



Summer Leadership Conference

Wednesday-Thursday, July 16-17, 2025
Corporate College East, Warrensville Heights

Join Us for NEOEA Summer Leadership Conference

Wednesday, July 16, and Thursday, July 17

By Amy Butcher, NEOEA Summer Leadership Conference Chairperson

It seems that spring has just started, but it really is time to start thinking about summer. I hope you are thinking about NEOEA's Summer Leadership as part of your plans for the summer. Our committee has worked hard all year to give you a great leadership experience. This year the event will be back at Corporate College East, and we have 30 sessions for you to choose from. We had so many excellent sessions for you that we have to add to our normal session offerings. We have some new classes coming to Summer Leadership for the first time. You can learn about World Café and how it can work in your local. Also new this year is a session on the legal impact of AI. We will be bringing back Building Rep Training. If you have new building reps, this is a great way to get involved in NEOEA and get some excellent training as well. You can also learn about levies and school board elections and how to bargain your health insurance. We have sessions this summer to help everyone become a better leader.

We have an exciting keynote speaker for you this year. We are proud to be hosting Daneé Pinckney, the Ohio Teacher of the Year. Daneé is a high school English teacher at Twinsburg High School. She encourages and inspires her students through community involvement and activism. We are very pleased to bring her to Summer Leadership so you can hear from her in person.

This year we will be staying at the Aloft Hotel in Beachwood. This newly-renovated hotel features an indoor pool and lounge. You can come back from the conference Wednesday night and have a drink in the lounge or a swim in the pool. The area features Pinecrest and Legacy Village shopping centers and Beachwood mall. You can also visit the Maltz Museum of Jewish Heritage. There are many things to do in this area. Come for the conference and stay after to explore the area.

I hope you will consider making NEOEA's Summer Leadership part of your summer plans. This conference provides excellent opportunities for you to grow as a leader in your district and meet other leaders from around the area. As always, Summer Leadership is better when you are there! See you in July.

Our Keynote Speaker – Daneé Pinckney

Please join us on Wednesday evening, July 16, to hear our keynote speaker: Daneé Pinckney, Ohio Teacher of the Year, an English teacher at Twinsburg High School, and an OEA/NEA member.

From an early age, Daneé knew she wanted to be an educator, a calling inspired by her parents and her elementary school teachers.

"You have to step out of the professional development that everybody does, regardless of who you are, what department you are in, or what subject you teach, and find the things that speak to you—the lessons, the groups, the cohorts, the residencies, the conferences that make you feel reinvigorated and passionate. I'm not saying this will fix all the problems we're seeing in public education or keep all teachers in the classroom, but it will help, especially if your heart is in it and you want to make it work."

Using literature as the anchor, Ms. Pinckney works to encourage students' engagement in community service and activism projects instilling in them a sense of social responsibility and civic engagement.



Wednesday Training Sessions

| Session One, 2:30-4:30 p.m. | |
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| 1A Leadership Practices Inventory | In order to lead with purpose and vision, understanding your leadership assets and the liabilities of your leadership style is essential. This session provides each participant with a unique opportunity to assess their leadership strengths and to identify those areas of improvement by utilizing the Leadership Practices Inventory (LPI) which introduces "The Five Practices of Exemplary Leaders." |
| 1B No Shortcuts: Organizing for Power's Core Fundamentals | Using Jane McAlevey's book, <i>No Shortcuts – Organizing for Power in the New Gilded Age</i> , we will engage in a collaborative discussion on how to build collective power through the use of five core fundamentals for organizing. McAlevey's fundamentals are based on the radical notion that to win the changes this world needs, we need to get a whole lot better at talking to – and organizing with – people who don't already agree with us. Each fundamental element serves as a building block for successful campaigns, and all are crucial pieces for building disciplined majorities capable of fighting and winning. Learn to Win. Teach to Lead. Organize for Power. |
| 1C Educator Rights and Responsibilities to Violence | Violence in classrooms is an area of concern for members. Did you know there are tools available for you to utilize to help maintain a safe environment? Participants will discuss available options and steps that can be taken to advocate for all students. |
| 1D Yes And: Using Improvisation and Creativity to Succeed | Participants in this session will explore the Improvisational Theatre principle of "Yes And." Participants will engage in experiential improvisational theatre activities to explore how oftentimes we can say "yes" to accomplish so much more than "no!" Participants will understand how finding common ground can often be discovered when we agree (even when we don't). The outcome is often surprising and frequently funny! |
| 1E New Treasurers' School (treasurers and presidents with five years of experience or less) | The responsibilities of the local association treasurer can seem ominous, especially for the first-time treasurer. OEA Secretary-Treasurer Rob McFee 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 evening join us at 5:00 for our Keynote Speaker, followed by dinner and social event!

