

Ohio Schools

A PUBLICATION OF THE OHIO EDUCATION ASSOCIATION



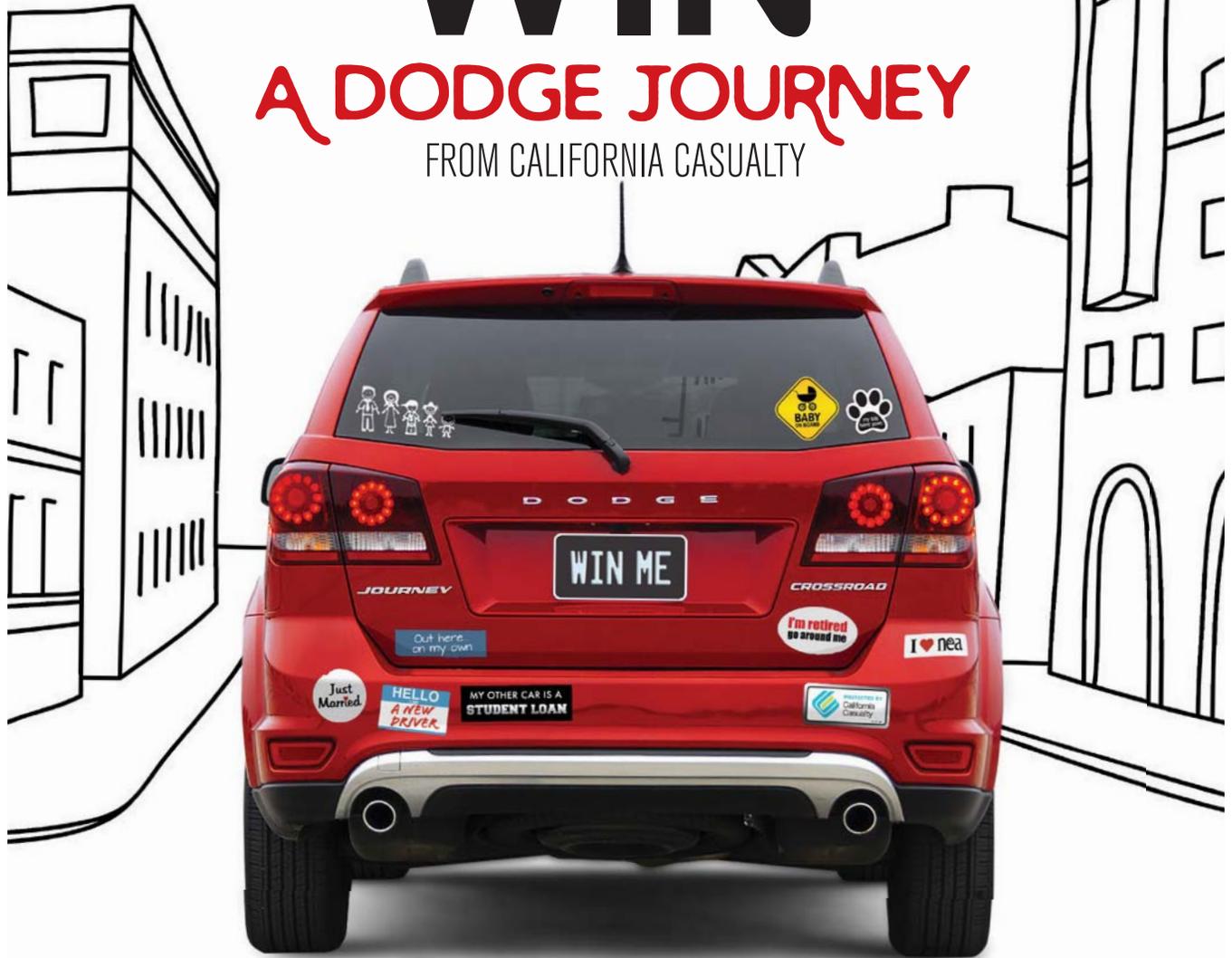
2018-2019

OEA Member Resource Guide

WIN

A DODGE JOURNEY

FROM CALIFORNIA CASUALTY



Wherever your **JOURNEY** takes you... We'll be there.

Life is a journey with lessons to learn, detours to endure, but most of all experiences to enjoy. Navigate the road ahead in the comfort of a 2018 Dodge Journey courtesy of California Casualty.

Enter today > WinAJourney.com

©2017 CCMC. No quote or purchase necessary. Photo may not be representative of actual vehicle package/color. See website for complete details. NEA, NEA Member Benefits and the NEA Member Benefits logo are registered marks of NEA's Member Benefits Corporation. AH380818

NEA® Auto and Home Insurance Program

nea Member Benefits
In partnership with  California Casualty

CONTENTS

- 2 President's Message
- 3 Top 10 Reasons to Belong to OEA
- 4 The Ohio Education Association: Building strong public schools and strong member advocacy
- 6 OEA Leadership Team
- 7 OEA District Associations
- 8 OEA Board of Directors
- 10 Attorney Referral Program 2018-2019
- 12 OEA Dues Dollars at Work
- 14 The Value of OEA Membership
- 18 The Strength of OEA Members
- 24 Organizing for Student Success
- 26 OEA Higher Education Benefit for Members
- 28 Fight for the Future of Public Education
- 29 OEA Awards and Scholarships
- 30 NEA Member Benefits Programs and Services
- 32 The OEA and NEA Representative Assemblies
- 36 Share your story: How are you helping to make sure all students succeed?

Please note:

Updated OEA Field Office Information and OEA Headquarters Information will be published in the September 2018 issue of Ohio Schools as well as on the OEA website, www.ohea.org.

Photos by Andrés Becerra, Demetrice Davis, Scott Maney, Julie Newhall, Ralph Orr, Tim Revell and Brent Turner/BLT Productions, Inc.



Joan Uzunoff Manstiela (MSEA) Prospect Head Cook reads information about union leadership at the 2018 Advocacy & Organizing Institute.

OEA Strategic Priorities

- Build locals' capacity to be more relevant to members.
- Leverage the image of education employees to build support for public education.
- Build OEA as a member resource for professional issues.

OhioSchools

VOL. 97

NO. 4

AUGUST 2018

The professional publication of more than 125,000 members of the Ohio Education Association

Ohio Schools Editorial Staff

Julie A. Newhall, Editor
Gail Botz, Graphic Designer

Subscription price for public and university libraries is \$18 per year. Editorial Offices—Ohio Schools (ISSN: 0030-1086) is published seven times a year: February, April, June, August, September, October, December by the Ohio Education Association, 225 E. Broad St., Box 2550, Columbus, OH 43216.

E-mail: communic@ohea.org. Website: www.ohea.org.

Address all advertising or editorial correspondence to Editor, Ohio Schools.

Postmaster: Send address changes to Ohio Schools, Ohio Education Association, 225 E. Broad St., Box 2550, Columbus, OH 43216. Postage: Periodicals paid at Columbus, OH.



www.ohea.org

www.facebook.com/ohioea

www.twitter.com/ohioea



OEA Mission Statement

The OEA will lead the way for continuous improvement of public education while advocating for members and the learners they serve.

OEA Vision

The Ohio Education Association is the hallmark for excellence in education.

OEA Core Values

Democracy

The foundation of a strong democracy is high quality public education, which is essential for an educated citizenry.

Collective Action

When we unite as one voice, we are strong advocates for learners and our profession.

Fairness

A high quality education, accessible to all, promotes a fair and just society.

Inclusion

We respect and embrace the diversity of all communities.

Integrity

By holding ourselves to the highest standards, we promote good citizenship and maintain the public trust.

Professionalism

Professional judgement and expertise of educators are critical to student success. Educators deserve the status, compensation and respect due all professionals.

PRESIDENT'S MESSAGE

The power of our collective voice

OEA MEMBERS—WORKING TOGETHER FOR STRONG COMMUNITIES, EMPOWERED EDUCATORS, AND SUCCESSFUL STUDENTS THROUGHOUT OHIO

As OEA members, ensuring that every child in Ohio has the support, tools and time to learn is at the heart of our work, whether we are driving a bus, teaching class, serving a meal, preparing a school building or leading a meeting.

We share a strong commitment to our students' academic success and personal growth. OEA members believe every child has the ability to achieve, and we work to inspire curiosity, imagination and the desire to learn. We understand the importance of play, the power of discovery, the function of social development and so much more.

As teachers, faculty members, and education support professionals, we understand that ensuring opportunity and success for every Ohio student requires the support of parents and community partners that value education, and policies that provide adequate resources and allow us to use our knowledge and skill.

We have earned trust and a reputation for expertise through our classroom experience and work as education support professionals, as higher education faculty and staff, as advocates for those with developmental disabilities, and as retired teachers who mentor those entering the education profession.

Throughout Ohio, OEA members are giving voice to the needs of students, educators, and public education through our actions, words, and advocacy.

OEA member advocacy has resulted in a reduction in the overuse and misuse of standardized testing, charter school accountability and reform, much-needed changes to the Ohio Teacher Evaluation System and Resident Educator program, the passage of the Every Student Succeeds Act, and more. Together, we are creating a vision for a high quality public education for all students, seeking solutions to economic and social justice issues, working to end institutional racism and advance inclusivity, and challenging anti-public education and anti-union efforts.

The work we do—whether volunteering for student programs in our districts, shaping school practices through labor-management committees, supporting candidates for the local school board or state legislature, or talking with parents about education policies and their academic impact—makes us stronger educators and advocates for student success. And the relationships we build strengthen public education.

The OEA's strength comes from its members, and it is more important than ever for all of us to join in support of public education.

I believe in the power of our collective voice to make sure that every educator and student has the resources they need to be successful.

When unions negotiate for working conditions in the classroom, they also negotiate for the conditions in which our children learn. And when our unions advocate for us as educators, they also advocate for the students we serve.

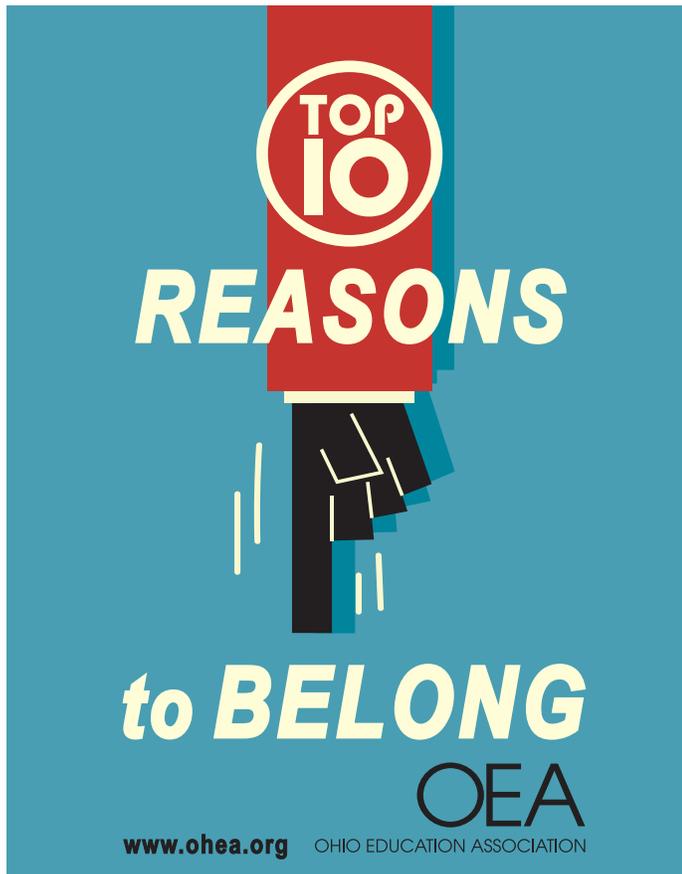
Public service workers—teachers, social workers, firefighters, and nurses—are more determined than ever to stick together in their unions. Unions remain the most effective vehicle for the power in numbers needed for working people to secure their rights and freedoms, and they provide a pathway to the middle class.

Strong unions use their collective voice to advocate for policies that help all working people—like increases to the minimum wage, affordable health care, and great public schools.

As educators, we dedicate our lives to helping our students and to supporting our communities.

As we begin a new school year, we must continue to stand together, united as members of our local associations, district associations and the largest union of professionals in the great state of Ohio, to do just that—to strengthen our communities, empower fellow educators, and ensure that our students succeed.

Becky Higgins
Becky Higgins
OEA President



*Support and Relationships
Influence and Power
Protection and Advocacy*

- 1 A VOICE AT THE TABLE**
There's power in numbers. Belonging to your OEA and your local Association gives you greater influence over the decisions that affect your students, your classroom, and your career. Whether you advocate for changes at your worksite, speak at school board meetings, advocate for increased school funding at the state and local level, or lobby your state legislators and city/county board members, we will support you.
- 2 INCREASED PAY AND BENEFITS**
As part of your Association, you can advocate for professional pay, health care, and retirement security so a career in education is a viable profession.
- 3 IMPROVED PROFESSIONAL PRACTICE**
Your Local helps you advocate for access to high-quality professional development and increased collaboration time so you can improve your practice. Your Association (and that means you and your co-workers!) can work with the administration to develop mentoring and other support from more experienced colleagues.

- 4 NATION-WIDE COMMUNITY OF EDUCATORS**
When you are a member of your local Association, you are also a member of your OEA and the National Education Association (NEA). Your Association is your way to connect with likeminded colleagues across the district, state, and nation who are working to better students' lives.
- 5 IMPROVED WORKING AND STUDENT LEARNING CONDITIONS AT YOUR WORKSITE**
Your Association empowers educators to advocate for smaller class size, less standardized testing, input into curriculum, and safe buildings, just to name a few. These working conditions mean a better learning environment for your students.
- 6 POSITIVE CHANGE IN YOUR WORKSITE**
Your Association can work with the administration as a partner and collaborate with parents and community organizations to resolve issues in your school. As an educator who works with the children, you can work with the administration to solve problems together.
- 7 ENHANCED RIGHTS**
A collective bargaining agreement is an enforceable legal document that protects your rights. It contains a formal procedure for advancing grievances with support of an expert (Labor Relations Consultant). Your Association will be there to offer guidance, advice, and, if necessary, legal representation.
- 8 COMMITMENT TO SOCIAL JUSTICE**
As a member of your Association, you join forces with fellow educators to make a difference in the social justice issues that matter most to you. Your Association can provide training to members to develop new strategies to work to achieve equity in your schools.
- 9 LIABILITY PROTECTION**
Because the liability potential can be so serious for individuals employed by schools and other educational units, your OEA provides all eligible members with professional liability insurance through The Educators Employment Liability (EEL) Program.
- 10 MEMBER BENEFITS**
Improve your buying power and save money with NEA's Member Benefits program that offers extensive member-only benefits and discounts.



