Benefits
- NEOEA Friend of Education
- Nomination Form/Letter of Intent for Elections at the Spring 2021 RA
- Positive Image Award
- PR Mini-Grant

Social Media

 facebook.com/NEOEA

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

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

Fun Fact

Comprising the eleven counties in northeastern Ohio, NEOEA's territory is similar in size to the state of Connecticut.

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
Linda Grunden, Executive Assistant and Editor

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.

Summary: NEOEA Representative Assembly November 7, 2020 (virtual)

The North Eastern Ohio Education Association held the fall meeting of its Representative Assembly virtually on Saturday, November 7.

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.

The 252 delegates and 21 guests present were greeted by Rob McFee, President of NEOEA.

Presiding at the first of the RAs in his third year of office, NEOEA President Rob McFee acknowledged the service veterans present. McFee addressed the assembly with the traditional presidential remarks. He called on all educators to create a peaceful and safe environment for all students. McFee referenced a shirt he was wearing with the words "kindness, peace, equality, love, inclusion, hope, and diversity." He said, "Can you imagine the impact we can have on our world, on the reality our students' lives every day, if we can demonstrate these words through our actions. If we can live, breathe, and teach these concepts to our students—through examples of our self, through the example of what we tolerate and what we won't tolerate in our classrooms and our buildings."

NEOEA members were honored as Unsung Heroes by the United Labor Agency this fall. The delegates were able to view the video which highlights our

NEOEA members as nominees for the recognition as a result of their work and efforts during the statewide shutdown at the onset of the current pandemic.

In a fund-raiser conducted during the Legislative Committee's report at the Representative Assembly, delegates donated \$4,616 to OEA's Fund for Children and Public Education.

At the recommendation of the Resolutions Committee, delegates enacted the NEOEA Resolutions for 2019-20. NEOEA's new resolutions document includes 178 statements setting forth Association principles on topics identified in the organization's Constitution. Delegates approved five new resolutions: in section B, Global Education and Career and Technical Education; in section C, Education in Times of Crisis; in section F, Protection During a Pandemic; and in section H, Free and Fair Elections.

Delegates elected Stephani Itibrout (Medina City TA) to fill a vacancy for NEOEA Unit 4 Representative.

Delegates also reviewed a petition received by the Constitution and Bylaws Committee proposing a change to the notice of Representative Assembly meetings in Section 4.11:

"Notice of Representative Assembly convening shall be given by email, or by postal mail at the delegate's request, either personally, or by mail, not less than ten (10) days, nor more than ninety (90) days before the date of the meeting, to each delegate previously certified according to the rules and regulations herein set forth, and at his/her address

recorded on the records of the Association as provided for in Article I, Section 2. of the Constitution."

Rationale: Given the cost of postage and other resources, emailing delegate information is not only cost effective but is also in line with the practices of OEA and NEA. The delegates approved this change unanimously through an on-line ballot.

One New Business Item was brought before the assembly:

"To direct OEA to model the National Education Association's policy to include additional OEA ESP Board of Director at-large positions in proportion to its active education support professional membership."

Rationale: OEA has only one designated board seat on the OEA Board of Directors to represent the current number of its active ESP members. The OEA Board of Directors forms policy and makes decisions that directly impact ESP members. Classified educators need more voices on this governance board to represent their interests. The motion passed and will be brought before the OEA RA on behalf of NEOEA.

Northeastern Ohio delegates to the OEA Representative Assembly met in caucus as preparation for the OEA RA when it meets on December 5.

Delegates received reports from OEA President Scott DiMauro, OEA Vice President Jeff Wensing, and OEA Secretary-Treasurer Mark Hill.

The NEOEA Representative Assembly meets again on Saturday, April 17, 2021.

NEOEA Seeks Candidates

Local delegates will have plenty of decisions this spring. Eleven positions will be filled in election at the NEOEA Representative Assembly on Saturday, April 17, 2021.

The online version of the form (neoea.org/Nomination_Spring

2021.pdf) includes a list of the locals comprising each electoral unit.

Members interested in serving in any of these capacities should submit a letter of intent to the NEOEA office by Friday, January 29, 2021.



