Three ways the NEA Retirement Program helps you grow and protect your savings.

1. EXCLUSIVE TOOLS AND INFORMATION: Our Retirement Income Calculator has information from your pension plan built in, so you can see how extra savings or a different retirement age can impact your future benefits and income. Simply input your information to get a customized, eight-page retirement report.

2. INVESTMENT OPTIONS: Build your nest egg, protect your savings, enjoy a steady stream of retirement income — we have solutions for every stage of your life and career.

3. LOCAL RETIREMENT SPECIALISTS: They work within your school district and offer expertise to help you prepare your retirement plan.

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Photos by Shellee Fisher, Demetrice Davis, Julie Newhall, Tim Revell and Brent Turner/BLT Productions, Inc.

Leila Kubesch (Norwood)

OEA Strategic Priorities

- Build locals’ capacity to be more relevant to members.
- Educate and organize members to build support for quality public education.
- Build OEA as a member resource for professional issues.

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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.
Support, protection, power

OUR UNION HELPS US MAKE OUR STUDENTS’ LIVES BETTER AND OUR COMMUNITIES STRONGER

I can’t begin to tell you how much of an honor it is to have the opportunity to serve as your president. OEA is an incredible organization for two fundamental reasons: who we are, and why we’re here. We have caring, committed, qualified educators in all 88 of Ohio’s counties performing in a wide variety of roles who are united in a single cause—to ensure that every single one of our students is provided a quality public education that inspires their natural curiosity, imagination and desire to learn.

Driven by the desire to foster the critical thinking, problem-solving and decision-making skills my students needed to become effective citizens in our democracy, I became a high school social studies teacher 28 years ago. I didn’t go into education to help kids pass tests, but to create lifelong learners.

I wanted to make a difference, and I know you do too. That’s our purpose. That’s our mission. That’s why I believe in you and your power to change lives and shape the future.

My desire to make a difference naturally led to my active involvement in my local union. I knew even before my first day of teaching American history at Tolles Technical Center in Plain City I would need the support of my colleagues if I had any hope of success. That’s why I proudly joined the 45-member strong Tolles Education Association and soon found myself attending Labor-Management Committee meetings and advocating at the bargaining table.

As I continued my career in Worthington and through nearly three decades of activism at all levels of this organization, I have learned that it is only through our union that members are given the support and relationships necessary to nurture our work with students. It is only through our union that we have the protection and advocacy needed to do our jobs without having to look over our shoulders. And it is only through our union that we are able to harness our collective influence and power to protect public education and improve the lives of our fellow educators and the students we serve.

Many colleagues have supported and encouraged me throughout my union journey. Wendy Nichols, my teaching mentor at Tolles, first invited me to belong to the association and provided me with opportunities to get involved in my local. Kathy Broom, who had been fired early in her marriage and teaching career simply for being pregnant and used the power of her union to successfully win her job back, helped me understand the power of collective advocacy. Suzanne Kaszar, my first OEA Labor Relations Consultant, taught me about bargaining and connected me to programs to develop my leadership skills.

So many others have made a difference for me because they recognized my leadership potential and provided opportunities for me to play an active role in serving my fellow members. It began with a simple invitation to belong to a movement that was larger than myself.

If you’re new to your role as an educator or education support professional, or if you have been in the profession for a while but have not yet become a member, I invite you to belong to the OEA and to tap into the support, protection and power your union has to offer.

If you’re returning as a member, I encourage you to be actively involved. Consider following the example Wendy provided to me and invite at least one colleague to join you and feel included. We’re all in this together.

I’m inspired by you and all that you do every day to make our students’ lives better and our communities stronger. You have challenged, nurtured and supported me throughout my union journey, and I look forward to continuing our journey together.

Scott W. DiMauro
OEA President
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 work site, 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.

Positive change in your work site
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 students, you can work with the administration to solve problems together.

Enhanced rights
A collective bargaining agreement is an enforceable legal document that protects your rights. It contains a formal procedure for advancing grievances with the support of an expert (Labor Relations Consultant). Your Association will be there to offer guidance, advice, and, if necessary, legal representation.

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 the training and strategies needed to help achieve equity in your schools.

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.

Member benefits
Improve your buying power and save money with NEA’s Member Benefits program that offers extensive member-only benefits and discounts.

1. A voice at the table
2. Increased pay and benefits
3. Improved professional practice
4. Nationwide community of educators
5. Improved working and student learning conditions at your work site
6. Positive change in your work site
7. Enhanced rights
8. Commitment to social justice
9. Liability protection
10. Member benefits

Reach out today to LEARN MORE:

membership@ohea.org | 1-844-632-4636
www.ohea.org/join
OEA: Building strong public schools and strong member advocacy

As the Ohio Education Association (OEA) begins its 173rd 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.

By 1930, more than 40,000 classroom teachers, administrators and elementary and high school principals had become OEA members.
It is our time to use the power of our union to restore the love of learning to our classrooms. It’s our time to fight for fairness for every educator and every student no matter where they live, who their parents are, what they look like, who they love, or how much money they have. It is our time to fight for the salaries, benefits, respect, and support to attract and retain good people in our professions. It is our time to strengthen our communities and our state by realizing the promise of public education in Ohio.