Member Lobby Day January 31, 2018



OEA member Gina Daniels (Licking) addressed the crowd at the Working People's Day of Action

THE OHIO EDUCATION ASSOCIATION: Building strong public schools and strong member advocacy

As the Ohio Education Association (OEA) begins its 172nd year as an advocate for public education, members are working to transform schools and colleges, advocate for student-centered reforms and defend collective bargaining rights from anti-union attacks. OEA has emerged as the strongest, most consistent and most informed voice of advocacy for students, educators and public schools in Ohio. With a vision of OEA as the hallmark for excellence in education, OEA has steadily gathered allies to answer critics of public education, including some who want to dismantle Ohio's system of public schools.

Since its founding in 1847, OEA, formerly the Ohio State Teachers' Association (OSTA), has advocated on behalf of its members and for strong public schools in Ohio. But in several stages, the organization has worked through significant changes to meet new challenges.

Because Ohio's system of public schools has been so successful for so long, in many ways, Ohioans might take it for granted, but OEA doesn't.

The state's public school system faces competition for public dollars from charter schools, criticism from private school and corporate reform advocates, and a continuous struggle for funding at the state and local level.

How OEA members respond to these challenges and tell their story of tremendous achievements in public schools will determine the future of Ohio's public schools and the future of OEA.

In 1851, the OSTA set broad goals: to build a strong public sentiment for schools, to promote the adoption of a better plan of school organization, and to improve teachers and elevate the profession of teaching.

Since that time, the organization has continued these early goals, elevating public schools through sound instruction and curriculum, by standards of teacher preparation and teacher certification, and improved working conditions with a state minimum salary schedule and state teacher's retirement system.

Many teachers interested in their profession and the improvement of Ohio's schools attended the first OSTA

convention to help organize the association and promote its interests.

The OSTA recognized the importance of political action to achieve better teaching and school organization and funding. The initial focus was on teachers' institutes, followed by normal schools for the professional education of teachers, both aimed at improving teaching. OSTA worked toward state support of teacher training and establishing state-funded normal schools, resulting in passage of a supporting law in 1902.

A survey in 1913 examined school conditions in Ohio, leading to a complete revision of rural education and to minimum standards of teacher preparation and changes in teacher certification requirements in what became known as the Cox School Code.

This 1914 legislation created positions for county and district school superintendents and, for the first time, based teachers' certificates on having a college diploma with required academic and professional courses.

In 1920, when the minimum teacher salary was set at \$100 per month, membership surged from 12,000 to 21,309. The Department of Classroom Teachers was formed as its own group, separate from administrators, principals and superintendents in 1924.

As educators, we know what students need to succeed. Strong public employee unions like the OEA give educators the collective voice to advocate for smaller class sizes, safer schools, and better learning conditions for their students. Keeping our union strong is important in our advocacy for our students and for our fellow educators.

BECKY HIGGINS, OEA PRESIDENT

By 1930, more than 40,000 classroom teachers, administrators and elementary and high school principals had become OEA members.

OEA's legal services, school law expertise and consultation programs began in 1954.

OEA's new headquarters building was constructed in 1965 at 225 East Broad Street in Columbus. OEA soon began field operations for local advocacy, political action and negotiations aimed at supporting teachers' rights.

In the 1970s, the average teacher's salary was \$8,798. Through successful lobbying at the federal level, an exemption was secured to avert a wage freeze that had the potential to affect all Ohio teachers. The state minimum salary schedule was implemented through extensive lobbying, resulting in salary increases for 37,000 teachers in 486 school districts.

During the 15-year period between Ohio's first strike at Tallmadge in 1966 and the passage of Ohio's Public Employee Collective Bargaining Law in 1983, teachers in every major city in Ohio went on strike, with the peak coming in 1969-70 with 28 walkouts. That same year, superintendents, principals and other administrators left the OEA to form separate organizations.

By the mid-1970s—before any statutory provision for public employee bargaining was enacted—OEA helped win negotiation agreements for local associations in two-thirds of the state's school districts. A 1975 Ohio Supreme Court declared negotiated master agreements and binding arbitration legal and enforceable.

During the 1980s, the Ohio Supreme Court ruled in favor of four cases involving OEA members, establishing legal precedents in areas of fair dismissal and salary credit for teaching experience. The OEA continued to grow when the association extended membership to Ohio's education support professionals (ESPs).

As OEA continued to advocate for school funding in the 1990s, the Ohio Supreme Court affirmed the trial court's decision in *DeRolph v State of Ohio*, finding that the state had failed to meet its constitutional requirement to fund a "thorough and efficient system of common schools." OEA continued promoting educator standards and public accountability.

In Ohio and states across the country, conservative legislators and governors have tightened school budgets. At the same time, education policy makers have instituted higher and higher standards for performance.

Legislators and private businesses continue to chip away at the livelihoods of education support professionals by privatizing school services despite evidence of unexpectedly bad results in everything from school nutrition and health to school transportation services.

In higher education, Ohio's policy makers have continued this pattern, short-changing funding for key initiatives while raising student tuition and fees.

As advocates for students and public education, OEA members have responded by voicing support for the reduction of standardized testing and organizing an information campaign to raise public awareness of failing for-profit charter schools in Ohio.

They have created a vision for a high-quality public education for all students, supported grassroots public education advocacy, pledged to end institutional racism and advance inclusivity, and built relationships with labor organizations.

In 2011, OEA member rights were threatened by Senate Bill 5 (SB 5), a proposal to curtail collective bargaining rights for all public employees.

Ohioans agreed with the OEA that SB 5 was unfair, unsafe and hurt people in every Ohio community.

Attacks have continued with restrictions on voter rights and early voting, intrusions into collective bargaining in schools and 'Right to Work' proposals that Ohioans defeated in repealing SB 5.

Challenges to academic freedom, teaching and learning conditions and the economic security of Ohio school employees cannot be met simply by elections, collective bargaining agreements or OEA's power as an organization, but only by a renewed activism and energy among members ready to face the critics and attacks.

"We must all make the case for why our union is important to our lives, to the lives of our students and to the wellbeing of the communities in which we live and work," Higgins said.

The work of OEA members must also continue to involve personal relationships with people in elected and appointed office with whom the OEA can work to get things done for its members and the students they serve.

The value of these relationships is evident in the progress the OEA has made on issues ranging from the continuing need to do more to reduce the numbers of tests that students must take, to revising the teacher evaluation system, to addressing the looming crisis in high school graduation rates.

It is also evident in the Association's partnership with Innovation Ohio and Progress Ohio on the Ohio Charter School Accountability Project aimed at drawing attention to the dismal performance of so many of Ohio's charter schools and adverse impact of these charters on local public schools.

The OEA continues to press for high-quality public education, including rigorous academic standards and equitable educational opportunities for all students in Ohio, to defend collective bargaining rights, and to work to preserve the economic security of more than 125,000 members throughout Ohio.

"As we advocate for better policies for the benefit of our schools and students, we must also fight for the future of our union," said OEA President Becky Higgins. "We must stand strong in our commitment to the values we hold dear. If we are united, we cannot be defeated."

OEA Leadership Team

Becky Higgins is in her second term as OEA President. A first-grade teacher in the Copley-Fairlawn City Schools with more than 19 years of classroom experience, Becky is a firm believer in the promise of a high quality public education for every student in Ohio no matter where they live. She believes that the key to a better future for Ohio 's educators is to combine the potential of OEA's large, diverse, talented membership with responsible, dedicated leadership in Columbus. Becky recognizes that the challenge of the OEA office is to provide strong leadership at the state level while maximizing the impact of leaders throughout the state. She believes that the success of all students is of prime importance to OEA members and she will advocate, in all ways possible, for the attainment of teaching and learning conditions for educators and students that ensure student success.

Becky has served as President of the Copley Teachers' Association, Member of the Board of Directors and President of NEOEA. She is Chair of the OEA-FCPE State Council and serves as a board member for We Are Ohio and as a member of the Ohio Democratic Party Central Committee.

As NEOEA President during the Senate Bill 5 crisis, Becky built a strong base of support for collective bargaining in northeastern Ohio and has continued that work as she builds coalitions with other labor leaders across Ohio. She knows that building a strong organizing culture within OEA is crucial in order to meet the challenges public education may face in the future. Positioning OEA to be the pre-eminent educational labor organization in Ohio is a task she takes very seriously, and she looks forward to continuing work with other statewide leaders to achieve this goal.



Becky Higgins

Scott DiMauro, a high school social studies teacher from Worthington, became OEA Vice President in 2013. He chose to become a teacher in order to give students the critical thinking and decision-making skills they need to be successful citizens in our democratic society. It was only natural, then, that he chose to become actively involved in his local union in order to advocate for his students, fellow educators, and a vibrant system of public education.

Prior to becoming a full-time OEA officer, Scott served for nine years as President of Central OEA/NEA, and has experience as president of his local, a member of his local bargaining team, chairperson of Central's leadership and professional development programs, and political action coordinator. He also led the NEA Legislative Committee for three years.

As vice president, Scott has served as co-chair of the Healthcare and Pension Advocates for STRS and represents OEA's 125,000 members on a variety of coalition boards and steering committees. He chairs the OEA Legislative Committee and works with OEA's Government Relations staff to represent educators in the legislature and State Board of Education. He was proud to help lead efforts of the OEA Commission on Student Success to lay out a comprehensive vision for high quality education for all students and lay the groundwork for positive implementation of the federal Every Student Succeeds Act in Ohio.



Scott DiMauro

Mark Hill is a 30-year middle school math teacher with Worthington City Schools where he served as President of the Worthington Education Association from 2010-2018. Mark has served as a member of the OEA Board of Directors and as chair of numerous committees for Central OEA/NEA as well as chair of the OEA Resolutions Committee. Mark was also elected to serve two four-year terms on the STRS Board, serving as Chair and Vice Chair of the Board for each of those terms.

Mark's experience in leadership was shaped by the crises of Senate Bill 5 and pension reform. The SB5 attack on collective bargaining took place in Mark's first year as president of Worthington EA, and he led his local association to participate in the statewide repeal effort. In the same year, as the STRS pension fund was facing a solvency crisis, Mark worked with the rest of the STRS board to bring long term sustainability to the pension so that its members could count on a secure retirement.

As Secretary-Treasurer, Mark will advocate for budget priorities that make OEA stronger in changing times. His leadership experience will be critical in developing a strategic budget that puts OEA in a position of strength. Mark believes it is critical that OEA supports its local associations and their leaders because they shape members' impressions of the value of membership in OEA.



Mark Hill

Sheryl Mathis joined the OEA as Executive Director in December 2013.

Sheryl has more than 35 years of professional experience in education. Before coming to Ohio, she was the Executive Director of the Arizona Education Association (AEA) where her leadership brought financial stability to an organization coping with the challenge of membership losses caused by the elimination of payroll deduction. Under her tutelage, AEA moved to a culture of organizing and she played an instrumental role in the creation of Arizona Wins, a progressive coalition that quickly became a force in electoral politics.

A native of Texas, Sheryl began her career as a classroom teacher in the Putnam City School District in Oklahoma City, OK.

"I am proud to have been an educator," Sheryl says. "It's given me a valuable perspective on the best ways in which to serve all members of the education association."

Sheryl later served as the President of the Putnam City Association of Classroom Teachers, and as a UniServ Director for the Colorado Education Association. From 1996 to 2007, Sheryl was the Associate Executive Director of the Kansas Education Association.



Sheryl Mathis

OEA District Associations



OEA's network of 10 district associations assures that Association decisions are made by representatives from all parts of the state. About two-thirds of the OEA Board of Directors is elected from units within the district associations. The number of units each district has depends on its total number of members. Each district association also has a representative on each OEA committee.

The districts serve as a liaison to the local associations from the OEA, providing professional development opportunities, legislative updates and networking for members.

Each district sends its three officers to the District Leaders Council (DLC) to represent their respective district and share information to and from the OEA. The DLC sponsors the District Leaders Hospitality Night for the delegates to the OEA Representative Assembly (RA), OEA's Got Talent Contest held during OEA Summer Academy, and a Stay-to-the-End drawing at the NEA-RA.

CAPITAL DISTRICT INC.