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 certificate honoring their accomplishment along with a check for \$50.

Of NEOEA's 184 locals, 103 have received the designation award at least once, and three locals have qualified all eighteen times: Euclid TA, Painesville City TA, and Twinsburg EA.

Each year's Five Star Locals are honored by the Representative Assembly in the following fall; on November 7, the RA honored the 42 locals who earned this recognition for 2019-20; they constitute almost one-fourth of NEOEA's local affiliates.

Following are the newest winners. (* Indicates local is a first-time recipient of the Five-Star Award. #Local earned all of the six stars available.)

Ashtabula ACSE	Clearview EA #	Madison EA	Sheffield-Sheffield Lake TA
Austintown EA	Columbia Local EA	Maple Hts. TA	Southeast Local District TA #
Barberton EA	Copley TA	Maple Org. Support Team	Streetsboro EA
Bay TA	Cuyahoga Falls EA #	Mentor Class. Emp. #	Tallmadge TA
Bedford EA	East Cleveland EA #	Newton Falls ACE *	Twinsburg EA #
Brecksville-Broadview EA	Elyria EA #	Niles EA	Vermilion TA #
Brunswick EA	Euclid TA	Olmsted Falls EA	Westlake TA
Brunswick ESP Assn.	Field Local TA	Painesville City TA #	Willoughby-Eastlake Class.
Campbell EA #	Garfield EA #	Parma EA #	Prof.
Cardinal EA	Howland Classroom TA #	Richmond Hts. EA *	Willoughby-Eastlake TA #
Champion EA #	Lorain EA	Riverside Local EA #	

Delegates Honor Eight Locals in Our Communications Contest

The annual Communications Contest is a project of NEOEA's Public Relations Committee. At the fall Representative Assembly at Harvey High School, delegates honored winners of the Communications Contest for this past year.

As the Outstanding Communication for 2019-20, delegates recognized *SELDTA*, prepared by Southeast Local District TA's **Angela Savinda**, and presented the local with a \$100 check.

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

- Bedford EA (large local winner): *BEA Beacon* – **Trish Duncan**
- Southeast Local District TA (medium local winner): *SELDTA* – **Angela Savinda**

Six Honorable Mentions received a certificate:

- Brunswick ESP Assn.: *BESPA Newsletter* – **Barbara Amour and Jen Hein**
- Chagrin Falls EA: *CFEA News* – **Lisa Salyers**
- Madison EA: *MEA Newsletter* – **Meghan Prebul**
- Niles EA: *NEA News* – **Melissa Ciminero**
- Painesville City TA: *PCTA Newsletter* – **Carol Peterson**
- Willoughby-Eastlake Class. Prof.: *WECP Newsletter* – **Nancy Knack**



Legislative Committee Recognizes Leaders in OEA's FCPE Fundraising

Thank you to all of the delegates at the NEOEA RA on November 7 who contributed to the Fund for Children in Public Education. We raised \$4,616! Also at the RA, the Legislative Committee recognized locals in each unit who are leaders in two categories for contributions to OEA's Fund for Children and Public Education.

Locals with the highest dollar contributions per member: Brunswick EA, Brunswick ESP Assn., Cardinal EA, Champion EA, Clearview EA, East Cleveland EA, Field Local TA, Lakewood TA, LEADD, Twinsburg EA, Wellington Support Staff Assn., and YSU-ACE.

Locals with the most improved dollar contributions per member: Bedford EA, Campbell EA, Elyria EA, Hubbard EA, Olmsted Falls EA, Riverside Local EA, Twinsburg EA, Twinsburg School Support Assn., Wadsworth EA, and Willoughby-Eastlake Classified Prof.

Thank you, and congratulations!

We also wanted to remind you that the NEOEA Legislative event will be held virtually on February 22, 2021.

The Legislative Committee will be sponsoring a session on "Taking the Fear Out of Lobbying" at Megaconference this year. We hope to see you on March 6, 2021.

MEGACONFERENCE 2021

Saturday, March 6 — 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, Professional Development, Public Relations, and Social and Human Concerns Committees.

