

# Ohio Schools

A PUBLICATION OF THE OHIO EDUCATION ASSOCIATION



2020-2021

## OEA Member Resource Guide



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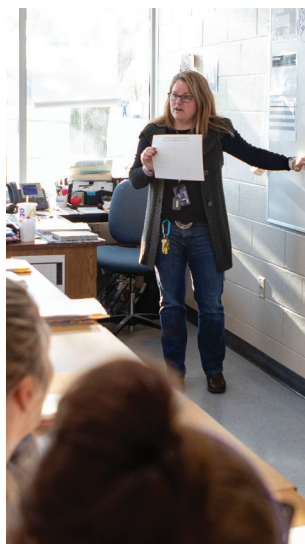
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Clearview teacher Carrie Mustard teaches math concepts to students in preparation for the GED.

## 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.





## PRESIDENT'S MESSAGE

# The Power of Our Union

IN CHALLENGING TIMES, WE NEED THE PROTECTION OF OUR UNION AND OUR CONNECTION TO ONE ANOTHER.

**D**id you ever think you would experience a start to the school year like this one? Whether your school has opened the year with an in-person, remote, or hybrid instructional model, things simply are not “normal” when navigating education amid a global pandemic. If you are like most OEA members, your summer was filled with anxiety amidst uncertainty as the number of coronavirus cases fluctuated and reopening plans were debated. How do I stay safe? How do I keep my students and family safe? How do I keep kids engaged in learning?

Knowing these questions were on the minds of our 120,000-plus members across the state, OEA leaders and staff have advocated for safe and equitable conditions for starting the school year. In districts and college campuses across the state, we have organized for sound, scientifically based plans that protect fellow members and students and the resources to implement them.

As strange as this year has been, and as much as we have all had to adapt to changing circumstances, OEA has been exceptionally well positioned to respond to this crisis. With four strategic priorities tailor-made to support you in challenging times, OEA is built for this.

**OEA's first strategic priority is to build the capacity of our local unions in ways that are relevant to the needs of members.** I cannot think of a time in my 30-year educational career when having strong locals was more relevant in protecting and advocating for members than now.

From bargaining for safe and healthy working conditions for teachers and education support professionals to providing legal representation to individual members—including necessary accommodations under the law for those most at risk—OEA has been working hand-in-hand with local leaders and field staff to ensure you have the protection you need.

**Priority two is leveraging the image of education employees to build support for public education.**

The voices of educators and our union have never been more important. OEA has been advocating with elected officials and in the media for clear, research based, enforceable school health and safety guidance. We have generated tens of thousands of messages calling on Congress to provide critical emergency funding to protect education jobs and meet student needs. We have successfully lobbied in the halls of the legislature for important legal changes, including suspension of OTES student growth measures, and continue to fight for a suspension of all state testing requirements for 2020-21, an end to our broken report cards, and critical fixes to our flawed school funding system. And we have stood strong in opposing the shameful attempt by Betsy DeVos and the Trump administration to politicize the virus and use the threat of funding cuts to bully schools into opening for in-person learning even where it's not safe. From ensuring the wellbeing of students and educators to closing resource gaps that leave too many students behind, the power of collective action has never been more critical.

**OEA's third strategic priority is to serve as a resource for professional issues.** With members in teaching roles in all grade levels and subject

areas, we are using the power of our union to connect members with one another through effective remote and hybrid learning strategies. Led by a cadre of members who serve as school counselors, nurses, social workers, and psychologists, we are also providing essential support in meeting the social and emotional needs of members and students alike. Like you, our staff and leaders are using technology in creative ways to keep members connected with one another so we can draw on one another's best practices in our common effort to ensure every student is successfully engaged in learning.

**OEA has committed to advocating for social, racial, and economic justice as its fourth strategic priority.** The activism that followed George Floyd's killing reminded all of us that as educators and union members, we are uniquely situated to change systemic racism in our society. OEA is supporting educators in understanding and responding to our own implicit biases so we can fulfill the promise of great public schools for ALL students. With COVID-19's disparate impact on people of color and its exposure and exacerbation of deep levels of inequity in our education system, our struggle for justice is especially crucial now.

Make no mistake, adversaries of unions and public education are seeking to exploit the challenges of the pandemic to weaken your voice. Secure in the power of our union, we will not let them win. Instead, in this strangest of all school years, we know that the protection of our union and our connection to one another are exactly what we need.

Scott W. DiMauro  
OEA President



# TOP 10 REASONS TO BELONG



**Support and Relationships**



**Influence and Power**



**Protection and Advocacy**

1

## A voice at the table

There's power in numbers. Belonging to your OEA and your local Association gives you greater influence over the decisions that affect your students, your classroom, and your career. Whether you advocate for changes at your 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.

2

## Increased pay and benefits

As part of your Association, you can advocate for professional pay, health care, and retirement security so a career in education is a viable profession.

3

## Improved professional practice

Your local helps you advocate for access to high-quality professional development and increased collaboration time so you can improve your practice. Your Association (and that means you and your co-workers!) can work with the administration to develop mentoring and other support from experienced colleagues.