SCOTT DIMAURO, OEA PRESIDENT

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.

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 OEA has made on issues ranging from the continuing need to reduce the numbers of tests students take, to revising the teacher evaluation system, to addressing the looming crisis in high school graduation rates, and drawing attention to the dismal performance of 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 122,000 members throughout Ohio.

“Because of member efforts and the support of leaders and staff at all levels of the association, OEA is the largest and most powerful labor union in Ohio and the strongest education advocacy organization.

“For OEA to truly become the go-to resource on professional issues, we need to expand our professional development programs and draw on the talents and expertise of our members in leading that work. We need to take our organizing to the next level by supporting locals in cultivating new leaders in every one of our work sites. OEA must also continue growing and strengthening our collective power,” OEA President Scott DiMauro.
OEA Leadership Team

Scott DiMauro, a high school social studies teacher from Worthington, was elected President of the OEA in 2019 after having served as vice president for six years. Over his 28-year career as an educator, Scott has worked to provide students the critical thinking and decision-making skills they need to be successful citizens in our democratic society. He has likewise advocated for students, educators and strong public schools at all levels of his union.

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, as 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 Standing Committee on Legislation for three years.

As vice president, Scott served as co-chair of the Healthcare and Pension Advocates for STRS and represented OEA’s 122,000 members on a variety of coalition boards and steering committees. He chaired the OEA Legislative Committee and continues to work 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. He also led an initiative to increase student access to breakfast in high-poverty districts and served as national spokesperson for the Partners for Breakfast in the Classroom.

Scott’s priorities as president include strengthening local affiliates, enhancing professional supports for members, and elevating the voice of educators in public policy issues to ensure all students are given access to a high-quality education that inspires their creativity, imagination and desire to learn.

Jeff Wensing, has been a high school math teacher for 26 years with the Parma City Schools. Throughout his teaching career, Jeff has been an advocate and leader, serving as President of the Parma Education Association from 2012-2018 and as President of the North Eastern Ohio Education Association (NEOEA) from 2016-2018.

Jeff has served on OEA’s Constitution and Bylaws Committee and President’s Cabinet, as Vice Chair of OEA’s District Leaders Council, and as a member of the Fiscal Fitness Review Committee and Systemic Practices Committee.

One of Jeff’s accomplishments as a local and district leader was organizing members and the community to elect a new Parma Board of Education majority in 2017.

As OEA Vice President, Jeff will continue to emphasize the importance of organizing members throughout the state. He believes the OEA must support locals in order to both maintain and grow membership.

Jeff believes it is critical to listen to members before decisions are made, ensure communication throughout the process, and engage in full transparency. He will focus on the OEA’s strategic issues, shared values, and the students members work with each day.

Mark Hill has been a middle school math teacher since 1988 first with Columbus City Schools and is now with Worthington City Schools. Mark served as President of the Worthington Education Association from 2010-2018 and has served as a member of the OEA Board of Directors. Mark served as chair of the OEA Resolutions Committee as well as numerous committees for Central OEA/NEA.

Mark was also elected to serve two four-year terms on the STRS Board from 2010-2018, 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 continue to advocate for budget priorities that make OEA stronger in changing times. His leadership experience will be critical in developing strategic budgets that put OEA in a position of strength. Mark believes OEA must support its local associations and their leaders because they shape members’ impressions of the value of OEA membership.

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.

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.
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 delegates to the OEA Representative Assembly (RA), an evening FCPF fundraiser during OEA Summer Academy, and a Stay-to-the-End drawing at the NEA-RA.
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 2019–2020.*

*For the start of the 2019-2020 year, there are vacancies for the following positions: Central-3 and NEOEA-9.
* All information is current as of July 9, 2019.
* New member terms begin July 15 and September 1, 2019.
The OEA has three Service Regions. Each OEA local is assigned to a Service Region that assesses service needs and the adequacy and quality of services; aligns services with OEA’s mission, vision, and quality of services; plans annual programs and allocates staff and other resources; and works to ensure the availability of staff to meet identified service needs.

Within these regions, the Association supports 78 Leadership Councils.

OEA Field Office Information

**REGION A**

**ANNEX**

Thomas Haddock
Shawnee LC
Clay EA
Green Local TA

Minford EA
Northwest Local EA
Portsmouth City TA
Scioto Co Career
Tech Ctr TA
Shawnee EA
Southern State EA
Valley TA
Washington Local CTA
Wheelerburg EA

**Keri Hoover**
Sterling LC
Circleville EA
Logan Elm CTA
Miami Trace EA
Miami Trace Non-Cert EA
S.C.O.P.E.
Teays Valley EA
Washington EA
Westfall EA

**Patty Ray**
South Central Ohio LC
Adena EA
Chillicothe EA
Greenfield Ex Village EA
Huntington Local EA
Paint Valley EA
Pikewaick Ross TA
Southeastern Local TA
Union Scioto EA
Unioito SA
Zane Trace EA
Zane Trace SSP Assn