- **Kriston Crombie Stotik – President**
Phone: S: 614 365 5039; C: 614 302 2878
Address: 1533 Lafayette Dr., Apt. B, Columbus 43220-6808
E-mail: klcrombie@hotmail.com
 - **Gerry Curran – Vice President**
Phone: S: 614 365 5110; C: 614 208 4324
Address: 1820 Tucker Trl., Lewis Center 43035-8104
E-mail: gerrycurran@yahoo.com
 - **Dorothy Wilson – Business Manager**
Phone: O: 614 253 4731; C: 614 506 6678
Address: 1312 Knollwood Dr. E, Columbus 43232-1539
E-mail: jill3043@aol.com -or- wilsond@ceaohio.org
 - **Tom Busher – Budget Director**
Phone: O: 614 253 4731; H: 614 755 2686
Address: 8112 Kingsley Dr., Reynoldsburg 43068-1373
E-mail: tbusher@ceaohio.org
- WEBSITE ADDRESS: www.ceaohio.org**

CENTRAL OEA/NEA

- **Adrienne M. Bowden – President**
Phone: S: 614 830 2200; C: 614 619 0062
Address: 11438 Chanticleer Ter. NW, Pickerington 43147-7813
E-mail: pres@centraloanea.org
 - **Russell Hughlock – Communications and Organizing Coordinator**
Phone: O: 614 222 8228; FAX: 614 222 8218
Address: Central OEA/NEA Office, 947 Goodale Blvd., Columbus 43212-3824
E-mail: russell@jointhefuture.org
- WEBSITE ADDRESSES: www.centraloanea.org and www.jointhefuture.org**

EAST CENTRAL OHIO EDUCATION ASSOCIATION (ECOEA)

- **Julie Nelson – President**
Phone: S: 330 497 5655; C: 330 705 7328
Address: 818 Lorena St. SW, North Canton 44720-2844
E-mail: julienelson818@gmail.com
 - **Valerie Heban – Business Manager**
Phone: O: 330 499 8587
Address: 129 Easton St. NE, Suite 103, Canton 44721
E-mail: ecoea@sbcglobal.net
- WEBSITE ADDRESS: www.ecocea.ohea.us**

EASTERN OHIO EDUCATION ASSOCIATION (EOEA)

- **Herman "M.J." Burkett – President**
Phone: S: 740 283 3481; C: 740 632 7841
Address: 230 Miami Ave., Weirton, WV 26062-3271
E-mail: herman_burkett@yahoo.com
 - **Jack Boyd – Executive Director**
Phone: H: 740 453 2186
Address: 5324 E. Sheffield Cir., Zanesville 43701-7406
E-mail: jboyd.eoea@gmail.com
- WEBSITE ADDRESS: www.eastern.ohea.us**

NORTH CENTRAL OHIO EDUCATION ASSOCIATION (NCOEA)

- **Sue Stark – President**
Phone: S: 419 468 3676; C: 419 512 7890
Address: 10 Edison Ave., Tiffin 44883-1024
E-mail: sueajarvis@yahoo.com
 - **Becky Cashell – Executive Secretary-Treasurer**
Phone: S: 419 525 6369; C: 419 564 7528
Address: 295 Chapman Way, Lexington 44904-1079
E-mail: ncoeabecky@gmail.com
- WEBSITE ADDRESS: www.ncoea.ohea.us**

NORTH EASTERN OHIO EDUCATION ASSOCIATION (NEOEA)

- **Brian McConnell – President**
Phone: S: 216 755 8743; C: 440 364 6477
Address: 6229 Carolyn Dr., Mentor 44060-3707
E-mail: bmcconnell64@att.net
 - **Mary Alice Conkey – Executive Director**
Phone: O: 216 518 0200 or 800 354 6794; C: 216 598 2542; FAX: 216 518 0202
Address: NEOEA Office, 5422 East 96th St., Suite 200, Garfield Heights 44125-5330
E-mail: conkey@neoea.org
 - **Linda Grunden – Executive Assistant**
Phone: O: 216 518 0200 or 800 354 6794; FAX: 216 518 0202
Address: NEOEA Office, 5422 East 96th St., Suite 200, Garfield Heights 44125-5330
E-mail: grunden@neoea.org
- WEBSITE ADDRESS: www.neoea.org**

NORTHWESTERN OHIO EDUCATION ASSOCIATION (NWOEA)

- **Jennifer Long – President**
Phone: S: 419 293 3853; C: 419 215 0917
Address: 833 Edgehill Rd., Findlay 45840-2893
E-mail: sralong0929@gmail.com
 - **Joyce Wisebaker – Executive Director/Treasurer**
Phone: O: 419 424 1708 or 800 366 9632; C: 567 230 6819; FAX: 419 422 3417
Address: NWOEA Office, 101 W. Sandusky, Suite 302, Findlay 45840-3267
E-mail: nwoea_wisebaker@sbcglobal.net
- WEBSITE ADDRESS: www.nwoea.org**

SOUTHEASTERN OHIO EDUCATION ASSOCIATION (SEOEAE)

- **William Van Pelt II – President**
Phone: S: 740 423 3000, ext. 518; H: 740 423 7467
Address: 1588 Gene St., Belpre 45714-2104
E-mail: tubabill@suddenlink.net
 - **Pam Smith – Executive Director**
Phone: H: 740 286 2371
Address: 24 Payne St., Jackson 45640-1868
E-mail: southeastoea@gmail.com
 - **Greg Potter – Assistant Executive Director**
Phone: S: 740 286 7586; C: 740 418 8454
Address: 4386 C. H. and D. Rd., Oak Hill 45656
E-mail: gpotter2430@gmail.com
- WEBSITE ADDRESS: www.seoea.org**

SOUTHWESTERN OHIO EDUCATION ASSOCIATION (SWOEA)

- **Phyllis Bell – President**
Phone: S: 513 398 5025; C: 513 706 7701
Address: 7021 Devon Dr., Middletown 45044-9631
E-mail: swoeapresident@gmail.com
 - **Michael Fortman – Vice President**
Phone: S: 513 644 1130; C: 513 289 3863
Address: 467 Greensboro Dr., Centerville 45459-2943
E-mail: fortmanmdfortman@aol.com
 - **Veria Maxberry – Office Secretary**
Phone: O: 513 771 3319 or 800 346 2175; Address: SWOEA Office, 270 Northland Blvd., Suite 224, Cincinnati 45246-3775
E-mail: sec-swoea@cinci.rr.com
- WEBSITE ADDRESS: www.swoea.com**

WESTERN OHIO EDUCATION ASSOCIATION (WOEA)

- **Ella Jordan Isaac – President**
Phone: S: 937 854 0878; C: 937 602 0606
Address: 517 Snowglen Dr., Englewood 45322-1615
E-mail: isaac.tmea@gmail.com
 - **Kim Honeycutt – Office Manager**
Phone: O: 937 339 9509; FAX: 937 335 0323
Address: WOEAE Office, 1100 Wayne St., Suite 2522, Troy 45373-3048
E-mail: woea@woea.org
- WEBSITE ADDRESS: www.woea.org**

OEA Board of Directors

The 56-member OEA Board of Directors directs implementation of policies established by the OEA Representative Assembly. It is headed by the President, Vice President and Secretary-Treasurer.

Thirty-eight of the members of the Board of Directors are classroom teachers and/or Education Support Professionals (ESP) elected to represent constituents in OEA's 10 district associations. Four members are elected At-Large by the Representative Assembly, including an ESP member.

OEA's eight members of the NEA Board of Directors are also members of the OEA Board of Directors.

In addition, three OEA Divisions—OEA-Retired, the OEA Division of Higher Education and the Ohio Student Education Association—each elect a member to serve on the OEA Board of Directors.

Pictured are members of the OEA Board of Directors for 2018–2019.*

**For the start of the 2018-2019, there are vacancies for At-Large, Central-4, NEOEA-1 and NWOEA-1.*

** All information is current as of July 1, 2018.*

New member terms begin July 15 and September 1, 2018.



Becky Higgins
President



Scott DiMauro
Vice President



Mark Hill
Secretary-Treasurer



Samuel Adu-Poku
Youngstown State University



Barb Armour
Brunswick



Andrea Beeman
Maple Heights



Adrienne Bowden
Pickerington



Nola Brooks
Xenia



Herman "M.J." Burkett
Steubenville



Amy Butcher
Westlake



Jeff Caivano
Northwestern



Melinda Campbell
Bethel



Joyce Coney-Lacy
Mad River



Kellie Crawford
Ohio University



Lonnie Dusch
Princeton



Amanda Dyer
Kenton



Angel Dyer-Sanchez
Columbus



Larry Ellis
Youngstown



Cindy Endres
Jackson



Rob Fetters
Mount Vernon



Amy Fugate
Huber Heights



Jorge Gonzáles
Kings



Dan Greenberg
Sylvania



Amy Grittani
South-Western



Melanie Hameed
Warren



Linna Jordan
Hilliard



Marchell Josie
East Cleveland



Mary Kennedy
Hilliard



Carol Kinsey
OEA-Retired



Tammy Koontz
SCOPE



Tammy LaPlante
Ashtabula



Brenda Lemon
Logan-Hocking



Karen Linch
Wooster



Debra Lipnos
Twinsburg



Teri Mackey
Wadsworth



Dwayne Marshall
Gahanna-Jefferson



Rob McFee
Willoughby-Eastlake



Thomas McOwen
Bethel-Tate



Tyler Meyer
Mount Healthy



Tamika Moss
Canton



Carol Nance
Fairfield



Jerry Oberhaus
Liberty Center



Emily Osterling
Lakota



Geneva Parker
Canton



Kim Richards
Cardinal



Sophia Rodriguez
Coldwater



Erin Salzer
Pickerington



Angela Stewart
Newcomerstown



Ty Tatman
Zane Trace



William Van Pelt II
Belpre



Cheryl Williams
Dublin



HaSheen Wilson
Youngstown State University



Attorney Referral Program 2018-2019

During any calendar year (from January 1 to December 31), eligible members, spouses, domestic partners and dependent children are entitled to two, free 30-minute consultation sessions with any of the Association-approved attorneys under the Attorney Referral Program. During the two free sessions, you may discuss any legal matter except income tax preparation. The free consultation allows you to discuss your problems with an attorney to determine whether you need additional legal services. The attorney is not expected to draft or review documents during a consultation. If you ask the attorney to provide additional services, you will be billed at a discounted Program rate.

In addition to free consultations, members may have specific legal work performed in five "core" areas at a 30-percent reduction of participating attorneys' normal fees. The five core areas include real estate, wills and estates, domestic relations, consumer protection (including bankruptcy) and traffic violations. A few legal services, such as help with business dealings or tax matters, do not qualify for the discounted rate. The discounted rate also does not apply to the defense of criminal violations, other than the traffic violations covered by the Program.

For your convenience, participating attorneys are located throughout the state; however, you are not limited to those closest to you.

ADAMS COUNTY

Young & Caldwell
225 N. Cross Street
West Union, OH 45693
937-544-2152
(Real Estate, Wills, Domestic, Consumer, Traffic, Other)

Law Office of Barbara A. Moore
106 S. Cross St.
West Union, OH 45693
937-544-2500
(Real Estate, Wills, Domestic)

ASHTABULA COUNTY

William P. Bobulsky Co., LPA
1612 E. Prospect Rd.
Ashtabula, OH 44004
440-998-4214
(Domestic Traffic)

ATHENS COUNTY

Susan Gwinn, Attorney at Law
86 Columbus Circle, Suite 101
Athens, OH 45701
740-594-8686
(Real Estate, Wills, Domestic, Traffic)

CUYAHOGA COUNTY

Goulder & Goulder
15887 Snow Rd., Suite 301
Brook Park, OH 44142-2854
216-676-6800
(Real Estate, Wills, Domestic, Other)

James Nabors, Esq.
John J. Urban, Attorney at Law
11221 Pearl Road
Strongsville, OH 44136
440-846-0000
(Real Estate, Wills)

The Gertsburg Law Firm
100 N. Main Street, Suite 300
Chagrin Falls, OH 44022
440-571-7777
(Real Estate, Wills, Consumer, Other)

DELAWARE COUNTY

Jack Carney-DeBord, Esq.
Jack's Law Office
305 S. Sandusky St.
Delaware, OH 43015
740-369-7567
(Domestic, Traffic)

ERIE COUNTY

Dolyk & Zeiher Co, LPA
165 E. Water St.
Sandusky, OH 44870
419-625-0515
(Real Estate, Wills, Domestic, Traffic, Consumer, Other)

FAIRFIELD COUNTY

Jeffrey Feyko, Attorney at Law
115 N. Center St.
Pickerington, OH 43147
614-837-1870
(Real Estate, Wills)

Necol Russell-Washington, Attorney at Law
8067 Harvest Moon Drive
Reynoldsburg, OH 43068
888-243-5293
(Real Estate, Domestic, Other)

FRANKLIN COUNTY

Route Law, LLC
142 Granville St.
Gahanna, OH 43230
614-475-7008
(Real Estate, Wills, Domestic)

Barr Jones & Associates LLP
150 E. Mound Street, Suite 200
Columbus, OH 43215
614-224-9001
(Domestic, Traffic, Consumer, Other)

Jeffrey Buskirk & Assoc.
4178 Broadway, OH Rte. 62
Grove City, OH 43123
614-875-7220
(Real Estate, Wills, Domestic, Consumer, Other)

Cloppert, Latanick, Sauter & Washburn
225 E. Broad Street, 4th Floor
Columbus, OH 43215-3709
614-461-4455 or 877-257-9529
(Wills, Domestic, Traffic, Real Estate)

Jeffrey P. Compton, Attorney at Law
3894 Broadway
Grove City, OH 43123
614-875-7233
(Real Estate, Wills, Domestic, Consumer, Other)

The Gerth Law Office, LLC
465 Waterbury Court
Suite A
Gahanna, OH 43230
614-856-9399
(Real Estate, Wills, Consumer, Traffic, Other)

Lardiere McNair, LLC
3956 Brown Park Dr., Suite B
Hilliard, OH 43026
614-534-1355
(Real Estate, Wills, Domestic, Traffic, Other)

Petroff Law Offices
140 E. Town Street, #1070
Columbus, OH 43215
614-222-4288
(Domestic, Other)

Douglas Riddell
Riddell Law, LLC
1335 Dublin Road, Suite 220-A
Columbus, OH 43215
614-361-2804
(Traffic)

Necol Russell-Washington, Attorney at Law
8067 Harvest Moon Drive
Reynoldsburg, OH 43068
888-243-5293
(Real Estate, Domestic, Other)

John M.D. Shady, Attorney at Law
132 Northwoods Blvd., Ste. 100
Columbus, OH 43235-4726
614-436-5424
(Wills, Other)

Skinner & Associates, LLC
6420 East Main Street
Ste. 202
Reynoldsburg, OH 43068
614-664-0200
(Real Estate, Wills, Domestic, Consumer, Traffic, Other)

Branch Office:
470 Old Worthington Rd. Ste. 200
Westerville, OH 43082.

