



Summer Leadership Conference
July 20-21, 2022
Hilton Garden Inn, Mayfield

We're Back—Live and In Person!
Wednesday, July 20, and Thursday, July 21

We are back in person for your leadership needs this summer!

Please join us on July 20-21 at the Hilton Garden Inn in Mayfield Village. NEOEA offers leadership development for our members and local leaders. There are 28 sessions designed specifically for leadership members to attend, but we also offer a plethora of other topics with all members in mind. Our committee is confident our members will be able to build a schedule for a day and a half of worthwhile training to incorporate in their local this fall. You will notice a dedicated track for new presidents. This track is presented by seasoned local presidents who will offer our new leaders strategies and first-hand knowledge when it comes to being a president. We also have a dedicated session for experienced treasurers and new treasurers.



We are using our new online registration procedure for the first time. The easy-to-follow directions are outlined on the last page. Your confirmation email will include an invoice for you or your local treasurer to submit payment to NEOEA.



We are planning an engaging social event for Wednesday evening. Join us at the Lake County Captains Classic Park in Eastlake to enjoy ballpark fare, tour of the ballpark, and on-the-field games. There will be opportunities to win prizes ... and most importantly time to socialize with colleagues while enjoying an easy-going summer evening.

Looking for graduate credit? We offer participants the ability to receive two graduate credits (for \$360) through Lake Erie College. We will also offer CEUs to all participants at no extra charge.

Wednesday Training Sessions

Pre-Session – Treasurers’ School for Experienced Treasurers, 12:30-2:00 p.m.

Treasurers’ School for Experienced Treasurers	This session is designed for the experienced treasurer (who has been in the job for more than five years) and will be a “what’s new” in the area of treasurer responsibility. Participants will learn about changes in practices along with a cybersecurity presentation.
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Session One, 2:30-4:30 p.m.

1A Meeting Members’ Needs in the “New Normal”	At the start of the pandemic, NEA Member Benefits had to quickly reassess how we engage members and determine what new needs members have during and after the pandemic. Learn ways NEA Member Benefits responded by providing some new programs and services while making changes to others and how other locals are using this to recruit and retain members, including Scott County in Kentucky where they more than doubled their membership in less than a year!
1B Can You See Me? Why “Seeing Color” Is Important and Strategies for Inclusivity	In our increasingly diverse and multicultural society, it’s more important than ever for educators to incorporate culturally-responsive instruction in the classroom. In this session, participants will discuss the meaning of diversity and identify applicable strategies for seeing and honoring the whole child.
1C Adult Learning Theory	When adults attend professional learning sessions, they need more than basic step-by-step instructions. They want to achieve a deeper understanding and higher-level thinking and to be respected for their experience. They want to have opportunities to contribute to collective learning and to engage in conversations with their peers. As facilitators, we need to balance teaching new paradigms with honoring previous experience, knowledge, and perspectives in the room. During this session participants will learn to differentiate leadership of learning events, the characteristics of adult learners, and will learn specific strategies that support strong adult learning.
1D Understanding and Exploring Pandemic Fatigue	It’s all in the little things that we can do for ourselves. Join us for some tips and discussions on how we can start nurturing our souls.
1E New Treasurers’ School (<i>treasurers and presidents with five years of experience or less</i>)	The responsibilities of the local association treasurer can seem ominous, especially for the first-time treasurer. OEA Secretary-Treasurer Mark Hill will give you the knowledge you need to do the job for your local and its members. This session will be tailored to the needs of treasurers who have five years or less experience on the job. Participants will focus on fiduciary duties, membership, and accounting issues, along with cybersecurity.

Wednesday afternoon join us at 4:30 for our social event at the Lake County Captains!

Thursday – Breakfast, 8:00 a.m.; Announcements, 8:45 a.m.; Training Sessions, 9:00 a.m.-2:30 p.m.

Session Two, 9:00-10:30 a.m.