**ABBRILLIANT**

Randie Cosby
Ohio River LC
Belmont-Harrison Voc EA
Buckeye Local CTA
Columbus Associated Emp
Connotton Valley TA
Edison Local EA
Harrison Hills TA
Indian Creek EA
Jefferson Co JVS TA
Stebenville EA
Toronto EA

**COLUMBUS**

Columbus Education Association

**WESTERVILLE**

Sara Baker
Heart of Ohio LC
Big Walnut EA
Big Walnut Prof of SS
Buckeye Valley TA
Elgin EA
Marion EA
Pickerington SSA
OEAN/NEA
Pleasant A of T
Ridgedale TA
River Valley Emp Assn
River Valley TA
Tri Rivers EA

**Kariie Strickland**
Big Darby LC
Fairbanks EA
Graham EA
Jonathan Alder EA
London EA
Maysville EA
Mechanicsburg EA
North Union EA
Tolles EA
Urban ACT
West Jefferson EA
West Liberty Salem EA

**Hilary Conley**
Licking County LC
C-TEC TEA
Granville EA
Heath EA
Heath Ed SSA
Johnstown EA
Lakewood Classified
Lakewood TA
Licking Heights EA
Licking Heights SSA
Licking Valley EA
Newark TA

**Lynn Davis**
Eastern Edge Educators LC
Bloom Carroll EA
Eastland EA
Groveport-Madison EA
Liberty Union Thurston EA
Pickerington EA
Reynoldsburg EA
Reynoldsburg SSA
Walnut Twp EA

**Amber James**
O.H.I.O. LC
Forest Rose EA
Hilliard EA
South-Western EA
Whitehall EA

**Jeff Ketner**
KALM LC
Cardington-Lincoln Fac Centerburg TA
East Knox EA
Fredericktown EA
Highland EA
Knox County Career Center
Loudonville Perryss EA
Mt. Gilead TA
Mt. Vernon EA
North Fork EA
Northbridge EA

**Mark Linder**
Ennead LC
Bexley EA
Canal Winchester EA
Franklin County Bd of DD EA
Grandview Hts EA
Grandview Hts Ed SSA
Madison Plains
Southwest Licking EA
Worthington CA
Worthington EA

**Diedri Raines**
O-D LC
Delaware Area CCEA
Delaware City TA
Dublin EA
Dublin Support Assn
Olenanty TA

**Nicole Smith**
CAR LC
Ashland Voc TA
Colonial Crawford EA
Crestline EA
Ed Assn of Pioneer
Galion EA
Lexington SSA
Lexington TA
Lucas TA
Mansfield Schl Emp Assn

**Diana Watson**
Unit 8 LC
Gahanna-Jefferson EA
Hamilton Local EA
Plain Local EA
Upper Arlington EA
Westerville EA
Westerville Ed SSA

**Anne Barrett**
Central Ohio Valley-2 LC
Amanda-Clearcreek EA
Amanda-Clearcreek SSA
Berne Union EA
Columbus State EA
Fairfield Union EA
Hocking Technical College
Hocking Technical SSP
Lancaster EA
Lancaster SSA

ZANESVILLE

**Jeremy Baiman**
Salt Fork LC
Franklin Local TA
Guernsey Noble EA
Hopewell EA
Maisville EA
Monroe Co EA
Tri-Valley EA
West Muskingum EA
West Muskingum SA

**Matt Conrad**
Blue Ribbon Joint LC
Alexander Local EA
Atco-Beacon EA
Athens EA
Eastern Local EA
Federal Hocking TA
Logan EA
Meigs Local TA
Nelsonville York EA
Southern Local EA
Tri-County TA
Trimble Local TA

**Don Dalton**
Tri County Plus One LC
Buckeye Hills SS
Buckeye Hills TA
Eastern Local CTA
Eastern Local SSPA
Jackson City EA
Oak Hill Union Local EA
Piketon-Scioto EA
Vinton Local TA
Waverly CTA
Wellston TA
Western Local EA

**Jonathan Knapp**
Brilliant LC
Barnesville ACE
Barnesville EA
Bellaire EA
Bridgeport A of Clsfld
Bridgeport EA
Eastern Gateway CC EA
Martins Ferry EA
Shady side EA
St. Clairsville EA
Switzerland of Ohio EA
Union Local EA

**Debi Maynard**
Lawrence-Gallia County LC
Chesapeake Local TA
Dawson Bryant EA
Fairland ACT
Gallia Co Local EA
Gallia Co Local SS
Gallipolis EA
Ironton EA
Ironton SSA
Lawrence Co Voc TA
Rock Hill EA
South Point ACT
Syms Valley EA

**Patrick Frasher**
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Frontier Local EA
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**OEA Field Office Locations**

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**MIDDLETOWN HEIGHTS**
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South Middletown, OH 45067
PHONE: 513 473 5000
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**HIGHLAND SUPPORTS**
4501 Orton Road
Columbus, OH 43228
PHONE: 614 946 8000
FAX: 614 944 8009