GEAUGA COUNTY

Matthew Rolf, Esq.
Matt Rolf Attorney LLC
 145 Main Street, Suite 201
 Chardon, OH 44024
 440-226-8040
(Real Estate, Wills, Consumer, Other)

GUERNSEY COUNTY

Frank McClure & Assoc.
 1009 Steubenville Avenue
 Cambridge, OH 43725
 740-432-7844
(Real Estate, Wills, Other)

HAMILTON COUNTY

Norma Holt Davis, Attorney at Law
 415 Clinton Springs Ave.
 Cincinnati, OH 45217
 513-751-8495
(Real Estate, Wills, Domestic, Consumer)

Lieberman and Lipez
 415 Glensprings Drive, Ste. 306
 Cincinnati, OH 45246
 513-674-1111
(Real Estate, Wills, Domestic)

HANCOCK COUNTY

Drake, Phillips, Kuenzli & Clark
 301 S. Main St., Ste. 4
 Findlay, OH 45840
 419-423-0242
(Real Estate, Wills, Domestic, Traffic)

JEFFERSON COUNTY

Fisher, Brown, Peterson & Noble
 2017 Sunset Blvd.
 Steubenville, OH 43952
 740-282-1911
(Real Estate, Wills, Domestic, Consumer, Traffic)

LICKING COUNTY

Necol Russell-Washington, Attorney at Law
 8067 Harvest Moon Drive
 Reynoldsburg, OH 43068
 888-243-5293
(Real Estate, Domestic, Other)

Schaller, Campbell & Untied
 32 N. Park Place
 Newark, OH 43058
 740-349-8505
(Real Estate, Wills, Domestic)

LORAIN COUNTY

Dolyk & Zeiher Co, LPA
 1513 State Route 60
 Vermilion, OH 44089
 440-967-6136
(Real Estate, Wills, Domestic, Consumer, Traffic, Other)

John J. Kovacs, Attorney at Law
 105 Court St., Suite 522
 Elyria, OH 44035
 440-322-5985
(Wills, Domestic, Other)

Kryszak & Associates Co., LPA
 5330 Meadow Lane Ct., Ste. A
 Sheffield Village, OH 44035
 440-934-5330
(Real Estate, Wills, Domestic)

LUCAS COUNTY

Kalniz, Iorio & Reardon Co., L.P.A.
 5550 W. Central Avenue
 Toledo, OH 43615
 419-537-1954
(Real Estate, Wills, Domestic, Consumer, Traffic, Other)

Branch Office:
 4981 Cascade Road, S.E.
 Grand Rapids, MI 49546
 616-940-1911
(Real Estate, Wills, Domestic, Consumer, Traffic, Other)

MAHONING COUNTY

Green, Haines, Sgambati Co., L.P.A.
 100 Federal Plaza E., St. 800
 Youngstown, OH 44503
 330-743-5101
(Wills, Traffic)

MARION COUNTY

Robert C. Nemo, Attorney-At-Law
 165 W. Center Street, Ste. 202
 Marion, OH 43302
 740-387-7438
(Wills, Domestic, Traffic, Other)

MEDINA COUNTY

Law Office of Gregory E. Hoover, LLC
 3637 Medina Road, Suite 345
 Medina, OH 44256
 330-722-7530
(Real Estate, Wills, Consumer)

Jeandrevin & Parker, LLC
 600 E. Smith Rd.
 Medina, OH 44256
 330-725-4114
(Real Estate, Wills, Domestic, Consumer, Traffic)

Law Office of Justin Miller
 3443 Medina Road, Suite 101-E
 Medina, OH 44256
 330-952-1780
(Real Estate, Wills, Domestic, Consumer, Other)

MIAMI COUNTY

Randal A. Harvey, Co., LPA
 9 W. Water St.
 Troy, OH 45373
 937-335-3666
(Real Estate, Wills, Other)

MONTGOMERY COUNTY

Jeffrey R. McQuiston Co., LPA
 First National Plaza
 130 W. Second St., Ste. 1818
 Dayton, OH 45402
 937-226-1212
(Wills, Domestic, Traffic, Other)

PICKAWAY COUNTY

Gerhardt Law Office
 143 W. Franklin St.
 Circleville, OH 43113
 740-474-7575
(Real Estate, Wills, Domestic, Consumer, Traffic)

PIKE COUNTY

Copp Law Offices
 301 E. Emmitt Ave.
 Waverly, OH 45690
 800-982-6288
(Wills, Consumer)

PORTAGE COUNTY

Richard S. Marks, Esq.
Marks & Chandler Co., L.P.A.
 1001 S. Water Street
 Kent, OH 44240
 330-667-9000
(Domestic)

PREBLE COUNTY

Stephen R. Bruns, Esq.
 123 W. Main St.
 Eaton, OH 45320
 937-456-1776
(Real Estate, Wills, Domestic, Consumer, Traffic)

RICHLAND COUNTY

Weldon, Huston & Keyser, LLP
 76 North Mulberry St.
 Mansfield, OH 44902
 419-524-8011
(Real Estate, Wills, Domestic, Consumer, Traffic)

ROSS COUNTY

Barrington Law Offices
 41 E. Fourth St.
 Chillicothe, OH 45601
 740-774-2121
(Real Estate, Wills, Domestic)

SCIOTO COUNTY

George Davis, III Co., LLC
 602 Chillicothe Street
 Ste. 802
 Portsmouth, OH 45662-4038
 740-353-4661
(Real Estate, Wills, Domestic, Consumer, Traffic, Other)

STARK COUNTY

Baasten, McKinley & Co., L.P.A.
 Belden/Whipple Bldg. NW
 4150 Belden Village, Ste. 604
 Canton, OH 44718
 330-492-0550
(Wills, Other, Traffic)

Baasten, McKinley & Co, L.P.A.
 Wooster area: 330-264-6000
(Wills, Consumer, Traffic)

SUMMIT COUNTY

Thomas Kelley, Attorney At Law
 159 S. Main St. #720
 Akron, OH 44308 - 1337
 330-434-2113
(Real Estate, Wills, Domestic, Traffic, Consumer)

TRUMBULL COUNTY

Green, Haines, Sgambati Co., L.P.A.
 100 Federal Plaza, East, Ste. 800
 Youngstown, OH 44503
 330-743-5101
(Wills, Traffic)

UNION COUNTY

Cannizzaro, Bridges, Julliskly & Streng
 302 S. Main St.
 Marysville, OH 43040
 937-644-9125
(Wills, Consumer, Other)

WARREN COUNTY

Alexander Webb & Kinman
 423 Reading Road
 Mason, OH 45040
 513-228-1100
(Wills, Domestic, Real Estate, Traffic, Other)

Mark R. Bogen, Attorney at Law
 41 N. Broadway
 Lebanon, OH 45036
 513-932-4284
(Real Estate, Wills, Domestic, Consumer, Traffic)

Fowler & Stueve
 301 E. Silver St.
 Lebanon, OH 45036
 513-932-7444
(Real Estate, Wills, Traffic)

The Value of OEA Membership

With representation at the statehouse, bargaining table and more, your union provides advice and professional advocacy on issues you face as an educator, including working and student learning conditions, evaluation support and contract compliance and enforcement. Your union also offers services to help you and your family, from fair compensation, health care and retirement security, to exclusive discounts at major retailers and on mortgages and car loans.

REPRESENTING YOU BEFORE STATE AGENCIES

OEA represents member concerns before a variety of state boards and agencies, including the State Board of Education, Ohio Department of Education, Educator Standards Board, State Employment Relations Board, Ohio Department of DD, School Employee Health Care Board, and the three retirement systems to which OEA members belong—the State Teachers Retirement System (STRS), the School Employees Retirement System (SERS), and the Public Employees Retirement System (PERS).

PROVIDING YOU LEGAL REPRESENTATION AND LIABILITY PROTECTION

Legal Services

The high cost of hiring an attorney to protect employment rights should not be a deterrent to an OEA member. Each year, the OEA-NEA Legal Services Program provides paid legal representation to members who are forced to take legal action in a matter relating to their job.

If attempts to resolve the situation through administrative procedures fail, an OEA member can contact their OEA Labor Relations Consultant to apply for Legal Services Program assistance. If the application is approved, OEA will assign the case to an attorney in a law firm that specializes in education employee representation.

Examples of cases that may qualify for coverage are contract termination, suspension or non-renewal, continuing contract rights, deprivation of a member's rights, privileges or benefits provided by Ohio education laws, a local master contract, the individual member's contract or the employer's policy; demotion and/or reassignment; salary disputes; leaves of absence and/or reinstatement rights; and certification or licensing matters.

Local associations may qualify for assistance for contract enforcement; State Employment Relations Board representation; services related to bargaining or impasse, including interest arbitration; and for crisis situations, such as a strike or a bargaining election. Local associations also are reimbursed for a majority of the costs of grievance arbitrations and impasse panels.

Liability Protection

If a member is confronted with a lawsuit over something that happens to a student while under the member's supervision, the law says the school board must provide the member legal representation and protect him/her from financial loss. But if the school board threatens to renege on its responsibility, a member can count on the Association for protection.

Through Association membership, a member is entitled to \$1 million in employment liability protection plus payment of legal fees if sued in connection with his/her job. (There is a limitation of \$3 million per incident in cases where there are multiple member defendants.)



OEA members participate in a Women's Caucus training program.



Former OEA President Patricia Frost-Brooks, OEA Board of Directors Melanie Hameed (Warren) and NEA Executive Committee member Eric Brown participated in a panel discussion at the Minority Leadership Training Program.



OSEA members participate in a conference session on class management.

A member is covered for up to \$300,000 if charged with violating an individual's civil rights and for up to \$35,000 in legal fees if faced with violating a criminal statute as long as the member is found not guilty of the charge or charges are dropped. If the charge results from corporal punishment, the member may be assigned a Legal Services Program attorney at no charge.

In addition, the member receives \$1,000 in bail bond protection in the event he/she is jailed in connection with school duties and payment of up to \$500 for damages to personal property when caused by an assault by a student in the course of the member's education employment.

BUILDING YOUR ECONOMIC SECURITY

Member Benefits, the economic services arm of NEA, provides association members with a variety of cost-saving opportunities. NEA Member Benefits offers favorable rates in a wide range of areas including credit cards, investments, student loans, car rentals, home mortgages, magazine subscriptions and insurance programs.

In addition, every member who signs up for it automatically receives life and accidental death and dismemberment insurance at no cost through NEA Member Benefits' Dues Tab. The amount of insurance increases for each year of membership in the association. Members can often recoup the entire cost of their dues by participating in one or two Member Benefits programs.

In addition to enjoying financial incentives through NEA Member Benefits, OEA members can save even more by using their membership cards to take advantage of *OEA ACCESS*. Check the back of your membership card for simple instructions on registering for the program.

KEEPING YOU INFORMED

OEA and NEA keep members informed about developments in the profession through every-member publications and publications geared toward special interest groups within the association.

OEA members receive *Ohio Schools* magazine and *NEA Today*. *Ohio Schools* provides news and information about education in Ohio, OEA programs and services, as well as classroom tips and resources for members. *NEA Today* does the same from a national perspective. OEA also publishes electronic newsletters distributed by email to groups of activists and special interest groups.

Members can also use the OEA and NEA websites to keep up-to-date on association developments and education news. OEA's website is www.ohea.org. The NEA website is www.nea.org. Follow OEA on Facebook, www.facebook.com/ohioed, Twitter, www.twitter.com/ohioea, and YouTube, www.youtube.com/ohioea.

OEA also has an app available as a free download for members. To download, use keyword **My OEA**.

GIVING YOU A VOICE

Representing the welfare and concerns of its members in the state legislature and in Congress is a major function of OEA and NEA.

Many important gains, such as improvements to the Ohio Teacher Evaluation System (OTES), collective bargaining rights for public employees, and sound public school employee retirement systems are a direct result of the association's lobbying efforts. Just as important has been the role of OEA and NEA in preventing the passage of bills that would be harmful to education and education employees.

Both OEA and NEA employ a staff of lobbyists to review the many bills introduced each session that could affect association members. Lobbyists work directly with legislators to present OEA's view on issues. They frequently seek members' "grassroots" support, coming to Columbus to attend hearings or making contact with legislators at home.

TAKING POLITICAL ACTION

Major decisions affecting public education and education employees are made by those elected to public office. For that reason, OEA and NEA screen and recommend candidates for election. The associations also contribute to campaigns of recommended candidates.

To comply with election law, money contributed to campaigns must come from political action committees whose funds are not intermingled with those of the Association.

Each year, the OEA Fund for Children and Public Education (FCPE) conducts fund raising campaigns among its members. Twenty percent of the money collected through voluntary contributions is forwarded to the NEA Fund for Children and Public Education. The OEA Fund Council, made up of OEA members, determines how its money will be spent. The NEA Fund does the same and regularly contributes to campaigns in Ohio.

To encourage voluntary member contributions, OEA makes awards to individuals, local associations, UniServ councils and OEA District Associations that make significant contributions to the drive. Members can claim a credit against state income tax for monetary contributions made during the year to the campaign committee of candidates for any of the following Ohio offices: Governor, Lieutenant Governor, Secretary of State, Auditor of State, Treasurer of State, Attorney General, Ohio Board of Education, Chief Justice of the Ohio Supreme Court, Justice of the Ohio Supreme Court, Ohio Senate and Ohio House of Representatives. Ohio law permits a state income tax credit up to \$50 for single filers and \$100 for joint filers. Contributions are not tax deductible for federal income tax purposes.

If you are interested in making a voluntary contribution to FCPE, visit www.ohea.org/donate/.

► CONTINUED

The Value of OEA Membership

PROVIDING POLICY AND PRACTICE INFORMATION AND DELIVERING PROFESSIONAL DEVELOPMENT THAT MEETS YOUR NEEDS

OEA's Education Policy, Research and Member Advocacy (EPRMA) staff serve as a valuable resource for members and staff throughout the state.

OEA's Education Policy and Practice Consultants plan, develop and evaluate OEA professional development activities and assist in the review and analysis of education policy and practice issues.

EPRMA staff monitor professional issues, including evaluation, assessment, licensure and code of conduct, academic distress, graduation requirements, the Every Student Succeeds Act (ESSA), the Third Grade Reading guarantee, English Language Learners, OEA Minority Leadership Training Program, closing achievement gaps, school accountability, school improvement, meeting the needs of exceptional students (gifted and talented and special education), Ohio's Resident Educator program, early childhood, social justice, racial justice, institutional racism, diversity, cultural competency, and provide policy and practice updates when changes occur.