4

## Nationwide community of educators

When you are a member of your local Association, you are also a member of your OEA and the National Education Association (NEA). Your Association is your way to connect with like-minded colleagues across the district, state, and nation who are working to better students' lives.

5

## Improved working and student learning conditions at your work site

Your Association empowers educators to advocate for smaller class sizes, less standardized testing, input into the curriculum, and safe buildings, just to name a few. These working conditions mean a better learning environment for your students.

6

## Positive change in your 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.

7

## Enhanced rights

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

8

## Commitment to social justice

As a member of your Association, you join forces with fellow educators to make a difference in the social justice issues that matter most to you. Your Association can provide the training and strategies needed to help achieve equity in your schools.

9

## Liability protection

Because the liability potential can be so serious for individuals employed by schools and other educational units, your OEA provides all eligible members with professional liability insurance through the Educators Employment Liability (EEL) Program.

10

## Member benefits

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

# OEA

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EDUCATION POLICY RESEARCH & MEMBER ADVOCACY DEPARTMENT

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## OEA: Building strong public schools and strong member advocacy

As the Ohio Education Association (OEA) enters its 174th year as an advocate for public education, members in all of Ohio's 88 counties are transforming schools and colleges, advocating for student-centered reforms, and defending collective bargaining rights from anti-union attacks. OEA is 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 those 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.

Ohio'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 others, and share their stories of 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.

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, while 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.

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.

It is also evident in OEA's ongoing efforts to ensure educators' voices are heard in decisions about how schools should function during the COVID-19 crisis.

The OEA has advocated for the health and safety of students, teachers, education support professionals, and communities; flexibility to make decisions in the best interest of students that reflect needs and priorities of communities; time for teachers, administrators, and education support professionals to plan and prepare for needed changes; state and local action to address fundamental inequities in our education system; and collaborative problem-solving.

At the state level, OEA has provided resources to support members and local leaders in their advocacy, implemented new programs to support the social and emotional health of members, developed new platforms for ongoing communication and information-sharing among staff and leaders, and found new ways to govern the association virtually.

Bolstered by the resources of their statewide union, OEA locals have fought successfully to gain essential personal protective equipment (PPE) for staff, ensure stay-at-home directives were followed, protect members' jobs and pay, and bargain for safe and fair working conditions.

Since its very beginning, the OEA has led the way for the continuous improvement of public education while advocating for its members and the students they serve. Working together in unprecedented times, the OEA and its more than 120,000 members will continue to successfully lead this work for many years to come.



# 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 29-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.



**Scott DiMauro**



**Jeff Wensing**

**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. 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.

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.

Since his election as OEA Vice President in 2019, Jeff has continued 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. As Vice President, he focuses on the OEA's strategic issues, shared values, and the students members work with each day.

**Mark Hill** began his career in public education in 1988, first as a middle school math teacher with Columbus City Schools and later 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 faced 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 has continued to advocate for budget priorities, including a restructuring of dues, that make OEA stronger in changing times. He led the Board of Directors to adopt policies that make it easier for locals to recruit members and to ensure that OEA has a streamlined process to hire quality field staff to consult with locals. Mark continues to work with locals and provide advice on financial reporting, membership enrollment, and issues with local elections. Additionally, Mark has altered Local Treasurer's Training to offer tracks according to experience. Mark believes OEA must support its locals and their leaders because they shape members' impressions of the value of OEA membership.



**Mark Hill**



**Sheryl Mathis**

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

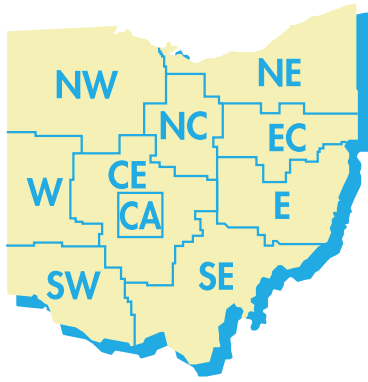
Sheryl has more than 35 years of professional experience in education. Before coming to Ohio, she was the Executive Director of the Arizona Education Association (AEA) where her leadership brought financial stability to an organization coping with the challenge of membership losses caused by the elimination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

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

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

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

# OEA District Associations



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

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 FCPE fundraiser during OEA Summer Leadership Academy, and a Stay-to-the-End drawing at the NEA-RA.