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. | |
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| 2A Maintain, Adapt or Create: Which is Right for Your Local Teacher Evaluation System? | Law (HB 168) now provides the ability to maintain the OTES 2.0 framework as the method to complete yearly, mandatory teacher evaluation or 'adopt' or 'create' a different framework. What is still required? Just how much can you change? Should you consider change? What poor practices should you seek to avoid? |
| 2-3B Member Advocacy– Everything You Ever Wanted to Know about the Grievance Process | Participants will learn the difference between a complaint, a grievance, and a ULP, the importance of filing grievances, and the role they play in defending their collective bargaining agreement will be thoroughly discussed. From the informal meeting to advocacy during the grievance hearing, all stages of the grievance process will be discussed and practiced. Participants will also learn how to decide whether or not a grievance should be taken to arbitration. <i>(Must attend both parts; this session concludes at 12:15 p.m.)</i> |
| 2C Experienced Treasurers Session | 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. |
| 2D Parliamentary Practices | Some leaders lead from the front of the room, and some from the assembly. Whatever your role at meetings, you'll play it better if you can confidently apply "Robert's Rules." In this session, a credentialed Professional Registered Parliamentarian will focus on the basics of parliamentary procedure and allow plenty of time for Q&A. |

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

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| 2E Managing and Negotiating Health Insurance | Navigating the complexities of health insurance can be challenging, but effective plan management is essential to ensure quality coverage, cost control, and member satisfaction. This session offers a comprehensive overview of how to evaluate, manage, and negotiate health insurance plans. Participants will gain practical strategies for analyzing plan performance, understanding key insurance terms and trends, and communicating benefits clearly to stakeholders. Whether you're participating on an insurance labor-management committee, serving on a bargaining team, or simply seeking to better understand health insurance, this session will equip you with the tools to make informed, strategic decisions. |
| 2-4F Presidents' Cadre (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 Relational One-on-Ones: A Different Kind of Conversation | There are many types of one-on-ones for different uses. This session will focus on one-on-ones for relational organizing. They are the core element of member engagement and serve as the foundation of building a powerful and effective local association. They are a fundamental element of an effective, transparent bargaining campaign. Session attendees will witness, reflect upon, and practice relational one-on-one conversations. |
| 2-3H Calling All Building Representatives! | This training session will help new building representatives learn the ropes and will be a refresher for experienced representatives. Learn how to represent your members in meetings with administrators, handle gripes and grievances, be a first friend-best friend for new members in your building, the art of ten-minute meetings, and much more! <i>(Must attend both parts; this session concludes at 12:15 p.m.)</i> |
| 2I Educators as Legislative Advocates – Groundwork | In the Ohio legislature, education policies are constantly under debate—making it essential for educators to lend their expertise and voice to the conversation. By building skills and capacity to conduct legislative advocacy, OEA members can become trusted partners in crafting and safeguarding the future of public education and directly influence the policies that shape classroom resources, student support, and professional protections. In this focused 90-minute session, members will receive a brief update on Ohio's top education bills from the first half of the 136th Ohio General Assembly, an overview of the legislative process, the makeup of the Ohio legislature, and the political climate in Ohio. |
| 2J Membership Magic: Transforming Benefits into Organizing Tools | NEA member loyalty research shows that members who use NEA Member Benefits are 13.6% more likely to maintain membership. And it's easy to understand when hundreds of thousands of NEA members who use Member Benefits are able to save more money than the cost of dues. This session will explore the value-added proposition of NEA Member Benefits and how locals can use the benefits and services to increase membership, member satisfaction, and loyalty. Attendees will hear about a wide range of ways locals have used Member Benefits as an organizing tool with minimal effort from local leaders who often already have their hands full. The possibilities are limited only by our imagination and are provided at no cost! |

Thursday Training Sessions (continued)

Session Three, 10:45 a.m.-12:15 p.m.