EPRMA staff coordinates the development and delivery of the annual OEA Summer Academy. They also develop and deliver member training specific to the needs of locals in areas including Cultural Competency Organizing and Professional Issues Organizing, as well as member professional development sessions about special education topics, the Resident Educator program, Thinking and Writing for RESA, Dealing with Difficult Behaviors and more.

OFFERING YOU SUPPORT FOR EFFECTIVE COLLECTIVE BARGAINING

OEA's Collective Bargaining and Research Consultants (CBARCs) provide support on a number of different organizing and collective bargaining issues. Their work is primarily focused on issues of school finance, wages, health insurance, collective bargaining trends and model contract language development. Member support on school finance includes the analysis of school budgets, calculating the impact of economic proposals in bargaining, and ensuring members are prepared with the information they need when they bargain.

OEA Collective Bargaining and Research Consultants work with members and staff to help them understand the impact of budgetary changes at individual schools as well as analyzing statewide trends. They provide guidance to staff and local leaders regarding comparisons among districts on health insurance benefits and costs, understanding the impact of different health insurance plan designs on their bargaining unit, best practices in contract language, and the legality of various practices in benefit plan designs.

OEA's research staff also provides a variety of training opportunities, including regional OEA Bargaining Boot Camps and the annual OEA Advocacy and Organizing Institute. These trainings are intended to help local leaders build skills ranging from developing internal leadership structures to developing effective strategies for contract negotiations.

PROVIDING YOU INTERNAL ORGANIZING AND MEMBERSHIP STRATEGY SUPPORT

OEA's Membership Consultant provides support on Internal Organizing and Membership Strategy development and implementation. With a focus on the OEA membership strategy and internal organizing efforts across the career continuum, the Membership Consultant offers internal organizing and engagement tactics, leadership training and development and membership capacity development for members and staff.

Working with members and staff to help them understand membership trends, engagement best practices and leadership development, the membership consultant provides assistance including local listening tours, worksite representative training, organizing theory and practice and message development.

Whether working with aspiring educators (students), early career educators, actives or retirees, the Membership Consultant provides internal organizing support across the career continuum. In addition, the consultant provides a variety of internal engagement training opportunities to help local leaders build skills ranging from developing internal leadership structures to developing effective strategies for building local capacity.

TOOLS TO ASSIST LOCAL PRESIDENTS

A variety of tools are available to local association presidents to help them carry out leadership functions and to familiarize them with OEA operations and services. The following tools are available from the specified OEA departments listed below. Regular communications to presidents are available in the member section of the OEA website, www.ohea.org. Presidents can obtain any information listed by writing the appropriate department at the Ohio Education Association, 225 E. Broad St., Box 2550, Columbus, OH 43216.

OEA Executive Offices

Member mailing lists/labels

Presidents may request mailing lists or labels of OEA members in their own local association to be used for official OEA business. Presidents may also request a mailing list for their local association's use to promote communication with their legislative representatives. In no case shall these mailings be used in such a way as to give or imply OEA endorsement of a candidate.

Delegate mailing lists/labels

A local association president may receive, upon written request, a list of names and addresses of OEA delegates or a set of mailing labels if that local association is supporting a candidate for OEA office or wishes to inform delegates of the local's position on an OEA Constitution or Bylaws amendment. Such lists or labels shall be provided in accordance with OEA policy.

Board of Directors minutes

Any affiliate local president, upon request to be made annually, shall receive a copy of the OEA Board of Directors minutes.

Employee compensation benefits

Available to all local association presidents upon request.

OEA Business Services

- OEA Budget and Financial Highlights, including the Audited Financial Statement
- Treasurer's Handbook (automatically mailed to all treasurers in August)
- Status of local association dues obligations to OEA and NEA, including copies of billing statements
- Membership enrollment forms
- Copy of the local association's constitution and bylaws sent to OEA
- **InfOEA—a one-stop contact center—provides assistance to members with questions they may have. Typically, questions come from a local treasurer or a member with administrative responsibilities and may include inquiries about dues, billing issues and managing membership situations.**

All members are welcome to contact 1 844 OEA info (1 844 632 4636) or membership@ohea.org. OEA Membership Specialists are available to assist or connect members to the appropriate staff person.

OEA Legal

The OEA Legal department consists of both the OEA General Counsel and Member Legal Services departments. The department provides a variety of legal services and resources to Association members.

- State Employment Relations Board decisions
- Manual for the conduct of local association elections and the ratification of collective bargaining agreements
- Member Legal Services Program
- Attorney Referral Program
- Educators Employment Liability Policy

OEA Program

OEA Program provides a wide range of services to Association members, including assistance in bargaining, grievance processing and arbitration, publications, professional development information, member representation, leadership development, training of local leaders, financial and educational research, internal and external communications, political action, education reform and innovation, crisis assistance, building strong locals and organizing new units.

Education Policy, Research and Member Advocacy

OEA's Education Policy, Research and Member Advocacy (EPRMA) department provides professional development activities, assists in the review and analysis of education policy and practice issues, offers support for effective collective bargaining, and provides internal organizing and membership strategy.

- Policy and practice updates pertaining to professional issues, including evaluation, assessment, licensure and code of conduct, academic distress, graduation requirements, the Every

Student Succeeds Act (ESSA), the Third Grade Reading guarantee, English Language Learners, OEA Minority Leadership Training Program, closing achievement gaps, school accountability, school improvement, meeting the needs of exceptional students, Ohio's Resident Educator program, early childhood, social justice, racial justice, institutional racism, diversity, and cultural competency

- OEA Summer Academy
- Cultural Competency, Organizing and Professional Issues Organizing training, and professional development about special education topics
- Internal organizing and membership strategy development and implementation
- Analysis of school budgets and calculations regarding the impact of economic proposals in bargaining
- Comparisons among districts on health insurance benefits and costs, and information on the impact of different health insurance plan designs
- Best practices in contract language and the legality of various practices in benefit plan designs
- OEA Bargaining Boot Camps
- OEA Advocacy and Organizing Institute

Government Relations, Communications and Marketing

- OEA Lobby Day information is available at www.ohea.org/oea-lobby-day.
- The Ohio Legislative Directory
- OEA-FCPE (Ohio Education Association Fund for Children and Public Education) fund raising materials and OEA-FCPE Constitution and Bylaws, screening, endorsement and campaigning guidelines
- OEA Legislative Watch www.ohea.org/legislative-watch

OEA Strategic and Workforce Planning

Human Resources

- OEA job descriptions
- OEA staff contracts/salaries





2018 Ohio Teacher of the Year Jonathan Juravich (Olentangy) shares an example with his first-grade art students at Liberty Tree Elementary.



(Left to right) Teachers Tara Koenig (Huber Heights EA), Michelle Roca (Kettering EA) and Karen Shires (Beavercreek EA) enjoyed the opening keynote at the 2017 Summer Academy.

The Strength of OEA Members

OEA represents more than 125,000 teachers, faculty members and support professionals who work in Ohio's schools, colleges and universities to help improve public education and the lives of Ohio's children. OEA members provide a wide range of professional education services in communities throughout the state.

You teach in kindergarten classrooms, high school labs and university halls. You counsel adolescents and help students chart career aspirations. You coach athletes and transport students to and from schools and extra-curricular events. And you also provide professional services to benefit students, schools and the public in nearly every position needed to run Ohio's schools.

Pre K-12 Teachers

Pre-K-12 teachers are the foundation of public education. Through intensive preparation programs, they acquire the knowledge, skills and dispositions necessary to meet the diverse needs of Ohio students. They engage in professional learning and growth throughout their professional careers. And, they lead their school communities in designing and implementing research-based policies and practices to increase student achievement. OEA's Pre-K-12 teachers devote their professional lives to promoting and supporting student learning and are leading the way for children and public education.

Higher Education

The OEA represents nearly 1,700 faculty, professional and support staff at nine colleges and universities across Ohio. The first higher education local to affiliate with OEA represented the faculty at Youngstown State University, while the latest was the faculty at Columbus State Community College. Youngstown State University has three locals representing faculty, administration staff and support staff. Throughout the years, the OEA and its higher education division have advocated for members and the learners they serve.

Higher education policy and practice is directed by the OEA's Higher Education Advisory Council (HEAC). HEAC is responsible for advocating for the interests of its members within the Association, including support for collective bargaining in higher education, development of appropriate legislative positions and maintenance of appropriate relations with other groups interested in higher education and supportive of Association positions. The council also recommends members to be appointed to OEA Committees and other appropriate NEA and OEA bodies. HEAC representatives annually participate in the National NEA Higher Education Conference.

OEA Labor Relations Consultants directly support the 12 higher education locals with assistance in bargaining contracts and processing grievances.

HEAC members are nominated and elected by a higher education local. HEAC members select officers (chair, vice chair and secretary) annually at one of four meetings held during each academic year.

For more information, please contact OEA Higher Education liaison Russ Harris at harrisr@ohea.org.



Carah Casler (Licking Heights) works with her students on a project concerning the United Nations' Sustainable Development Goals.

Taraja Sheppard Allen (Columbus) asks a question at a session on LGBTQ inclusive schools at the 2017 Summer Academy.

Education Support Professionals

OEA has a proud history of achievement in promoting, protecting and organizing the careers and interests of Educational Support Professionals (ESPs). OEA strives to safeguard and advance the professional interests, training, job security, pension and health benefits of its Educational Support Professionals. School support staff work tirelessly to educate our greatest national asset, our children. Ohio ESPs promote quality education, foster positive learning environments, offer nutritious meals, provide reliable transportation, maintain safe and clean schools, and provide the social and emotional support that all students need to be ready to learn. OEA is leading the way for ESP organizing, negotiating contract improvements and achieving legislation in all areas of terms and conditions of employment.

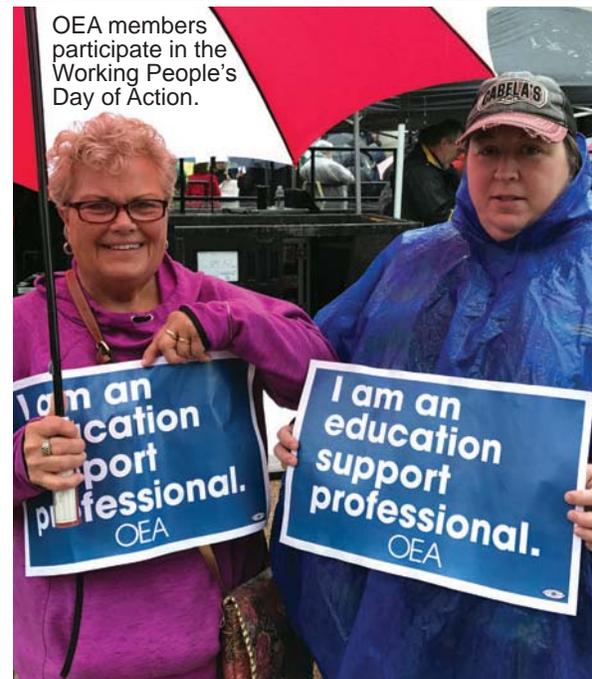
OEA's ESP members are part of the The Ohio Association of Education Support Professionals (OAESP), an organization that joins ESP members to promote public education and to provide a voice for their cause throughout Ohio. The OAESP protects the welfare of its members and advances their interests.

The OAESP establishes and maintains helpful, friendly relationships within the association, school community and throughout the State of Ohio.

OAESP membership offers ESPs: credit, loan, investment, discount and savings programs; the opportunity to win better pay, benefits and working conditions; professional development and leadership training; life, health, disability and casualty insurance programs; on-the-job liability insurance up to \$1 million; representation in job-related disputes; and an opportunity to voice their concerns in state legislatures and in Congress.

Membership is open to any dues paying ESP who is a member of the OEA. OAESP dues are \$5.00 per year. (The membership year is September 1 to August 31.) For more information contact your building representative, membership chair or the local OEA UniServ office.

Additionally, Ohio ESPs are members of the National Education Association that represents nearly 500,000 Education Support Professionals (ESPs) or school support staff and make up one-third of the education workforce. There are 2.9 million ESPs working in our nation's schools, keeping students healthy, safe, engaged, supported and challenged.

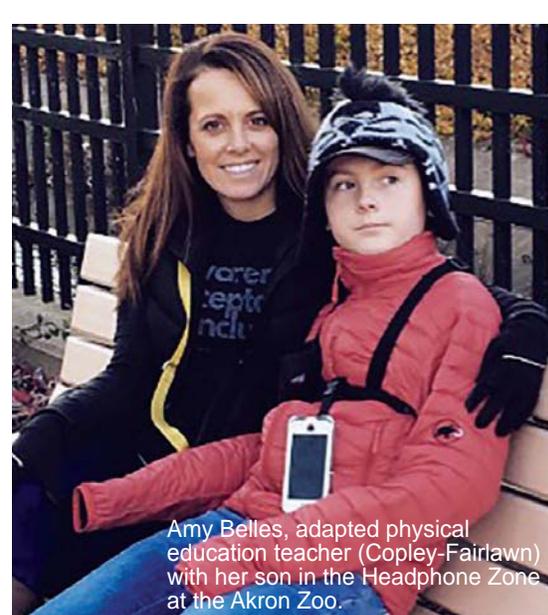


OEA members participate in the Working People's Day of Action.

ESPs are employed in these job families:

- Clerical Services
- Custodial and Maintenance Services
- Food Services
- Health and Student Services
- Paraeducators
- Security Services
- Skilled Trades
- Technical Services
- Transportation Services

Join us on Facebook at: NEA-Education Support Professionals.



Amy Belles, adapted physical education teacher (Copley-Fairlawn) with her son in the Headphone Zone at the Akron Zoo.



Delegates greet each other at the Fall 2018 Representative Assembly



The Strength of OEA Members

Ohio Association of Developmental Disabilities Professionals (OADDP)

The mission of OEA's nearly 900 OADDP members is to advance the growth of the education and rehabilitation of individuals with developmental disabilities and to provide a collective voice for the professional, paraprofessional and support staff working with persons with developmental disabilities.