**ORTHOSYS**
750 South High Street
Columbus, OH 43215
PHONE: 614 464 5000
FAX: 614 464 5999

**COLUMBUS**
2114 Morse Street
Columbus, OH 43216
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FAX: 614 464 5999

**MONROE**
300 Center Street
Monroe, OH 45050
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FAX: 513 452 6001

**TROY**
180 State Street
Troy, OH 45373
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FAX: 937 335 3766

**WESTERVILLE**
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*Information effective September 1, 2019.*
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  Michelle Geiman, Director of Human Resources and Workforce Planning
  Linda Fiely, General Counsel
  Kristy Spires, Assistant Executive Director–Business Services
  Patricia Collins Murdock, Assistant Executive Director–Field

Executive Offices
  Tina O'Donnell, Mgr of Administrative Services–Operations
  William Baird, Elections & Conference Coordinator
  Briana McKay, Mgr of Administrative Services–Governance
  Lisa LaSota, Administrative Secretary
  Julie Parsley, Administrative Assistant

OEA Business Services
Kristy Spires, Assistant Executive Director–Business Services
  Davy Kenimer, Executive Assistant
  Accounting
  Joe Cohagen, Controller
  JoLynn Austin, Staff Accountant I
  Patty Brown, Staff Accountant II
  Danielle Chute, Staff Accountant II
  Dave Hill, Accounting Assistant
  Nate Linton, Staff Accountant I
  Shawn Primm, Staff Accountant II
  Lisa Williams-Willcut, Accounting Assistant
  Printing and Mailing
  Davy Kenimer, Executive Assistant
  Madison LaSota, Operations & Support Assistant
  Claire Nance, Operations & Support Assistant
  Michael Owens, Printing & Mailing Specialist
  Membership
  James Capehart, Director of Membership
  Terri Kaliszak, Membership Technician
  Trinka Keers, Membership Coordinator
  Laura Simonizak, Membership Specialist
  Sandy Tackett, Membership Staff Acct II
  Deborah Winters, Membership Specialist

OEA Legal Department
Linda Fiely, General Counsel
  Matt Cooper-Whitman, Assistant General Counsel
    Kelly Bailey, Paralegal
    Elyse Priest, Legal Assistant
    Lori Gray, Administrative Assistant
    Breonna Jackson, Administrative Assistant

*Information current as of July 1, 2019

OEA Human Resources and Workforce Planning
Michelle Geiman, Director of Human Resources and Workforce Planning
Dana Mayfield, Human Resources Coordinator
Dawn Elias, Human Resources Administrator

OEA Program
Government Relations, Communications and Marketing
  David Williams, Director of Government Relations, Communications and Marketing
  Melissa Clark, Lobbyist
  Robert Davis, Lobbyist
  Matthew Dotson, Lobbyist
  Sarah Montell, Political Advocacy Consultant
  Julie Newhall, Writer and Publications Editor
  Michele Prater, Media Relations Consultant
  Michael Straughter, Communications Specialist
  Zach Roberts, Political Advocacy Consultant
  Jeremy Moore-Diggs, Administrative Secretary
  Lisa Simpson, Administrative Assistant
  Kimberly Tallarico, Communications Technician

Education Policy Research and Member Advocacy (EPRMA)
  Patty Nyquist, Director of EPRMA
  Ellen Adornetto, Education Policy and Practice Consultant
  Demetrie Davis, Education Policy and Practice Consultant
  Daria DeNoia, Education Policy and Practice Consultant
  Nick Gurich, Collective Bargaining and Research Consultant
  Todd Jaec, Membership Consultant
  Alex Nelson, Collective Bargaining and Research Consultant
  Eric Urban, Collective Bargaining and Research Consultant
  Dallas Austin, Administrative Assistant
  Kelli Shealy, Research Technician
  Angela Thum, Administrative Assistant

Computer Services
  Kristy Spires, Assistant Executive Director–Business Services
  Mark Allison, Data Information Systems Specialist
  Alex Barbu, Network and Computer Systems Engineer
  Darren Clum, Data Information Systems Specialist
  Stuart Graham, Network and Computer Systems Engineer
  Jon Hart, System Analyst/Application Developer
  Brian White, Computer Technician - Administrative Support

OEA Field
Patricia Collins-Murdock, Assistant Executive Director–Field
  Ric Castorano, Executive Assistant

Region A, OEA Headquarters
  Bret Benack, Regional Director
  Joyce Stewart, Administrative Assistant

Region B, Troy
  Cris Muñoz-Nedrow, Regional Director
  Linda Hofacker, Administrative Assistant

Region C, Middleburg Heights
  Kristin Jaec, Regional Director
  Arlene Doubledee, Administrative Assistant

Organizing
  Chantal Dixon, Research Technician
  Nina Ira, Administrative Secretary
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)

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)

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

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

CUYAHOGA COUNTY
The Gertsburg Law Firm
15887 Snow Rd, Suite 301
Brook Park, OH 44142-2854
216-676-6800
(Real Estate, Wills, Domestic, Other)