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| 3A HB 8 – Ohio's Parents' Rights Law | Each local board has until July 1 to adopt a policy which addresses sexuality content and parent preview. Additionally, the policy must provide parent notification when "substantial" changes occur in their child's academic, social, behavioral, existing services. Attendees will be presented with the reasons why all educational employees should understand key definitions within well-defined employer procedure. |
| 2-3B Member Advocacy – Everything You Ever Wanted to Know about the Grievance Process | <i>(Must attend both parts; this session concludes at 12:15 p.m.)</i> |

Session Three, 10:45 a.m.-12:15 p.m. (continued)

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| 3C Including Union Voice in the PBIS Process | Ohio requires that schools implement PBIS frameworks for academic and behavior improvement, and requires that educators are part of the selection, implementation and analysis of those frameworks and interventions. During this session we will discuss how the union can advocate for collaborative implementation of frameworks and interventions, share examples of schools where collaboration has resulted in successful outcomes, and plan for effective union advocacy for strong and effective PBIS frameworks that improve the working and learning environments for educators and their students. |
| 3D 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. |
| 3E It's Dangerous Online! Tips to Help Educators Survive Our Internet World | Today's online world is fraught with danger. Hackers are hiding behind every email, web link, and attachment. This session details some EASY ways to help identify schemes that the bad guys use to target you and your data. Learn some of the best methods to keep yourself safe against ever-changing online threats. |
| 2-4F Presidents' Cadre (from OEA) <i>(Must attend all three parts; this session concludes at 2:30 p.m.)</i> | |
| 3-4G Bargaining World Cafés: Opening up Bargaining as a Member Engagement Strategy | The World Café concept was originally developed as a large-group decision-making tool. We have adapted it to the contract bargaining responsibilities of local unions. This session will run a Bargaining World Café to demonstrate how one is created and used in the context of a comprehensive bargaining campaign. The demonstration will show how Bargaining World Cafés increase members' engagement in your union, build your local's power, and improve your outcomes in bargaining. <i>(Must attend both parts; this session concludes at 2:30 p.m.)</i> |
| 2-3H Calling All Building Representatives! <i>(Must attend both parts; this session concludes at 12:15 p.m.)</i> | |
| 3I Educators as Legislative Advocates – Building Relationships | In part two of the Educators as Legislative Advocates series, participants will receive training on how to continue to hone their skills to impact the education policy creation process. During this session, participants will learn about the tools of effective legislative advocacy, how to engage their legislators and build relationships, and how to develop local advocacy plans to engage partners in advocacy and hold legislators accountable for their votes. |
| 3J Vouchers Hurt Ohio and Vouchers Hurt Your School District! | Over 90% of the students who use vouchers have never set foot in our public schools. Hear from one of the original members, Dan Heintz, of the steering committee who filed the Vouchers Hurt Ohio lawsuit. See how much money our own school district loses and what we can do as public school employees. Dan is a member in Chardon and a school board member in Cleveland Heights-University Heights, so you will learn first-hand his about own advocacy experiences in all three arenas. |

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

Session Four, 1:00-2:30 p.m.

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| 4A Licensure: What's Changing, What's Not, and Where Do You Have Control? | Although some puzzle pieces will soon come together, there are more potential changes on the horizon. Attendees will discuss licensure conversion, new grade bands and related implications from Ohio's budget. Finally, will state and/or federal licensing requirements to ensure students receive instruction from teachers who are well prepared in the topic and/or grade level continue? |
| 4B What's Next for Special Education in Ohio? | The national and state landscape is unpredictable, causing confusion and uncertainty for Ohio's educators, families, and school districts. This session will include an overview of the federal priorities related to education, special education, and IDEA; updates on the effects of the state budget on special education, information about resources and support that is currently available for educators and families, and provide advocacy suggestions for anyone who supports a student with special needs. |

Session Four, 1:00-2:30 p.m. (continued)