OADDP provides the following services to members:

- A quarterly newsletter, *The OADDP Newslines*, The OADDP website, www.oaddp.ohea.us/.
- Monitoring of legislation that affects OADDP members.
- Leadership training at an Annual Conference.
- A Public Relations Grant program
- Delegate luncheon at the OEA Representative Assemblies
- Executive committee meetings six times per year

Annual dues for OADDP are \$9.00 in addition to regular OEA/NEA dues. Lifetime OADDP-Retired dues are \$35.00.

All new members must complete an OEA membership form and mark the box for OADDP membership. The form must be forwarded to the OEA membership department by the local membership chairperson or treasurer. Please note that if membership forms are not processed by OEA you will not become an official member. If you are paying by cash or check, this process must be repeated each year. If you are on continuing membership, this will have to be completed one time only.

For more information on OADDP, contact the Ohio Association of Developmental Disabilities Professionals, 591 Boston Mills Rd., Suite 100, Hudson, OH 44236, 800 650 4034, www.oaddp.ohea.us/.

State Council of Professional Educators (SCOPE)

SCOPE membership consists of teachers and other educators employed by the Department of Rehabilitation and Correction, the Department of Youth Services, Ohio School for the Blind, Ohio School for the Deaf and the State Library. These dedicated professional educators have a wealth of experience and training in providing a broad range of education, job training and life-skill services in unique and challenging instructional environments. For more information, visit <http://aboutscope.ohea.us>.

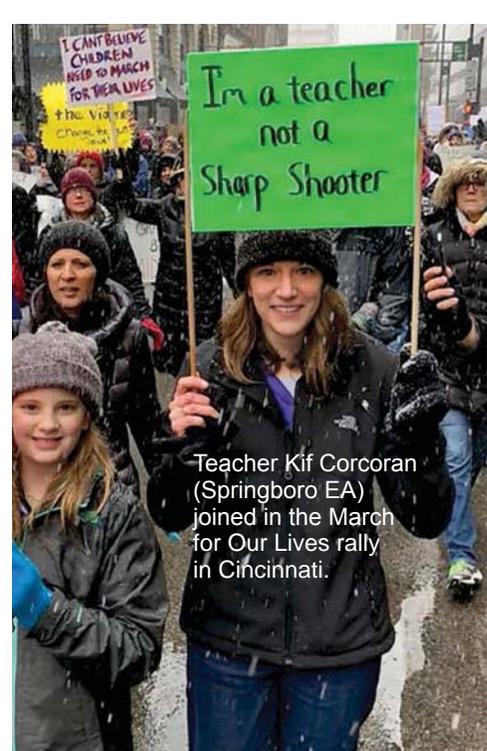
OEA-Retired

Join OEA-Retired (OEA-R) and NEA-Retired (NEA-R) when you retire to continue to receive services and benefits such as money-saving programs (NEA Member Benefits and OEA ACCESS), publications and liability protection if you are still working in the field of education and not covered by a bargaining unit contract. **If you have or want anything provided by NEA Member Benefits as a retiree you must be an OEA-R/NEA-R member!**

Members can join OEA-R and NEA-R as a unified Retired Life member with a one-time payment of \$400 (\$150 OEA-R, \$250 NEA-R), or as an annual unified Retired member with a yearly payment of \$60 (\$25 OEA-R, \$35 NEA-R). Unified Retired Life member dues will increase after September 1, 2018.

Sign up online at www.nea.org/join or request a membership form from Membership at OEA, 225 E Broad St., Box 2550, Columbus OH 43216, or by calling 800 282 1500, extension 4056.

OEA-R is represented on OEA Committees and Commissions and has delegates to both the OEA and NEA Representative Assemblies. Please contact OEA for deadlines and necessary forms to run for association leadership roles.



Teacher Kif Corcoran (Springboro EA) joined in the March for Our Lives rally in Cincinnati.



Ohio Student Education Association 2018-2019 Board of Directors members

OEA-R's Advisory Council meets four times per year to plan programs for OEA-R and keep up-to-date on issues affecting children, schools and retirement.

Each OEA District has a representative on the Advisory Council. Higher Education Faculty and Staff and Education Support Staff Professionals (ESPs) also have a representative on the Council. Additionally, OEA-R has an At-Large Representative and is represented on the OEA Board of Directors.

Ohio Student Education Association (OSEA)

The Ohio Student Education Association (OSEA) is a pre-professional organization of undergraduate and graduate students preparing for careers in education. Students throughout the state are able to take advantage of the many opportunities afforded to them through OSEA and its parent organizations, the Ohio Education Association (OEA) and the National Education Association (NEA).

The OSEA offers students an opportunity to travel, meet peers, lobby legislators, work with classroom teachers, and expand their professional knowledge. With OSEA, students have an opportunity to hone communication and leadership skills and have a chance to network for a teaching position.

Members of OSEA receive:

- Opportunity to build professional relationships by connecting with other teacher candidates and across the career continuum
- Support on issues that matter to aspiring educators (classroom management, social justice, and more!)
- Support for Degrees not Debt, a student loan forgiveness program
- Money-saving benefits and discounts
- Legal Services, including \$1 million in Professional Liability Coverage
- Networking opportunities
- Workshops and a professional development conference
- Professional publications

OSEA membership dues are \$15 per year (\$0 OEA, \$15 NEA). OSEA has campus programs on more than 40 campuses throughout Ohio.

You can find more information about OSEA membership on the OEA website, including a printable membership application, at www.ohea.org/join.

➤ CONTINUED



Ellen Adornetto (UniServ Education Policy and Practice Consultant) leads an OSEA conference session on building strong relationships.



The Strength of OEA Members

Ohio's New Educators (O.N.E.)

Each day, Ohio educators implement policy created by those who have never worked a day in education. And each day, educators are told—explicitly and implicitly—that the teaching profession is unimportant. The voice of educators has never been so important as it is today. And the need to support new educators is more critical than ever before.

Ohio's New Educators (O.N.E.) is a community of professionals supporting early career educators that engages and empowers educators to become relevant, active and visible in our profession and communities through collective action.

O.N.E. urges experienced educators to welcome new educators into their lives and their profession to collaborate, grow and share. Reach out and make them feel heard. Say 'yes!' to their ideas. Include them in decision-making in your school and association. When there are opportunities, open doors for them. Share your knowledge. You—and the support you give as experienced educators—are essential to the success of new educators surviving and thriving their first few years in education, which is essential to them staying in the profession and becoming experienced teachers.

Follow O.N.E. on Facebook at facebook.com/OHNewEducators, on Twitter @OHNewEducators, or on Instagram @OHNewEducators. For more information about O.N.E., email ohneweducators@gmail.com.



My mentor Kylie Tonegato helped me get through my first year by always being willing to talk to me. She welcomed my ideas and encouraged me to try them out. Her words of encouragement, laughs and advice helped me feel more confident as a first year teacher. She never made me feel like she was a better teacher than me because she had more experience. That made it easier for me to connect with her because she was so open-minded and showed me that she still doesn't know all of the ropes of teaching.

STEPHANIE DUWVE (SYLVANIA EA)



Help make your local a welcoming place for new educators

Be the first to connect them to resources and support.

- Speak with recent graduates of education in your state to welcome them to the profession.
- Talk to new educators at New Teacher Orientation or at your local's new educator event.
- Reach out to new colleagues at your worksite.

Join Megan, Courtney, and OEA members all over the state in welcoming first year educators into our union and supporting their start in our profession.

It only takes a minute to make a new educator feel welcome!

Sign up and receive additional resources at:
<http://tinyurl.com/newedcommit>

Initially, I was nervous to get involved in my union because I was a new young teacher. Immediately, I felt supported by other educators who were passionate about meeting students' needs like I am. Now I am dedicated to connecting early career educators together through the association. Together, we are one!

Megan Flowers
Intervention Specialist (Columbus)



Belonging to my union is important because our students need a quality education. To provide the schools our students deserve, it is important to collectively bargain for safe buildings, strong working conditions for educators and better learning conditions for our students. Our union helps to secure adequate funding for our schools, sufficient planning times for our educators and a fair wage for our members.

Courtney Coman
Kindergarten teacher (Columbus)



OEA

OHIO EDUCATION ASSOCIATION

Organizing for Student Success

Building OEA solidarity member to member



ORGANIZE!

Upping our game: What's your vision for an effective local?

Effective locals empower members to advocate for their students and colleagues. Through the development of aspirational goals and strategic coordination of membership activity, strong locals channel this energy into organizing campaigns that can dramatically improve student learning and the conditions of employment.

OEA's Organizing department assists locals in the long-term development of member activism, advocacy, and commitment. We work with locals to produce long-term strategic plans, deepen relationships with community allies, and activate the educational leaders of tomorrow.

OEA's Organizing Department works with current and new local associations to build capacity in:

Membership Engagement: Help locals develop relational listening campaigns and build power based on organizational needs and professional concerns.

Membership Development: Facilitate tailored trainings for your union's specific needs to foster a better understanding of the basic principles of organizing, leadership, and use of collective action and power.

Strategic Planning: The Organizing Department has developed an OEA Local Assessment Tool to help locals develop strategies and campaigns to achieve their goals. The department also provides assistance for initial campaign planning assessments.

Community Outreach: Facilitate public, collaborative relationships with educational partners, labor unions, community groups and social justice networks in order to foster solidarity and power.

New Member Organizing (External): Assist employees without union representation to build strong local associations.



Portage County EA DD members return to work following 50-day strike. Local's unity leads to agreement that improves conditions for service support administrators and those they serve.

"No kid hungry" starts with breakfast

The Ohio Education Association (OEA) is excited to announce that 11 school districts in Ohio took the challenge and received the Partners for Breakfast in the Classroom (PBIC) grant. The largest grant awarded was approximately \$95,000! OEA members were excited for the opportunity to lead efforts to create BIC programs in their districts.



2017 local political campaigns

For the 2017 election, OEA Organizing partnered with OEA headquarters' staff to create and deliver a local political campaign plan that allowed locals to tailor a school board campaign to their district's needs. The overall goals of the project were to provide locals with a form of member engagement that could highlight the value of the organization, as well as, develop a cadre of political organizers among leadership and staff. Our statewide win rate in school board elections was over 85 percent. In addition, we guided many locals through their first political campaign and won elections in rural and traditionally conservative areas of the state.

Jennifer Becerra, a Groveport-Madison teacher, works at the OEA check-in table on the Day of Action in Columbus.



Dave Romick (Dayton)

Community organizing

A pro-active approach to building community allies with community partners

Many community stakeholders are interested in the same issues you are addressing at your school or workplace: class size, testing, neighborhood and school safety, the unilateral reduction of arts and language classes, the privatization of services, poverty, and the list goes on. You will never be able to build on these shared concerns if you neglect to establish ongoing relationships with community groups to find out how you can best work together. Community allies have access to relationships and sources of power you may not. A focus on community organizing builds power by publicly aligning goals and bringing people together to work for the success of every school and student.

With the passage of the Every Student Succeeds Act (ESSA), every district in Ohio has begun a mandated process of assessing the educational needs of each community served. ESSA provides OEA members an opportunity to join with allies to lead local ESSA discussions about the future of education in their community.

OEA Board of Directors and members Dayton strike picnic (left to right) Robin Jeffries (Columbus), Emily Osterling (Lakota), Sophia Rodriguez (Coldwater), Phil Long (OEA-R) and Mary Hargreaves (Montgomery)



OEA local associations have collaborated with these community partners:

- OEA retirees
- Other unions
- PTA/ PTO
- Environmental groups
- Local business
- Rotary club
- Student groups
- Civil rights groups
- Greek organizations
- Local media
- Colleges/Universities
- Local politicians

OEA

OHIO EDUCATION ASSOCIATION



IMPORTANT DATES

8/17/18

LAST DAY for
Fall I 2018
REGISTRATION

8/20/18

Fall I 2018
START

10/12/18

LAST DAY for
Fall II 2018
REGISTRATION

10/15/18

Fall II 2018
START

1/11/18

LAST DAY for
Spring I 2019
REGISTRATION

1/15/18

Spring I 2019
START



In Partnership With
EASTERN GATEWAY
COMMUNITY COLLEGE
Part of the University System of Ohio

FreeCollege.OHEA.org 1-888-590-9009



OHIO EDUCATION ASSOCIATION

A last-dollar scholarship covers the difference between any Federal grants and your tuition, fees and e-books at EGCC.

HIGHER EDUCATION BENEFIT

Members and their families can earn an Associate Degree online with NO out-of-pocket cost.

BUSINESS MANAGEMENT

Choose EGCC's Business Management program and you can develop the practical knowledge and skills important for success in various business-related roles. Course topics include Interpersonal Communications, Organizational Behavior, and Labor Studies.

ACCOUNTING

The Accounting Program prepares students for employment in entry level positions in both public and private accounting, and will prepare you to continue toward a four-year degree in accounting. As a member of the management team, you'll be able to perform cost analysis, analyze the strengths and weaknesses of financial statements, and utilize knowledge of a firm's records to suggest improvements.

PATIENT NAVIGATOR CERTIFICATE

Healthcare advocacy is an emerging and exciting career-- a significant portion of the over 500,000 healthcare jobs in the last 5 years were in this area. This certificate will prepare you to begin a career in healthcare administration.

CRIMINAL JUSTICE

The Criminal Justice program arms you with the knowledge and skills necessary for employment in local, state, and federal agencies, or for transfer to a four-year college. Course topics include Investigation, Crisis Intervention, and Homeland Security. Peace Officer Training or Corrections certification holders are eligible to receive up to 33 college credits toward this degree.

ASSOCIATE OF ARTS

The Associate of Arts (AA) degree parallels the first two years of a Bachelor of Arts degree at most four-year institutions. As a student in the program, you'll be able to choose electives that align with your interests and career goals.

PARALEGAL

This program prepares students for employment in a law environment in both public and private sectors. You will be able to perform legal preparations, such as closings, hearings, trials, and corporate meetings. Paralegals work in government agencies, law firms, corporations, and more.

ASSOCIATE OF INDIVIDUALIZED STUDY

This flexible program is for those who have substantial previous college credit that can transfer into EGCC. Students choosing this must work with an advisor, get their previous and future work approved by a committee, and complete a minimum of 18 credits with EGCC.