2A OTES 2.0 and HQSD	This session will briefly review the law and required 2.0 framework, the newly-updated OEA 2.0 sample model language, and address existing misinformation and myths regarding HQSD, improvement, and professional growth plans.
2B Active Shooter Preparedness Training (ALICE)	Presented by Westlake police personnel, this session will be an overview of ALICE school safety training. Educators need options to respond to violence in the workplace based on their circumstances. Proactive strategies allow educators to feel empowered to make the best decisions.
2C School Funding in Ohio: An Examination of the Fair School Funding Plan—Is It the End of the K-12 Hunger Games?	For years, almost no one was happy about how the State of Ohio funded public schools. The system pitted cities against each other and private and charter schools against public schools. We were living in the K-12 version of the “Hunger Games,” wherein victory hinged on the wealth of your district. The wealthier your district, the stronger your chances of success. In the last Budget session, policymakers implemented the Fair School Funding Plan, a new funding formula in Ohio as an effort to create a more equitable and constitutional school finance structure in the state. This session examines the Fair School Funding Plan (FSFP) and the implications that it has on school funding and outcomes for all students in the state.
2D FMLA and Other Leaves	The Family Medical Leave Act (FMLA) has a broad impact on members. This session will focus on the application of FMLA and how it can be used and bargained to best protect members during difficult moments in their lives. Other leaves may also be explored.
2E View From the Bridge	Mediators from the Federal Mediation and Conciliation Service (FMCS) concentrate their efforts on mediating collective bargaining negotiations and grievances as well as providing training and facilitated dialogues. This session will showcase the agency’s View from the Bridge program designed to reset and improve labor-management relationships within a particular community.
2-4F New Presidents’ Track (from OEA)	Participants will learn about the roles and responsibilities of a local president, the essential knowledge and skills needed to be successful, as well as build connections with other local presidents from across the state. (<i>Must attend all three parts; this session concludes at 2:30 p.m.</i>)
2G Political Action I - Campaign 2022	OEA members continue to be a force in elections on all levels. See how to change the trajectory of your education policies in Ohio through campaigns to elect better local school board members and examine OEA’s plan for Campaign 2022.
2H Bargaining Crises and Strikes: Preparing for Victory	Most locals don’t plan to get into a bargaining crisis or strike situation. And every crisis is different. But, if you do get there, you want to win! No matter where you are, there are a number of key components to success that are critically important that you and your local need to plan for—and hopefully not in a “last-minute” scramble when you need it. Come and engage with us to get your local ready for anything!
2-3 I You’re a New Association Leader—Now What? Building Rep Training	This session will avail new leaders of the tools necessary to be an effective local leader. Leaders at all levels will learn how to conduct effective meetings, explore communication techniques, advance member advocacy, and update the local C&B, along with a plethora of tips and ideas for a successful year of member engagement. (<i>Must attend both parts; this session concludes at 12:15 p.m.</i>)

Thursday Training Sessions (continued)

Session Three, 10:45 a.m.-12:15 p.m.	
3A Identifying and Addressing the Needs of Students with Dyslexia: Law and Guidebook	The purpose of this session is to provide attendees with the details of Ohio law and the content of the Ohio Dyslexia Guidebook. Areas covered will include mandatory screening, intervention, professional development, and certification.
3-4B Grievance Processing	Although this course is a guide to being a grievance chair and association representative, the session will also supply information of value for every member. Learn the legal background for contracts and grievances and how to use the grievance procedure to enforce your local contract. <i>(Must attend both parts; this session concludes at 2:30 p.m.)</i>
3C Salary Schedules: Understanding and Maximizing Their Benefit	This session reviews the characteristics of the single salary schedule and how they can be constructed to further the economic interests of your members.
3D Legal Update <i>(repeated in the next session)</i>	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. <i>(Also at 1:00 p.m.)</i>
3E Dealing With Conflict ... Post Covid	Mediators from the Federal Mediation and Conciliation Service (FMCS) concentrate their efforts on assisting employers and employees in coping with the demands of a rapidly-changing workplace. This session will assist members with best practices to manage and resolve conflict, especially those conflicts that have risen from the current pandemic.
2-4F New Presidents' Track	<i>(from OEA) (Must attend all three parts; this session concludes at 2:30 p.m.)</i>
3G Political Action II - Using Social Media in Campaign 2022	Using social media for strategic purposes requires a more sophisticated way of connecting the components. Learn how to use some of the new tactics to engage with your colleagues online to influence Campaign 2022 and other critical issues of importance to our profession.
3-4H Understanding Equity and Inequity	What the heck is equity? During this session we will answer that question by exploring your understanding of equity, considering and applying definitions of equity and inequity, applying an equity lens to a school case study, and by considering equity mitigative and transformative approaches that schools could implement. <i>(Must attend both parts; this session concludes at 2:30 p.m.)</i>
2-3 I You're a New Association Leader—Now What? Building Rep Training	<i>(Must attend both parts; this session concludes at 12:15 p.m.)</i>

Lunch/Afternoon Announcements/Gift Winners, 12:15-1:00 p.m.