The 2021 Megaconference will be presented virtually and is open to [NEOEA members only](#). Megaconference is free for our members and features twelve simultaneous breakouts in three one-hour

time slots. For the latest information about Megaconference, go to neoea.org/Mega.

One semester graduate credit is available for NEOEA's Megaconference 2021 through Lake Erie College. Cost is

\$180. Register online at https://leo.lec.edu/ICS/Professional_Development/; course number is ED 7205W. For more information, go to neoea.org/GraduateCredit.pdf.

9:00-9:50 SESSIONS

9A, Fantastic Feedback Tools for Google Docs: As educators we are always looking for better ways to connect with our students, especially when providing feedback on their work. In this session we will explore four fantastic tools to provide feedback that is more detailed, engaging, and personal. Tools will include Google Doc text comments, voice comments with Read&Write for Google, video feedback with Screencastify, and natural handwriting feedback with the Google Classroom mobile app.

9B, Who Helps the Helpers?: This session will discuss assessing the needs of wraparound services personnel. The session will focus on ways locals can assist in advocating and supporting its wraparound services members.

9C, Equity in the Classroom and Beyond: This session will offer a look into institutional bias, racism, and equity within the school structure. It is meant to raise your awareness and consciousness, and provide you with actionable steps towards equity.

9D, Stress Management and Resilience Training (S.M.A.R.T.) Toolbox: Stress management is difficult for all of us, now more than ever due to the impact of the COVID-19 pandemic. The Stress Management and Resilience Training (S.M.A.R.T.) Toolbox will present you with practical strategies to address stress and build resilience in just minutes each day and teach you how to incorporate them into your daily routine.

9E, Considering Early Retirement?: Defined Benefit Plan members will discuss reduced and unreduced STRS Ohio benefits while exploring key early retirement considerations.

9F, Top Ten Things I Wish I Knew about Financial Planning: 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, Your Right to Strike, an Organized Fight!: Answers to frequently-asked member questions when in crisis and preparing for a strike and/or when on strike. The session will include discussion of relevant state and federal laws, including the protections that they do or do not afford members.

9H, The Never-ending Special Education "TO DO" List: Caseloads and workloads are on the rise for intervention specialists, and the impact of both affects every member of a school community. Learn the difference between caseload and workload, understand legal and appropriate staffing placements to meet the ever-growing service delivery requirements for students, and consider how to bargain language that advocates for and supports optimal learning and working conditions.

9 I, Code of Conduct: Applicable to everyone who receives a license or permit from ODE, proactive information ensures your license and employment is protected. Participants will get to review and discuss 'gray area' scenarios with a focus on technology/social media use, accurate reporting, scenarios that may arise due to COVID, and other areas of the code.

9J, Virtuous Virtual Meetings: It seems everybody is having electronic conferences these days. But local meetings, RAs, and other deliberative bodies have different needs than classroom instruction and family gatherings, and they use the technology differently. Learn how to optimize e-meetings and avoid parliamentary pitfalls.

9K, Edible Gardening: Many food crops have ornamental value in addition to the practical foods they provide. This program focuses on incorporating edible plants into the residential landscape. Discussion will focus on plant selection, planning, and practical considerations.

9L, Plan for the Inevitable in COVID: 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.

10:00-10:50 SESSIONS

10A, Google Tools for Struggling Students: There are many Google tools, apps, extensions, and features available to assist struggling learners or students with special needs. These can include text-to-speech, speech-to-text, readability, reading comprehension, organization, focus, and more. Learn what tools are available and how to access and use these with students.

10B, Recognizing Secondary Traumatic Stress and Extreme Burnout: This session will work with educators to recognize their own compassion fatigue or burnout. It covers techniques for staff to use to relax, keep balance, and continue to help students in need.