EARLY CHILDHOOD EDUCATION

The Associate of Arts in Early Childhood Education degree is your first step in building a foundation for success in the world of childcare. You will focus on important topics in early childhood, such as development, learning assessment, special learners, and instructional strategy.



QUESTIONS?

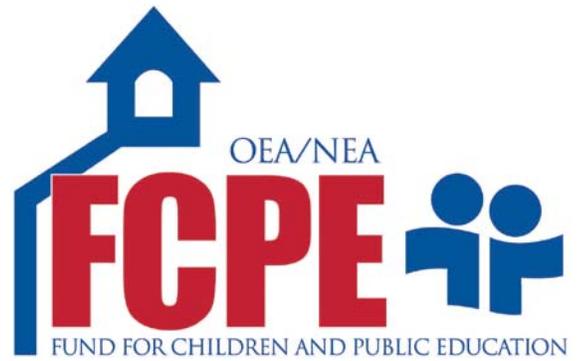
1-888-590-9009

FreeCollege.OHEA.org



In Partnership With
**EASTERN GATEWAY
COMMUNITY COLLEGE**
Part of the University System of Ohio

FIGHT FOR THE FUTURE of Public Education



OEA members have a long tradition of effective activism at the local, state and national levels. It starts with understanding that the laws and policies affecting public education are created, written, debated and passed by people we elect.

Whether it's rallying crowds, coming to Columbus for face time with legislators, or connecting with them through mail, phone calls, emails and Facebook, our member-activists make the case for issues that matter to educators, students and public schools.

By making contributions to the OEA/NEA Fund for Children and Public Education (FCPE) OEA members ensure that public-education friendly elected officials, regardless of political party, are supported. This means that FCPE helps OEA reduce the time spent on standardized testing and increase our students' opportunities to learn, hold failing charter schools accountable, and ensure that every student—regardless of zip code—has an opportunity to receive a high quality public education.

There are so many ways you can get involved—help make our collective voice stronger!

- Learn more about issues being debated in the Ohio General Assembly and U.S. Congress that affect you and your profession.
- Attend an OEA Member Lobby Day.
- Make a contribution to the OEA/NEA Fund for Children and Public Education. Visit www.ohea.org/donate/.



Members of the Western Ohio Education Association-Retired (WOEA-R) are involved in public education advocates and political activists.

The Western Ohio Education Association-Retired (WOEA-R) kicked off the 2016-2017 year with the idea of contributing more funds to FCPE. Over the course of eight meetings, WOEA-R members contributed over \$1,500 to FCPE. Legislative Chair Dawn Wojcik encouraged contributions at each meeting and took care of distributing and collecting forms. Each member who returned a completed form was entered into a drawing for a taco dinner for four donated by WOEA Sophia Rodriguez and WOEA-R Chair Phil Long. Twenty-four members participated in the yearlong project.

Retirees feel the importance of staying involved in education and recognize the need for political action. They know electing pro-education candidates is an essential aspect for great public education. Besides participating in FCPE, many members attend Lobby Days, contact elected officials, and serve on screening committees. WOEA-R members are dedicated to public education!

PHIL A. LONG, WOEA-R CHAIR



AWARDS & SCHOLARSHIPS

OEA is pleased to celebrate, honor and reward the outstanding work of our members, affiliates and individuals who have made special contributions to the improvement of public education. Awards are presented at the OEA Awards Banquet during the weekend of the OEA Spring Representative Assembly. For an application or nomination form, visit the OEA website at www.ohea.org, click on the OEA Local Leaders tab, and select the Grants and Awards link. Or write to: Awards Committee, Ohio Education Association, P.O. Box 2550, Columbus, OH 43216

JFK SCHOLARSHIP

The \$4,000 *John F. Kennedy Scholarship* is presented each year to an OEA member who is a career teacher enrolled in a graduate-level program and in need of financial assistance. The applicant must be able to demonstrate a reasonable prediction of success in graduate work. *The application deadline is January 18, 2019.*

JEAN KERSHAW SCHOLARSHIP

The \$2,000 *Jean Kershaw Scholarship* is presented each year to a student member currently enrolled in an undergraduate teacher education program in Ohio or a senior education student who has been formally accepted for graduate study in a master's degree of education program

at an accredited Ohio college or university. Applicants must be current members of the Ohio Student Education Association (OSEA) and the NEA-Student Program. Applicants must also be able to provide evidence of success in their teacher education program and of financial need. *The application deadline is January 18, 2019.*

MARILYN CROSS SCHOLARSHIP

The \$4,000 *Marilyn Cross Scholarship* is presented to an OEA member and career teacher enrolled in a graduate-level program directly linked to his/her current area of licensure, and must demonstrate a need of financial assistance and a reasonable prediction of success. *The application deadline is January 18, 2019.*

ESP AWARD

The *Education Support Professional Award* is presented each year to an OEA member whose activities reflect the contributions of education support professionals to public education. The recipient must have been a member of OEA for three years as of July 15 of the award year. Each OEA-affiliated ESP local association may nominate one of its members. The winner qualifies as the OEA nominee for NEA's Education Support Professional Award. *The application deadline is January 18, 2019.*

HUMAN AND CIVIL RIGHTS AWARD

OEA recognizes achievements in human relations and related intercultural activities that impact children, communities, the educational process, and/or the United Education Profession by presenting a *Human and Civil Rights Award* of which there are three: *The Holloways*, *The Charles A. Glatt*, and *The Doris L. Allen Awards*. *The application deadline is January 18, 2019.*

OEA PEACE AND INTERNATIONAL RELATIONS AWARDS

OEA recognizes individual members and local associations who have furthered the cause of peace and international understanding by presenting the *OEA Peace and International Relations Awards*, of which there are two: *The Paul Swaddling Award* and *The Peace and International Understanding Award*. *The application deadline is January 18, 2019.*

OEA FRIEND OF EDUCATION AWARD

The *OEA Friend of Education Award* recognizes a person and/or organization whose leadership, actions, and support have contributed to the improvement of public education on a statewide and/or national level. Any member may nominate an individual or organization to receive this award by submitting the name of the candidate to the office of the OEA President, along with rationale and evidence supporting the nomination. *The application deadline is January 18, 2019.*

MEDIA AWARD FOR PUBLIC SERVICE

The *Media Award for Public Service* recognizes an individual and/or organization for a major contribution to the better understanding of the problems, progress, and needs of public education, or for programming of an outstanding educational nature. A member or local organization may nominate a candidate for this award. *The application deadline is January 18, 2019.*

OEA BLUE RIBBON ASSOCIATION AWARD

The *OEA Blue Ribbon Association Award* recognizes a local OEA affiliate for its demonstration of innovative problem-solving techniques and/or unique public relations and communication skills. This award comes with a monetary award of \$1,000.00. *The application deadline is January 18, 2019.*

FISCAL FITNESS AWARD

The *Fiscal Fitness Award* recognizes local associations that have in place best financial practices. Applicants are required to submit a portfolio demonstrating evidence of meeting all of the listed criteria by *January 18, 2019*. Treasurers who have previously received the award judge the portfolios against the published criteria. The *Fiscal Fitness Award* is presented to winning locals rather than to the treasurers of the locals. The award includes recognition as an OEA *Fiscal Fitness Award* winner at the OEA Representative Assembly and on the OEA website, a plaque or certificate suitable for framing, and a grant for the local association to be determined annually based upon the amount budgeted by OEA. This amount represents the added value a fiscally fit local adds to the OEA.

NEA Member Benefits:

HELPING TO MAKE OEA MEMBERS' LIVES BETTER

For more than two decades, Ohio has had the advantage of having one of the 14 NEA Member Benefits Regional Offices located within the state. Ohio's Affiliate Relations Specialist, Guy Kendall-Freas, serves members and locals in Kentucky, Ohio and West Virginia, but the fact that he is headquartered in Ohio is a great advantage to OEA locals. In addition to providing programs and services that help members live more affordable, comfortable and secure lives, NEA Member Benefits can be another way for locals to engage members.

NEA Member Benefits can provide workshops and presentations on a wide range of topics that can be used to increase local capacity through engagement and education. Some of the more commonly requested presentation titles include When Can I Afford to Retire... or will I just die at my desk?, Getting the Most for Your Dues Dollars, Generation Debt: Options for Teacher Student Loan Forgiveness and Cancellation, Extra Credit: What You Need to Know About Your Credit File, Liar, Liar Pants on Fire: Strategies to Avoid (or overcome) Identity Theft and Fraud, Who's Got Time For a Meltdown?: Strategies to reduce stress in the lives of education employees and, a seasonal favorite Shopping with NEA Member Benefits.

Best of all, there are no costs to your local and Kendall-Freas doesn't require a minimum number of attendees to visit your local. He strongly suggests that locals never cancel due to low turnout which may send the message to the few who were interested that they were not important enough. "Any time we can bring on a new member, or make a member more satisfied with membership, we should take that opportunity," Kendall-Freas says.

The ways in which locals have used NEA Member Benefits opportunities is as varied as the presentation topics. Some locals strategically plan a number of workshops on various topics throughout the year. One local, the Jefferson Co. TA in Louisville, KY, summarized its experience saying "some 400 members came to our office for the first time this year; they weren't in trouble and they didn't have a beef!" Other locals like the State Council of Professional Educators (SCOPE), the Worthington Educational Support Staff Association (WESPA), the Switzerland of Ohio EA, as well as many district associations, have used NEA Member Benefits presentations during in-service days. Others have used presentations on topics like credit, home financing and caring for family members to engage their community and position how the education association cares about kids and the community. Such efforts can go a long way to foster deeper relationships with communities, something locals may need when seeking support for a candidate, issues or a crisis.

These opportunities are not limited to a local or group of locals. Members in a given building may be willing to attend a 30-minute meeting after work if they don't have to drive 30 minutes to get there. So, increasingly, building reps are creating opportunities for members (and potential members) at the building level.

NEA Member Benefits understands the unique challenges presented by the varied work sites and schedules for ESP members and will make accommodations to meet their needs.

No one works harder than our members, so if it takes starting at 7 a.m. to meet with members before work, then going to a bus garage after the drivers' morning run, followed by meeting with others after the school day and finally at 7 p.m. to meet with others who may have had to attend to family first or work a late shift, that's what must be done. Every member is important.

GUY KENDALL-FREAS
AFFILIATE RELATIONS SPECIALIST
FOR NEA MEMBER BENEFITS

To schedule something for your members, or learn more about the variety of topics, contact Guy Kendall-Freas at his office in Mansfield at 888 749 7380, by email to gkendall-freas@neamb.com, or by voice or text to his cell phone at 419 610 3211. Although his travel schedule may preclude the ability to respond immediately, he will reply as quickly as possible.

Guy Kendall-Freas, Affiliate Relations Specialist for NEA Member Benefits, discusses retirement preparation with members.



HELPING EVERY MEMBER EVERY DAY



K-12 Teachers

▶ Text "K12" to 73915 for...

- 7 habits of a healthy educator
- Big savings on your favorite brands
- Tips to manage stress at school

Plus, more solutions to succeed in and out of the classroom.

Education Support Professionals

▶ Text "ESP" to 73915 for...

- Ways to put \$1,000 a year in your pocket
- Tips to eliminate debt
- Ideas to prepare for a financial emergency

Plus, more programs to help the people who help our schools run.

Higher Education Professionals

▶ Text "Higher-ed" to 73915 for...

- Tips to lower APRs and increase buying power
- Ideas to find out if you're on track for retirement
- Protection of your income if you're unable to work

Plus, more practical family, financial and career ideas.

Retired Educators

▶ Text "Retired" to 73915 for...

- 10 simple steps to save on medications
- Ways to protect your legacy
- Social Security secrets for educators

Plus, more financial and cost-saving benefits that make a difference.

Future Educators

▶ Text "Student" to 73915 for...

- Ideas for conquering student debt
- Tips to avoid the latest ID theft scams
- Thousands of job postings, free site

Plus, more help to learn, save money and launch an exciting career.

Live the life you want. Visit neamb.com for more savings, solutions and support.



OEA Spring 2018 Representative Assembly delegates wearing red for public education

OEA AND NEA DELEGATE ELECTION DEADLINES

- **September 20, 2018**
Deadline for receipt in the OEA office of the DECLARATION OF CANDIDACY FORM for Electoral Unit, Student and OEA-Retired Delegates At-Large to OEA Representative Assemblies, **December 1, 2018** and **May 10-11, 2019**.
- **October 10, 2018**
OEA Bylaw 4-9d requires that all local associations must complete election of local association delegates to OEA Representative Assemblies.
- **October 15, 2018**
Deadline for receipt in the OEA office of names of local association delegates and alternates to OEA Representative Assemblies. OEA Bylaw 4-9d states in part, "Not later than October 15 of each year, the president of each affiliated local association shall certify to the OEA Secretary-Treasurer, on a form provided, the eligibility of each delegate and alternate."
- **On or about October 25, 2018 (Deadline is four (4) weeks from date ballots are mailed.)**
All ballots marked, unmarked or voided together with the final tally of all votes cast by each local association for OEA At-Large delegates and alternates to the OEA Representative Assemblies must be received in the OEA office by this date to be included in determining delegates and alternates for the respective electoral units. OEA At-Large elections for the 2018-2019 OEA Representative Assemblies will be held in electoral units where the total number of delegates allocated is less than the number of delegates required in an electoral unit to provide for proportionate representation of 1/50 or major fraction thereof.
- **November 1, 2018**
Bylaw 2-5d requires that, "Thirty (30) days prior to the Fall OEA Representative Assembly, adjustments directly proportionate to the dues transmitted shall be made in the number of delegates to the Representative Assembly for failure to meet the provisions of contracted transmittal schedules."
- **December 15, 2018**
All unified memberships received by the local association should be forwarded to the OEA by this date to determine the number of local and state delegates to the NEA Representative Assembly in Houston, TX, July 2-7, 2019. Membership figures sent by OEA to NEA after January 15 are not included in the calculation for delegate allocation purposes.
- **January 21-February 10, 2019**
Candidates for OEA Board of Directors at the Electoral Unit level must file a Declaration of Candidacy form at least seventy-five (75) days before the District Representative Assembly in which the Electoral Unit election will be held.
- **January 31, 2019**
Deadline for receipt in the OEA office of Declaration of Candidacy form for NEA state delegate candidacy. Declaration forms will be available at OEA Registration at the Representative Assembly and subsequently mailed to all Local Presidents and minority members.
- **February 24, 2019**
OEA Bylaw 5-2a requires that nominations for OEA officers shall be by Declaration of Candidacy form sent by the candidates to the Secretary-Treasurer at least seventy-five (75) days prior to the election. Declaration of Candidacy forms for all statewide offices are available by contacting OEA Secretary-Treasurer toll-free, 800 282 1500 or locally at 614 227 3169.
- **March 15, 2019**
NEA Bylaw 2-9b requires that, "A local shall transmit to a state affiliate and a state affiliate shall transmit to the Association at least 40 percent of the Association dues receivable for the year by March 15."
- **On or about March 15, 2019**
All marked and unmarked state At-Large delegate ballots for election of electoral unit state At-Large delegates to NEA must be returned to OEA with the completed tally sheets by this date.
- **March 31, 2019**
Deadline for completion of election of local delegates to the National Education Association Representative Assembly.