Mizelle Law Firm, LLC
PO Box 326
Reynoldsburg, OH 43068
614-458-8269
(Real Estate, Wills, Domestic)

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

Branch Office:
1513 State, Route 60
Vermilion, OH 44089
419-627-7777
(Real Estate, Wills, Consumer, Other)

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

Cuyahoga County
Nabors & Nabors, Ltd
11221 Pearl Rd
Strongsville, OH 44136
440-846-0000
(Real Estate, Wills, Domestic, Other)

The Gerth Law Office, LLC
225 E Broad St, 4th Floor
Columbus, OH 43215
614-877-7233
(Real Estate, Wills, Domestic, Consumer, Other)

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

Cloppert, Latanick, Sauter & Washburn
225 E Broad St, 4th Floor
Columbus, OH 43215-3709
614-461-4455
(Wills, Domestic, Traffic, Real Estate)

Jeffrey Buskirk & Assoc.
4178 Broadway, OH R1 62
Grove City, OH 43123
614-875-7220
(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, Consumer, Other)

Branch Office:
3099 E 14th Avenue,
Columbus, OH 43219

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

The Gerth Law Office, LLC
225 E Broad St, 4th Floor
Columbus, OH 43215
614-877-7233
(Real Estate, Wills, Domestic, Consumer, Other)

FRANKLIN COUNTY
Routte Law, LLC
142 Granville St
Gahanna, OH 43230
614-475-7008
(Real Estate, Wills, Domestic)

Jeffrey P. Compton, Attorney at Law
3994 Broadway
Grove City, OH 43123-7207
614-875-7233
(Real Estate, Wills, Domestic, Consumer, Other)

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

Riddell Law, LLC
1335 Dublin Road, Suite 220-A
Columbus, OH 43215
614-361-2804
(Traffic)
Why Your OEA Membership Matters

Your membership is buoyed by the power of a collective voice that works to ensure the general good and fulfill the promise of a strong and healthy middle class.

As attacks against unions and public education intensify, our biggest asset is the solidarity of OEA members.

Better pay, wider access to affordable health coverage, safer working conditions and retirement security are just some of the obvious benefits of union membership.

The U.S. Bureau of Labor Statistics, for example, has determined that union workers are paid $200 more than the weekly median pay of non-union workers performing the same job. Unionized workers are also 28 percent more likely to be covered by employer-provided health insurance and 54 percent more likely to have employer-provided pensions, according to the Economic Policy Institute.

Yet even more fulfilling is the opportunity to have your voice, your opinion and your values heard, shared and put to work to improve society and pave the way for a better future for generations to come.

OEA members are always there to help their students, schools and communities, volunteering their time, raising money and donating goods to help those in need.

In turn, your union supports your rights on the job, political voice, professional learning and personal and financial well being.

OEA Dues Dollars at Work

Your OEA dues are invested in programs that support a wide variety of benefits to you.

At the state level, your OEA dues dollars provide you the resources to lobby for your interests in the state legislature and to work with statewide coalitions that are helping shape the future for our profession in Ohio.

OEA dues dollars support the UniServ staffing program that provides assistance in bargaining and contract enforcement at the local level.

ESTIMATED NON-DEDUCTIBLE PORTION OF YOUR 2019-2020 OEA DUES

Dues payments are not deductible as charitable contributions for federal income tax purposes. The Tax Cuts and Job Act effective tax year 2018 suspended the previous deduction for job-related expenses or other miscellaneous itemized deductions that exceeded 2 percent of adjusted gross income. This suspension includes unreimbursed employee expenses such as union dues. These expenses are no longer deductible. Therefore, the annual Deductible/Non-Deductible portion of dues publication will not be produced. For further information please see your tax preparer or IRS publication 5307.

ESTIMATED AMOUNT OF YOUR 2019-2020 OEA DUES ALLOCATED FOR POLITICAL AND LOBBYING EXPENSES

Under IRS section 6033(e), OEA is still required to report to members what portion of their membership dues were allocable to political and lobbying activities. The amount of the OEA membership dues attributable to political and lobbying expenses is estimated to be 12 percent. The actual expenses for the 2019 calendar year will be reported in the February 2020 issue of Ohio Schools for all levels of membership.
Delegates at the OEA Spring 2019 RA voted and approved the 2019-2020 OEA budget which includes projected expenditures of the 2019-2020 dues dollars. Your OEA dues dollars are allocated as follows to provide you with the following projected services:

### OEA 2019–2020 BUDGETED DUES

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>$547.00*</td>
</tr>
<tr>
<td><strong>Direct assistance to members and local associations</strong></td>
<td>$227.62</td>
</tr>
<tr>
<td>Professional assistance to members and affiliates, bargaining assistance, grievance processing, local crisis assistance, political, research, computerized help in bargaining and communications assistance, cost of UniServ staff and UniServ field office operations. On-site organizing assistance to school employees seeking representation rights. Coordination and administration of the organizing plan, promoting membership expansion and membership maintenance; and statewide research assistance.</td>
<td></td>
</tr>
<tr>
<td><strong>Advocacy Programs</strong></td>
<td>$66.59</td>
</tr>
<tr>
<td>Publications to members and leaders; crisis assistance, campaigns, public relations training of leaders, new media activities, and membership recruitment materials; minority involvement and women’s programs; representation before legislative and governmental bodies; costs of informational materials; governmental services and professional development; costs of shipping and mailing informational materials related to these programs.</td>
<td></td>
</tr>
<tr>
<td><strong>Education Policy Research &amp; Member Advocacy</strong></td>
<td>$10.27</td>
</tr>
<tr>
<td>Identifying, clarifying and monitoring educational and professional issues. Influencing policy related to educational and professional issues and initiatives. Communicating educational and professional issues and state and federal initiatives and their impact on public education to staff, leaders and members. Helping to design organizational responses and strategies for dealing with current issues and initiatives; building the professional capacity of members and assisting with school improvement efforts; development of and participation in partnerships to advance organizational goals. Organizing professional and association leadership training cadres, programs and conferences.</td>
<td></td>
</tr>
<tr>
<td><strong>Organization Administration</strong></td>
<td>$90.92</td>
</tr>
<tr>
<td>Business operation, including fiscal programs, taxes, printing and mailing operations, accounting and membership records. Accounting of membership and dues mailing lists and labels, enrollment forms and processing of membership. Headquarters building operations, including taxes, utilities and security.</td>
<td></td>
</tr>
<tr>
<td><strong>Association Counsel &amp; Personnel</strong></td>
<td>$44.96</td>
</tr>
<tr>
<td>Legal assistance, liability coverage and insurance protection to individual members and local associations in defense of their rights, and legal support for locally negotiated contracts. Legal services to members and local associations are rendered by various attorneys throughout the state. Provides support and training to field staff, other divisions and governance groups. Coordination and administration of the organization’s personnel and pre-entry intern program.</td>
<td></td>
</tr>
<tr>
<td><strong>Association Governance</strong></td>
<td>$43.31</td>
</tr>
<tr>
<td>OEA Representative Assemblies, Executive Committee, Officers, NEA Convention, Committees and Commissions, Appeals Board, Special Committees, Coalitions and task forces.</td>
<td></td>
</tr>
<tr>
<td><strong>Association Administration</strong></td>
<td>$10.16</td>
</tr>
<tr>
<td>Executive Offices Operations</td>
<td></td>
</tr>
<tr>
<td><strong>Contingency</strong></td>
<td>$53.17</td>
</tr>
<tr>
<td>Funding for Contingency Reserve and Contingency Debt Reduction</td>
<td></td>
</tr>
</tbody>
</table>

*Staff payroll and benefit costs are prorated to service areas. The dues dollars are based on the sum of OEA annual dues of $466 plus a $81 UniServ Service Fee.
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.)

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.


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, contributing to campaigns in Ohio.

Members can claim a credit against state income tax for contributions made 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.

OEA members have a long tradition of effective activism. It starts with understanding that policy decisions affecting educators and the future of public education are made by elected officials at the local, state, and federal levels.

Whether it’s rallying crowds, coming to Columbus to lobby legislators, or connecting with them through mail, phone calls, emails, and social media, 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 those who advocate for students and support public education, regardless of political party, are elected and retain public office. This year, we are poised to make significant progress on issues of importance to members and the students they serve – from working to repeal Ohio’s failed state takeover law, to reducing the testing burden faced by our students, to advocating for a better and more equitable school funding formula. These efforts have been made possible through supporting pro-public education candidates and legislators with FCPE funds.

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 by visiting www.ohea.org/get-involved/.
- Attend an OEA Member Lobby Day.
The Value of OEA Membership

Providing Policy and Practice Information and Delivering Professional Development That Meets Your Needs

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

OEAs 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 Support for Effective Collective Bargaining

OEAs 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.

OEAs 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 Internal Organizing and Membership Strategy Support

OEAs 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
The Value of OEA Membership

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.

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.
COMMUNITY ORGANIZING
A proactive 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.

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

BUILDING MEMBER POWER
OEA’s Organizing staff works with locals to do strategic planning, goal setting and team building. Organizing staff are also available to provide assistance and consultation during all phases of local campaigns, including contract negotiations, local elections and issue campaigns. Locals interested in learning more about building member power through this work should contact Organizing staff or talk with their OEA Labor Relations Consultant.

STRENGTHENING RELATIONSHIPS
Restorative Practices is an emerging social science that studies how to build social capital and achieve social discipline through participatory learning and decision-making. Restorative Practices can help to reduce crime, violence and bullying, improve human behavior, and strengthen relationships and social connections between individuals in communities.