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. *(Limited to 30 participants.)*

- 10D, Website Wonders:** Communication is key in an engaged and award-winning local. See how the design and implementation of your local's website will allow members the most up-to-date information you have to share and attract them to your events. Don't have a website? This is your time!
- 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, Active Member Pension and Health Care Updates (OPERS):** This session for OPERS members will focus on the approved pension and health care changes effective January 1, 2022, and their impact to active members.
- 10G, Roadmap to Unity: Organizing for a Crisis:** Understanding the flexibility of organizing your local, district, and community as your bargaining crisis moves toward a strike. The session will overview the organizing needed during the escalation of emotions as a strike approaches, occurs, and concludes.
- 10H, Teaching from Zoom to the Moon and Back:** Educators have been thrust into a new world and language needs to be developed in order to protect the members. This session will look at all the aspects surrounding transitioning teaching formats.
- 10 I, 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, Motions: Moving from Idea to Action:** Every decision starts with an idea; in meetings, those ideas are expressed as motions. This session will simulate the life cycle of a motion from initial idea to final action, with some parliamentary stops along the way. Whether you lead from the floor or the podium, learn how to process motions and make smart decisions that reflect the will of the members.
- 10K, The Urgency of Now: Why Anti-racism is Essential to the Practice of Trauma-informed Care:** Explore the overlap between childhood adversity and systemic racism to build awareness of the ways that racism causes harm in households, communities, and schools. Participants will hear personal and professional reflections that demonstrate the harm racism causes and how an anti-racist and anti-oppressive way of being can improve the living and learning conditions for students.
- 10L, Basic Yoga and Breathing Practices to Relieve Stress:** Everyone has experienced anxiety for various periods of time. Major symptoms of anxiety affect the body and our energy level. This session will introduce you to some basic yoga moves in order to improve your flexibility, strength, and stamina and learn basic breathing and stress relief techniques.

11:00-11:50 SESSIONS

- 11A, Zen Out:** In the midst of everything going on around us, becoming more aware of your thoughts, feelings, and body sensations instead of being overwhelmed by them is essential to managing your stress levels. This session will share some mindfulness techniques to help you manage stress and support your mental wellbeing. Join this session to learn some practices to help reduce anxiety and distress.
- 11B, Virtual Teaching Tips and Tricks:** This class will provide an introduction to Boom Cards, Kami, and EdPuzzle. These three programs can enhance your virtual or in-person teaching at a variety of grade levels. All three programs provide a free trial period or free option to see if they are right for your needs. Come join us to learn how these programs might help you in your classroom.
- 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, SERS Updates for Members:** 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, Rx for Confusion: Understanding Consumer-driven Health Care Plans:** During tough economic times, balancing the interest of compensation against the increasing cost of health care can be a huge challenge. Increasingly, employers wish to shift some health care costs to employees through premium share, increased co-pays and deductibles, reduction of benefits, and new consumer-driven health care options. Some consumer-driven options can be beneficial to employees by eliminating certain expenses from taxation but others are being used to shift costs and end up creating more competing interests in successor bargaining. This session will provide an understanding of the benefits and risks of a variety of common consumer-driven plans including FSA, HAS, and HRA plans, and will present some alternatives for health care cost containment.
- 11G, OTES 2.0: What You Need to Know:** 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, Leading without the Title = Informal Leadership:** An introduction to advocacy for association members wishing to begin the journey of becoming an advocate for their colleagues and their profession. No role is too small for the membership.
- 11 I, Boundaries – Just Say No!:** This session is designed to help participants learn how to set boundaries and why boundaries are important to a well-balanced life – at work and at home. Saying no to others is saying YES to yourself.
- 11J, Times Are A-Changing! Keep the Lines of Communication Going!:** In these unprecedented times, clear and compelling communication with members, leaders, and the wider community is more important than ever. Learn the basics of putting your Message Triangle to work to gain support for your causes, whether communicating through the media, social media, or a 10-minute meeting with your coworkers.
- 11K, Taking the Fear out of Lobbying:** Join the Legislative Committee to learn the lobbying basics. Featured presenters will show members how to set up meetings, make contacts, ask questions, and review OEA talking points/issues. Presenters will cover both virtual and in-person lobbying practices.
- 11L, Google 101:** Has your school district gone virtual and uses G-Suite (Google apps) and you feel clueless? Or maybe you just want to learn all that Google has to provide for your life outside of school. Whether you want to support your colleagues or your family with technology using Google, this session is for you. In this session you will learn the BASICS of G-Suite (Google apps) including how to use Gmail, Google Docs, Google Sheets, Google Slides, Google Forms, and few other features Google has to offer.