■ April 10, 2019

Deadline for receipt at OEA (state affiliate) of local association delegate election report forms for the NEA Representative Assembly in Houston, TX (July 2-7, 2019). The official report form is mailed from NEA to each eligible local association in February. (An eligible local association is that which consists of 76 or more members.)

NOTE—Landrum-Griffin Act requires that all delegates and alternates be elected by secret ballot and that all ballots be retained by the local association for one year.

ALL PERSONS WHOSE NAMES APPEAR ON A BALLOT AS A CANDIDATE FOR OEA, NEA OR DISTRICT DELEGATE MUST BE MEMBERS OF THE LOCAL ASSOCIATION WHERE ELIGIBLE, THE DISTRICT ASSOCIATION, OEA AND NEA. THIS REQUIREMENT ALSO APPLIES TO OEA LIFE MEMBERS REGARDLESS OF YEAR OF ENROLLMENT.

■ June 1, 2019

NEA Bylaw 2-9b requires that at least 70 percent of the Association dues receivable shall be transmitted to the state affiliate by June 1 under the same required procedure as stated for the March 15 deadline.

OEA REPRESENTATIVE ASSEMBLY DELEGATE DEADLINES SET

A special message for persons interested in being a local or At-Large delegate to the OEA Representative Assembly(ies) for 2018-2019:

The OEA Constitution requires that the names of local association delegates to the OEA Representative Assembly be submitted to OEA by **October 15**.

Elections for local delegates must be held by **October 10**. If you are a local association president and **HAVE NOT** received the election report mailing by the end of August, or if you need additional election report forms, call the OEA Secretary-Treasurer toll-free, 800 282 1500 or locally at 614 227 3169. The forms are reproducible.

Also included in the mailing to presidents will be candidacy forms for electoral unit At-Large delegates to the OEA Representative Assembly.

At-Large elections will be held in electoral units where the total number of local delegates allocated is less than the number of delegates required in an electoral unit to provide for proportionate representation of 1/50 members or major fraction thereof.

OEA-RETIRED ADVISORY COUNCIL ELECTIONS

Declaration of Candidacy forms, with a filing deadline of September 20, 2018 to OEA Secretary-Treasurer, are available for the following OEA-Retired Advisory Council vacancies:

- **Central vacancy** (Term ends August 31, 2020)
- **ECOEA vacancy** (Term ends August 31, 2020)
- **EOEA vacancy** (Term ends July 14, 2021)

Declaration of Candidacy forms, with a filing deadline of February 15, 2019, are available for the OEA-Retired Advisory Council members representing Board of Directors, Higher Ed., ESP's, NEOEA, SWOEA and WOEa with terms beginning September 1, 2019, and ending July 14, 2022. These positions serve as automatic delegates to the OEA Representative Assembly by virtue of office. Contact the OEA Secretary-Treasurer toll-free, 800 282 1500 or locally at 614 227 3169 with questions.

OEA-R AND OSEA DELEGATE ELECTION NOTICE

The OEA-Retired and the Ohio Student Education Association are each entitled to an allocation of delegates to the OEA Representative Assembly. Declaration of Candidacy forms for electoral unit At-Large, OEA-R and OSEA candidates may be obtained by contacting the OEA Secretary-Treasurer toll-free, 800 282 1500 or locally at 614 227 3169 and must be filed with the OEA Secretary-Treasurer's office by **September 20**.

NEA DELEGATE FORMS

If you wish to be a candidate for any of the following NEA Representative Assembly delegate positions, you must file a Declaration of Candidacy form with the OEA Secretary-Treasurer.

The elections will be conducted by the Secretary-Treasurer's office subsequent to the filing deadlines shown:

■ Local association delegate

This category includes locals with 76 or more members. Forms will be mailed from NEA to local presidents in early February for completion and return to OEA (the state affiliate) for processing, **not later than April 10**.

■ Cluster delegate

This category is available only for members of local associations with fewer than 76 members. Filing deadline is **April 10**.

■ Student-NEA delegate

Filing deadline is **March 15**.

■ NEA-Retired delegate

Filing deadline is **February 15**.

■ Category-2 delegate

This category includes NEA active members who are administrators, supervisors, or retired NEA Life members. Filing deadline is **February 15**.

■ Higher Education delegate

Filing deadline is **March 15**.

■ State delegate

This category includes all active members of the Division of Classroom Teachers. State delegate forms must be submitted to OEA **not later than January 31**. Candidacy forms will be sent to local association presidents in December and may be reproduced for distribution if additional copies are needed locally. You may use the forms to nominate yourself or another member as long as the member so nominated gives written consent for his or her name to appear on the ballot.

A space for 35 words of biographical information is provided on the reverse side of the declaration form. Biographical data submitted by candidates will be included in a document mailed with the ballots sent to local presidents in February for distribution at local elections.

MINORITY REPRESENTATION

Ohio must meet its challenge in encouraging ethnic minority representation. This goal is established by the NEA and is based on U.S. Census figures. To help accomplish that goal again this year, local presidents are being asked to take the initiative to solicit minority members to become delegates and to make certain their newsletters and other communications to members carry a statement urging ethnic minority members to consider

► CONTINUED



Christine West (Portage County EADD SSA) and her colleagues Debra Gordon and Nicole Nadasky thanked OEA members, delegates and staff at the Fall 2017 RA for their help to their local during its 50-day strike.

OFFICIAL NOTICE OF CANDIDATE NOMINATIONS AND ELECTION DATES

To avoid election challenges/ protests at the local level, OEA members and leaders must conduct elections in accordance with the Ohio Education Association Manual for the Conduct of Local Association Elections and the Ratification of Collective Bargaining Agreements. **Local leaders responsible for conducting elections should pay special attention to sections dealing with Notice of Nominations and Notice of Elections. Elections for OEA and NEA delegates are subject to specific Landrum-Griffin requirements including mailing the notice of elections to each member's last known address at least 15 days prior to the election. The manual may be downloaded at www.ohea.org and obtained from the local UniServ Office or OEA Executive Offices by calling toll-free 800 282 1500.**

OEA FALL 2018 REPRESENTATIVE ASSEMBLY

Notice to December 2018 OEA Representative Assembly Delegates: Temporary credentials for OEA Representative Assembly delegates will be mailed in November. Delegates must present the temporary credential at registration in order to receive name badges and voting credentials. Presidents of locals with delegate registration problems will receive written notification of any concerns to be resolved before credentials can be issued. Delegates to the OEA Representative Assembly will need to present a photo identification in order to vote. Please contact the OEA Secretary-Treasurer toll-free, 800 282 1500, or locally at 614 227 3169 should you have any questions regarding the upcoming Representative Assembly.

running as a candidate for NEA delegate status for one or more of the above categories.

Please contact OEA toll-free, 800 282 1500 or locally at 614 227 3169 to request a form. Send completed forms to: OEA Secretary-Treasurer, c/o OEA, P.O. Box 2550, Columbus, OH 43216.

OEA FALL 2018 REPRESENTATIVE ASSEMBLY ELECTIONS

The following Board of Directors vacancy positions will be elected at the perspective representative assemblies:

- **OEA Board of Directors At-Large** (vacancy term ending August 31, 2019) at the OEA 2018 Fall RA, the Declaration of Candidacy form must be received in the OEA Secretary-Treasurer's office by September 17, 2018.
- **Central-4** (vacancy term ending July 14, 2020) at the Fall 2018 Central RA, the Declaration of Candidacy form must be received in the OEA Secretary-Treasurer's office by August 26, 2018.
- **NEOEA-1** (vacancy term ending July 14, 2021) at the Fall 2018 NEOEA RA, the Declaration of Candidacy form must be received in the OEA Secretary-Treasurer's office by August 27, 2018.

All candidates must have been an active member of the association for at least two (2) years immediately preceding the election and may request a declaration of candidacy form by contacting the OEA Secretary-Treasurer toll-free, 800 282 1500 or locally at 614 227 3169.

OEA SPRING 2019 REPRESENTATIVE ASSEMBLY ELECTIONS

Forms for Declaration of Candidacy for OEA statewide offices that are up for election will be available from local association presidents in mid-December 2018 and may be reproduced for distribution if additional copies are needed.

OEA statewide offices up for election at the OEA Spring RA are:

- OEA President** (Term: July 15, 2019 – July 14, 2022)
- OEA Vice President** (Term: July 15, 2019 – July 14, 2022)
- OEA Board of Directors At-Large** (Term: September 1, 2019 – July 14, 2022)
- NEA Director 3** (Term: September 1, 2019 – August 31, 2022)
- NEA Director 4** (Term: September 1, 2019 – August 31, 2022)

The following Board of Directors seats, with terms of office beginning September 1, 2019, and ending July 14, 2022, are to be elected at the respective spring district representative assemblies:

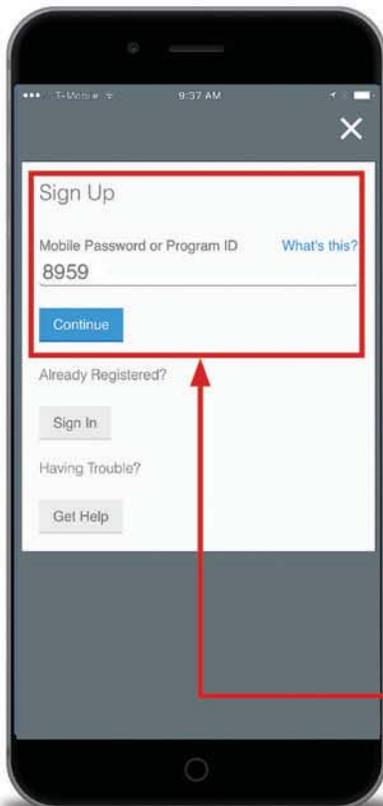
- Central-3** NWOEA-1
- Central-6** (Vacancy term ending July 14, 2020)
- ECOEA-3** NWOEA-2
- EOEA** SEOEA-2
- NEOEA-2** SWOEA-2
- NEOEA-5** SWOEA-3
- NEOEA-8** WOE-2
- WOEA-3

OEA

OHIO EDUCATION ASSOCIATION

Access Member Benefits

Everyday Deals at Your Fingertips



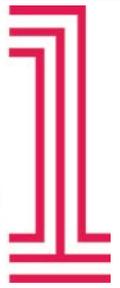
“My Deals” mobile app gives you members-only discounts of 15%, 25%, even 50% off on food, apparel, office supplies, car care, movies and more.

Saving money is as easy as 1-2-3!

- 1 Search for the “My Deals” Mobile app here:   
- 2 Enter your email address and your savings site password.
- 3 If prompted to register, use **8959-Member ID** or use **8959** as your Program ID.



education *first*
credit union



**LENDING & SAVINGS SOLUTIONS
FOR ALL OEA MEMBERS!**

Auto & Home Loans
Savings & Checking Accounts
Investments & More!

Low Loan Rates • Competitive Savings Rates • Great Service!

For More Information: WWW.EDUCU.ORG • 614-340-1518

Don't Miss Out—Start Saving Money Today! *Simply Call, Click, or Visit!*



Federally Insured by NCUA. Membership eligibility is required. Some restrictions may apply.



photo by Tim Revell

Science teacher James Sutter (Wellston) and his students discuss what they learned at a climate workshop.

Share your story:

How are you helping to make sure all students succeed?

At a time of transformation in public education, we face many challenges—inadequate funding and resources, implementation of ESSA, school safety, standardized tests, evaluations, privatization, attacks from anti-union and anti-public education forces, and charter schools.

And yet, every day, despite these challenges, **OEA members are doing all that we can to make it clear that all students matter.**

How are you helping to make sure all students succeed?

More than 125,000 teachers, faculty members and education support professionals are OEA members, so there are at least 125,000 stories to tell.

Share your thoughts and ideas with us! Send a note, idea, illustration or video to newhallj@ohea.org.

We'll share your responses on the pages of *Ohio Schools*, on the OEA's website, www.ohea.org, and on social media throughout the year.

nea *Click & Save*

**NEA MEMBERS...DON'T WAIT IN LINE,
SHOP IN THE COMFORT OF YOUR
OWN HOME USING **NEA CLICK & SAVE**,
YOUR MEMBER-ONLY ONLINE MALL!**

- ▶ Register or Log in to NEAMB.com/clickandsave
- ▶ Browse websites of your favorite retailers, including apparel, electronics, movie tickets and much more
- ▶ Enjoy exclusive member deals on your favorite items and brands
- ▶ Earn **WOWPoints** to use towards future purchases
- ▶ Come back and shop often as new retailers are frequently added
- ▶ Share these benefits with 5 family members or friends

NEA Members have saved **more than \$12,010,000** using
NEA Click & Save. Start shopping today!



Register now at neamb.com/clickandsave

nea *Member Benefits*



FINANCE



INSURANCE



DISCOUNTS



TRAVEL



PROFESSIONAL

NEA, NEA Member Benefits and the NEA Member Benefits logo are registered service marks of NEA's Member Benefits Corporation. CS380818



ATTENTION POSTMASTER:
PLEASE DELIVER NO LATER THAN AUGUST 29

*Ohio***Schools**