Through OEA Organizing’s training on Restorative Practices, locals learn to:
- Build relationships, respond to conflict, and explore collaborative problem-solving and conflict resolution using a restorative framework;
- Focus on self-care strategies that restore educators and prepare them to restore others in their school communities;
- Learn how to set high expectations for students and colleagues while being supportive;
- Practice providing direct feedback and asking questions that promote accountability;
- Learn to facilitate restorative circles;
- Discover how circles create positive learning environments;
- Participate in circles with your colleagues, taking turns to learn how to facilitate;
- Learn to build social capital, resolve social problems and respond when harm occurs by developing a restorative lens.

To learn more about Restorative Practices training, contact Organizer Makia Burns.
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
- InfoOEA—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
The Value of OEA Membership

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 Strategic and Workforce Planning

Human Resources
- OEA job descriptions
- OEA staff contracts/salaries

OEFA-FCPE (Ohio Education Association Fund for Children and Public Education) fund raising materials and OEFA-FCPE Constitution and Bylaws, screening, endorsement and campaigning guidelines

OE Legislative Watch
www.ohea.org/legislative-watch
OEA represents more than 122,000 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 2,000 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 Gary Kovach at gkovach@ohea.org.
OE A 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.

ESP 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.

Ohio Association of Special Needs Professionals (OASNP)

The mission of OEA’s nearly 1,000 OASNP 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.

OASNP provides the following services to members:
Monitoring of legislation that affects OASNP 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 OASNP are $9.00 in addition to regular OEA/NEA dues. Lifetime OASNP-Retired dues are $35.00.

All new members must complete an OEA membership form and mark the box for OASNP membership. 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 OASNP, contact the Ohio Association of Special Needs Professionals, 6001 Landerhaven Dr, Suite D, Mayfield Heights, OH 44124-4190, or visit www.OASNP.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, 2019.

Sign up online at www.nea.org/joinNEA 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.

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.

For more information, visit www.ohea.org/oea-retired-members/
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/osea/.

Ohio’s New Educators (ONE)
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 (ONE) 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.

ONE 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.

Learn more about ONE at www.OHEA.org/ONE.
Ohio’s New Educators (ONE) is a unique community within the Ohio Education Association (OEA) supporting early career educators in their first 10 years of their career. This statewide network engages and empowers educators to become successful, active and visible in their profession and community through collective action.

ONE supports early career educators through:

**Leadership Development**

**ONE cultivates leaders to collectively advocate** for meaningful and positive change for students and communities by building leadership skills that equip members to inspire others, be more confident in their profession and be a strong voice for their students.

**ONE gives early career educators access** to some of the most sought-after authorities in education who provide new and innovative programs that members can use in their classrooms. Members have access to valuable resources in classroom management, lesson planning, and other support for the skills they want to pursue.

**Peer-to-Peer Support**

**ONE provides opportunities to connect and support one another** through regional events, working with school districts and reaching out to aspiring educators at colleges and universities. Every student has the basic right to a great public education. That’s why ONE supports early career educators who grow tomorrow’s inventors, thinkers, artists and leaders.

We believe empowered educators spark the minds of those who will effect positive change in the world.
Teaching is a collaborative profession and we will continue to thrive if we have supporting communities. Early career educators aren’t always going to be the ones to reach out and join those communities because their minds are spinning. It is more important than ever for OEA members to reaching out to early career educators to make sure their voices are being heard and they are feeling supported throughout the year.

Marissa Platton  Teacher (Austintown EA)

Steven Yeager  Teacher (Heath EA)
OEA AND NEA DELEGATE ELECTION DEADLINES

- **September 20, 2019 Board Policy**
  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 7, 2019 and May 8-9, 2020.

- **October 10, 2019**
  OEA Bylaw 4-9d requires that all local associations must complete election of local association delegates to OEA Representative Assemblies.

- **October 15, 2019**
  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, 2019**
  (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 2019–2020 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 7, 2019**
  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, 2019**
  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 Atlanta, GA, July 2-6, 2020. Membership figures sent by OEA to NEA after January 15 are not included in the calculation for delegate allocation purposes.

- **January 18-February 23, 2020**
  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, 2020**
  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, 2020**
  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, 2020**
  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, 2020**
  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, 2020**
  Deadline for completion of election of local delegates to the National Education Association Representative Assembly.
Deadline for receipt at OEA (state affiliate) of local association delegate election report forms for the NEA Representative Assembly in Atlanta, GA (July 2-6, 2020). 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, 2020

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 2019-2020:

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 there of.

OEA-RETIRED ADVISORY COUNCIL ELECTIONS

Declaration of Candidacy forms, with a filing deadline of September 20, 2019 to OEA Secretary-Treasurer, are available for the following OEA-Retired Advisory Council vacancies:

- ECOEA vacancy
  (Term ends August 31, 2020)

Declaration of Candidacy forms, with a filing deadline of February 15, 2020, are available for the OEA-Retired Advisory Council members representing At-Large, Central, ECOEA, and SEOEA with terms beginning September 1, 2020, and ending July 14, 2023. 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 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 2019 REPRESENTATIVE ASSEMBLY ELECTIONS

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

- **NEA Director-1**
  (vacancy term ending August 31, 2020)

The following Board of Directors vacancy positions will be elected at the respective Fall District representative assemblies:

- **NEOEA-9** (vacancy term ending July 14, 2020) at the Fall 2019 NEOEA RA, the Declaration of Candidacy form must be received in the OEA Secretary-Treasurer’s office by August 26, 2019.