Session Four, 1:00-2:30 p.m.	
4A Constitution and Bylaws: Why It Really Matters	A local's Constitution and Bylaws is the second most important document after its collective bargaining agreement. The session will review the important provisions of a local's C&B and provide guidance utilizing OEA's Model Constitution and Bylaws.
3-4B Grievance Processing	<i>(Must attend both parts; this session concludes at 2:30 p.m.)</i>
4C Health Insurance: The Benefit that Keeps on Giving (and Increasing in Cost)	This session is designed for locals that are able to negotiate health insurance and is intended for individuals unfamiliar with health insurance principles and terms. The session will provide an overview of this important part of your compensation package and will include an explanation of common terms, funding models, and strategies to successfully bargain health insurance plan design and health insurance labor-management committees.
4D Legal Update	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. <i>(Also at 10:45 a.m.)</i>
4E Advocates for Nondiscrimination in Contracts	This session will provide local Associations with valuable resources to ensure the protection of their members' LGBTQIA+ identities through the Collective Bargaining Agreement.
2-4F New Presidents' Track	<i>(from OEA) (Must attend all three parts; this session concludes at 2:30 p.m.)</i>
4G Political Action III - Strengthening Relationships with Elected Officials	We all need to establish and strengthen relationships with ALL elected officials. This session will take a look at what we have achieved reaching across party lines and how we can continue to influence the policies and legislation that impact public education.
3-4H Understanding Equity and Inequity	<i>(Must attend both parts; this session concludes at 2:30 p.m.)</i>
4 I New Hope and Opportunity for Student Loan Borrowers	In October 2021, the Dept. of Ed. announced major changes to loan forgiveness programs and in just the first two months, 70,000 borrowers had a combined \$5 million forgiven, with hundreds of thousands more finding forgiveness within reach. Included in the reform is a once-in-a-lifetime limited-time opportunity to receive credit for payments made on loans that normally do not qualify for forgiveness, payments made using an ineligible repayment plan, late payments, partial payments and more, but members must act before October 31, 2022.



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REGISTRATION: SUMMER LEADERSHIP CONFERENCE

Process:

- 1) Registration is online this year. Please go to the link at <https://vireopay.net/transact/NEOEA/EventRegistration>. Besides the usual demographic data, we will need to know which session(s) you'd like to attend, if you will be joining us for the meals and Wednesday night dinner at Lake County Captains, and if you'll need a hotel room. Once you've made your selections, you'll be able to print a receipt.
- 2) An email confirming your enrollment for the NEOEA Summer Leadership Conference will be sent along with the amount due for your registration. Please make your check payable to NEOEA, and mail it to NEOEA Summer Leadership; 6001 Landerhaven Drive, Suite D; Mayfield Hts., OH 44124-4190.
- 3) **Registrations must be received by Friday, July 8. No reservations will be accepted after this date.**
- 4) On Tuesday, July 12, you'll receive an email with a link to the conference site and any other details that you'll need.

Registration Fee:

Register early and save! Payments postmarked by Friday, June 10, get the reduced price.

	By June 10	After June 10
Treasurers' School only (includes dinner)	\$ 30	\$ 50
Commuting (1 person/no sleeping room)	\$ 70	\$ 90
Double occupancy (2 people/1 sleeping room)	\$220	\$240
Single occupancy (1 person/1 sleeping room)	\$180	\$200

Notes:

- 1) Summer Leadership Conference is for **NEOEA members only**.
- 2) Course selections are subject to room limitations.
- 3) Course descriptions and presenters are subject to change.

Graduate Credit:

Participants of Summer Leadership can receive two semester hours of graduate credit (\$360) through Lake Erie College for attending the Conference and completing an outside assignment. Registration and payment is online through Lake Erie College. Details are available at neoea.org/files/GradCredit.pdf.

Any questions? Please email us at desk@neoea.org.