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| 4C | Local Google or Microsoft Licensing: Stay Compliant | This session will provide information on ensuring your local has the proper ownership of their Microsoft or Google Accounts, how to apply for a technology grant to offset the cost, and how to convert documents to be shared with others. This session does not teach Google or Microsoft, but rather the account setup and best practices to stay compliant. |
| 4D | Legal Implications of AI | Find out the latest developments on the legal front when artificial intelligence is front and center. 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. |
| 4E | Maximizing Your Salary Schedule | This session covers salary schedule best practices and introduces participants to the OEA Model Salary Schedule. We will also discuss OEA resources for developing, costing, and bargaining improved salary schedules. |
| 2-4F Presidents' Cadre (from OEA) <i>(Must attend all three parts; this session concludes at 2:30 p.m.)</i> | | |
| 3-4G Bargaining World Cafés: Opening up Bargaining as a Member Engagement Strategy <i>(Must attend both parts; this session concludes at 2:30 p.m.)</i> | | |
| 4H | Advanced Member Messengers | When it comes to effectively communicating with members and the wider community, practice makes perfect. Participation in this session is limited to those who have completed a Member Messenger or Messaging Around Your Local Issues training in the past, to help further develop those communication skills. We will quickly cover message formation best practices then jump into reviewing the good, the bad, and ugly of media interviews and practice bridge-and-pivot responses in small groups to put what we have learned to work. |
| 4I | Building Power through Local Elections | In this go-minute session, members will deepen their understanding of how to build power through local elections. Local boards govern district policy and finances, and local levies are critical to sustaining programs. Learn best practices to mobilize educators and voters, engage and educate stakeholders, and conduct effective community outreach to effectively run and win in local elections. |
| 4J | Beyond Your Pension: Covering the Gaps in Retirement Security | Most NEOEA members have or have had a supplemental contract and/or a second job while working full time and earning 100% of their salary. STRS and SERS will provide a percentage of your final average salary leaving a gap in income which is reduced when a survivor benefit is selected as well as health care costs. This session will identify gaps we may not have considered and offer solutions to fill them. Discussion will include the alphabet soup of supplemental retirement savings plans, how to choose a financial advisor who will look out for your interests, how to ensure your members have the best options, Post-Employment Health Care Savings Accounts, and strategies to ensure access to options in bargaining or by MOU. |



Summer Leadership Conference

Wednesday-Thursday, July 16-17, 2025

Corporate College East, Warrensville Heights

REGISTRATION: SUMMER LEADERSHIP CONFERENCE

Process:

- 1) Registration is online this year and opens on Wednesday, May 14. Please go to the link at <https://vireopay.net/transact/NEOEA/SLC2025>. 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 keynote speaker, dinner, and social event, and if you'll need a hotel room. Once you've made your selections, be sure to press the "submit" button so that your registration will be recorded; you'll be able to print a receipt.
- 2) You will receive an email within two business days confirming your enrollment for the NEOEA Summer Leadership Conference 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 Wednesday, July 9. No reservations will be accepted after this date.**
- 4) On Thursday, July 10, 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 Wednesday, June 18, get the reduced price.

| | By June 18 | After June 18 |
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| New Treasurers' School only (Wednesday) | Free | Free |
| Commuting (1 person/no sleeping room) | \$ 50 | \$ 70 |
| Double occupancy (2 people/1 sleeping room) ** | \$ 200 | \$ 220 |
| Single occupancy (1 person/1 sleeping room) ** | \$ 150 | \$ 170 |

**** If you need a hotel room, your registration must be received by Wednesday, June 25.**

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.

NEOEA Policy 8.o8b states "Local associations will be held financially responsible for conference expenses incurred by NEOEA whenever a pre-registered member of a local association fails to attend a free NEOEA conference. A bill for such expenses (per person cost) will be emailed to the member or local association within five working days of the conference. Cancellations by members or associations will be accepted up to 9:00 a.m. five working days preceding the conference. NEOEA must be notified of any emergency situation that would prevent individual attendance after that hour."

Graduate Credit:

Participants of Summer Leadership can receive two semester hours of graduate credit (\$380) through Ashland College for attending the Conference and completing an outside assignment. Registration and payment is online through Ashland College. Details are available at neoea.org/files/GradCredit.pdf.

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