MEGACONFERENCE 2021

Megaconference — March 6, 2021

Mail to NEOEA, Megaconference, 6001 Landerhaven Drive, Suite D, Mayfield Heights, OH 44124-4190 OR email it to desk@neoea.org. Questions: Please email us at desk@neoea.org. For a Word-fillable form, go to neoea.org/Megaconference.rtf.

Registrations due by Friday, February 19, 2021

★ ★ ★ Register by the deadline to be entered into the drawing for an NEOEA prize basket. ★ ★ ★

Megaconference is for NEOEA members only. Participation requires download of an app onto your electronic device.
Registration and directions will be confirmed by email on Tuesday, February 23.

Name _____

Local association (full name, please) _____

Non-work email address _____

Cell phone _____ First-time attendee? _____

Session choices: 9:00 workshop _____ 10:00 workshop _____ 11:00 workshop _____

Workshops and Conferences

ESP Virtual Conference



Join us at our first Education Support Professionals Virtual Conference on Saturday, January 30. Whether you are a secretary, custodian, food service worker, aide, bus driver, president of your local, building representative, or member—

these sessions are for you.

Topics:

- COVID Safety Issues for ESP Staff
- Representing Members in Meetings with Administration
- How to Run General Membership and Executive Meetings

More details and the registration form are available at neoea.org/ESPconference.pdf.

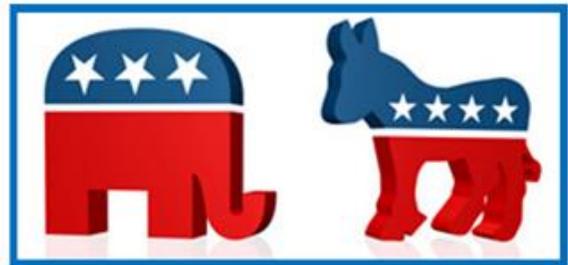
Listen and Learn Legislative Panel

You're invited to attend our Listen and Learn Legislative Panel to be held on Monday, February 22, 2021, simultaneously in four zones:

- North: Senate Districts 21, 23, and 25
- South: Senate Districts 24, 27, and 28
- East: Senate Districts 18, 32, and 33
- West: Senate Districts 2, 13, and 22

We have invited all northeastern Ohio members of the Ohio General Assembly and Ohio Board of Education to attend. We will give each legislator and board member an opportunity to interact with you during the panel discussion.

More details and the registration form are available at neoea.org/LegislativePanel.pdf.



Labor Lines

“People all across our country have a new appreciation for just how essential...unions are. Unions are why so many today have health insurance and sick leave, why so many have a voice in the workplace and our democracy.”

— Joseph Biden, President-elect

Photos from NEOEA Day 2020



Women in Aviation and Aerospace



Help Books Change Lives at the Book Bank!

North Eastern Ohio Education Association
6001 Landerhaven Drive, Suite D
Mayfield Heights, OH 44124-4190



Lake Metroparks Farmpark



Compassionately
Committed to
Change



Brag Box

Heroes of the Labor Movement — Our NEOEA Members!

Each year, the United Labor Agency recognizes a limited number of “Unsung Heroes of the Labor Movement.” Unsung Heroes honored in recent years have included twelve union activists from seven NEOEA locals.

During this pandemic, the United Labor Agency (ULA) wanted to continue to recognize those men and women who have dedicated their career and lives to making our unions work but who often don't get recognized for their contribution. This year they wanted to focus on honoring the essential workers who tirelessly and selflessly continued working throughout the pandemic.

“The United Labor Agency is proud to recognize all NEOEA

members as Unsung Heroes. An Unsung Hero is defined as ‘a person who has achieved great things or committed acts of bravery or self sacrifice yet is not celebrated or recognized.’ NEOEA President, Rob McFee explains that all 29,000 NEOEA members went above and beyond the call of duty for students. In the midst of quarantine, educators and support staff took it upon themselves to learn new technology platforms, formed parades to be seen by students, and spread positivity. Congrats to all NEOEA members on your nomination for Unsung Heroes!”

You can view the video at <https://youtu.be/8HVBa9pcgY>.