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 2020 REPRESENTATIVE ASSEMBLY ELECTIONS

Forms for Declaration of Candidacy for OEA statewide offices that are up for election will be available from local association presidents or the OEA website and may be reproduced for distribution if additional copies are needed.

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

- **OEA Board of Directors At-Large**
  (Term: July 15, 2020 – July 14, 2023)

- **OEA Board of Directors At-Large ESP**
  (Term: July 15, 2020 – July 14, 2023)

- **NEA Director 1**
  (Term: September 1, 2020 – August 31, 2023)

- **NEA Director 2**
  (Term: September 1, 2020 – August 31, 2023)

The following Board of Directors seats, with terms of office beginning July 15, 2020 and ending July 14, 2023, are to be elected at the respective spring district representative assemblies:

- **Capital-1**
- **Central-2**
- **Central-3**
  (Vacancy term ends July 14 2022)
- **Central-4**
- **Central-7**
- **ECOE-1**
- **NCOEA-1**
- **NEOEA-3**
- **NEOEA-6**
- **NEOEA-9**
- **NEOEA-10**
- **NWOEA 1**
- **SEOEA-1**
- **SEOEA-1**
- **SWOEA-4**
- **Student**

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 2019 REPRESENTATIVE ASSEMBLY

Notice to December 2019 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.
To take full advantage of the streamlined features, previous MyOEA app users are encouraged to uninstall it and then reinstall the new MyOEA app available from both the Apple App Store and the Google Play Store.

While similar in appearance, we’ve been under the hood streamlining features to make it easier to stay up-to-date on association news and announcements through push notifications. Notably, upcoming events and conferences are now automatically updated from the OEA website. App navigation has also been enhanced for easier access to OEA contact numbers, member-only benefits, and take-action steps on education-related legislation.

Additional App capabilities include:
- Upcoming events, meetings and conferences
- Flipping through the Ohio Schools magazine
- Contributing to The Fund for Children and Public Education (not available for iOS mobile)
- Connecting OEA websites, social media accounts, and groups
- Mapping the location of OEA events and offices

Stay up to date with MyOEA!

The OEA is proud to reintroduce a streamlined, member-focused MyOEA mobile app.
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. For an application or nomination form, visit the OEA website at www.ohea.org, click on the RESOURCES tab, and select the Scholarships and Awards link. The deadline for all applications is January 24, 2020.

**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.

**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.

**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 Education Association.

**ESP AWARDS**
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.

**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.

**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.

**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.

**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.

**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.

**FISCAL FITNESS AWARD**
The Fiscal Fitness Award recognizes local associations that have in place best financial practices. The Fiscal Fitness Award is presented to winning locals rather than to the treasurers of the locals. Locals have to submit applications for this award no later than January 31, 2020.

For questions or concerns email Awards at awards@ohea.org.
1. **Diversity Grant**  
The Foundation will offer grants to develop and pursue instructional programs or curriculum that promote an appreciation for diversity, equity, and respect for humankind within the classroom and educational environment. Three grants will be awarded at up to $3,000 each. Submission deadline will be February 1, 2020. Grants will be awarded by March 1, 2020 and grant funds must be spent by May 31, 2021.

2. **Whisper Fund**  
The Whisper Fund offers direct assistance to an individual student with educational or personal needs when a hardship is identified. Grants are issued to a requesting education staff member to purchase items or improve an individual’s school learning or academic performance or to assist with basic needs such as eyeglasses, personal hygiene items, repairs to broken wheelchair, etc. Each grant is a maximum of $200 up to a total annual funding of $5,000. This is a rolling grant with applications reviewed each month.

3. **Innovation Grant**  
As an organization, the OEA seeks to encourage conditions for creativity and innovation to flourish in classrooms and believes that well rounded learning experiences that meet the needs of the whole child and allow students to explore their interests and passions are key ingredients to success. Innovation Grants will be offered to those who are in pursuit of innovative and creative practices where learning is being enriched by experiences or projects. Two grants will be awarded at up to $5,000 each. Submission deadline will be February 1, 2020. Grants will be awarded by March 1, 2020 and grant funds must be spent by May 31, 2021.

4. **Make-A-Wish**  
Adopt-A-Wish pairs a local child who is eligible for a wish with a local organization that has committed to raising $8,000, the average cost of a wish, to make a child’s wish come true. The OEA Foundation is granting the first 10 locals that commit to the Adopt-A-Wish $500 each. Make-A-Wish works with local media to highlight Adopt-A-Wish partners so the community understands how local organizations are giving back.

For additional information on the OEA Educational Foundation and application forms, visit the OEA website at [www.ohea.org/oea_foundation](http://www.ohea.org/oea_foundation).
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.

- **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.

- **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.

- **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.

- **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.

- **TEACHER EDUCATION**
  The Associate of Arts in Teacher 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.

- **PARALEGAL**
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