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[www.woea.org](http://www.woea.org)



# OEA Board of Directors

The 55-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-seven 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 OEA Aspiring Educators—each elect a member to serve on the OEA Board of Directors. Pictured are members of the OEA Board of Directors for 2020–2021.\*

*\* For the start of the 2020-2021 year, there are vacancies in the Central-3 and ECOEA-1 positions.*

*\* New member terms begin July 15 and September 1, 2020.*



Scott DiMauro  
President  
Worthington



Jeff Wensing  
Vice President  
Parma



Mark Hill  
Secretary-Treasurer  
Worthington



Samuel Adu-Poku  
Youngstown State University



Brenda Ames  
Elida



Andrea Beeman  
Maple Heights



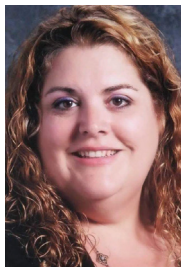
Adrienne Bowden  
Pickerington



Herman "M.J." Burkett  
Steubenville



Amy Butcher  
Westlake



Sharron Callahan  
Cardinal



Melinda Campbell  
Bethel



Amber Clark  
South-Western



Meaghan Coe  
Warren



Joyce Coney-Lacy  
Mad River



Norvel Crandall  
Morgan



Tim Davis  
Kenton



Kelly Duwve  
Sylvania



Angel Dyer-Sanchez  
Columbus



Larry Ellis  
Youngstown



Amy Fugate  
Huber Heights



Julie Garcia  
Lorain



Bonita Gauss  
Ashland



Jorge González  
Kings





Dan Greenberg  
Sylvania



Jen Hein  
Brunswick



Denise Hermetz  
Northwestern



Deborah Jackson  
Princeton



Linna Jordan  
Hilliard



Marchell Josie  
East Cleveland



Mary Kennedy  
Hilliard



Carol Kinsey  
OEA-Retired



Tammy LaPlante  
Ashtabula



Arthur Lard  
Portsmouth



Karen Linch  
Wooster



Debra Lipnos  
Twinsburg



Teri Mackey  
Wadsworth



Dwayne Marshall  
Gahanna-Jefferson



Thomas McOwen  
Bethel-Tate



Tamika Moss  
Canton



Carol Nance  
Fairfield



Geneva Parker  
Canton



Leah Phillips  
Ohio University



Stacy Recker  
West Clermont



Kim Richards  
Cardinal



Jason Scherer  
Field



Tammy Shelton  
SCOPE



Amy Shenefield  
Buckeye Valley



Alice Sneed  
Winton Woods



Erin Stevens  
Pickerington



Angela Stewart  
Reynoldsburg



Ty Tatman  
Zane Trace



Cheryl Williams  
Dublin



HaSheen Wilson  
Youngstown State University



# OEA Field Office Information

OEA Field is responsible for ensuring that the Association's key professional activities—including collective bargaining, member rights and protection, professional efficacy, local development and training, organizing strategy, information systems and business support/administration—are available to all of its 749 local affiliates.

The OEA has four 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, core values and strategic goals; 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 77 Leadership Councils.

**Leadership Councils** (groups of local associations that each work with a specific OEA field professional) make sure that there is effective, regular communication between the OEA and local affiliates regarding service-related matters. The Leadership Councils also ensure the effective coordination of activities and programs within the council and with other association units.

## Organizing

### ANNEX

**Makia Burns**  
**Matthew Ides**  
**Will Klatt**  
**Bob Matkowski**

## REGION 1

### 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  
Wheelersburg EA

### Kerri Hoover

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

### Patty Ray

#### South Central Ohio LC

Adena EA  
Chillicothe EA  
Greenfield Ex Village EA  
Huntington Local EA  
Paint Valley EA  
Pickaway Ross TA  
Southeastern Local TA  
Teays Valley EA  
Union Scioto EA  
Utioto SA  
Zane Trace EA  
Zane Trace SSP Assn

## COLUMBUS

**Jeremy Baiman**  
**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  
OEA/NEA  
Pleasant A of T  
Ridgedale TA  
River Valley Emp Assn  
River Valley TA  
Tri Rivers EA

### Karrie Strickland

**Big Darby LC**  
Fairbanks EA  
Graham EA  
Jonathan Alder EA  
London EA  
Marysville EA  
Mechanicsburg EA  
North Union EA  
Tolles EA  
Urbana 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 Kestner

**KALM**  
Cardington-Lincoln Fac  
Centerburg TA  
East Knox EA  
Fredericktown EA  
Highland EA  
Knox County Career Center  
Loudonville Perrysville EA  
Mt. Gilead TA  
Mt. Vernon EA  
North Fork EA  
Northridge 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 EA  
Southwest Licking EA  
Worthington CA  
Worthington EA

### Diedri Raines

**O- D<sup>4</sup>**  
Delaware Area CCEA  
Delaware City TA  
Dublin EA  
Dublin Support Assn  
Olentangy TA

### Nicole Smith

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

### Diana Watson-Urban

**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

### Ethan Young

**Salt Fork LC**  
Franklin Local TA  
Guernsey Noble EA  
Hopewell EA  
Maysville EA  
Monroe Co EA  
Tri-Valley EA  
West Muskingum EA  
West Muskingum SA  
Zanesville EA

### 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

### Randie Cosby

**Ohio River LC**  
Belmont-Harrison Voc EA  
Buckeye Local CTA  
Columbiana Associated Emp  
Connotton Valley TA  
Edison Local EA  
Harrison Hills TA  
Indian Creek EA  
Jefferson Co JVS TA  
Steubenville EA  
Toronto EA

### 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

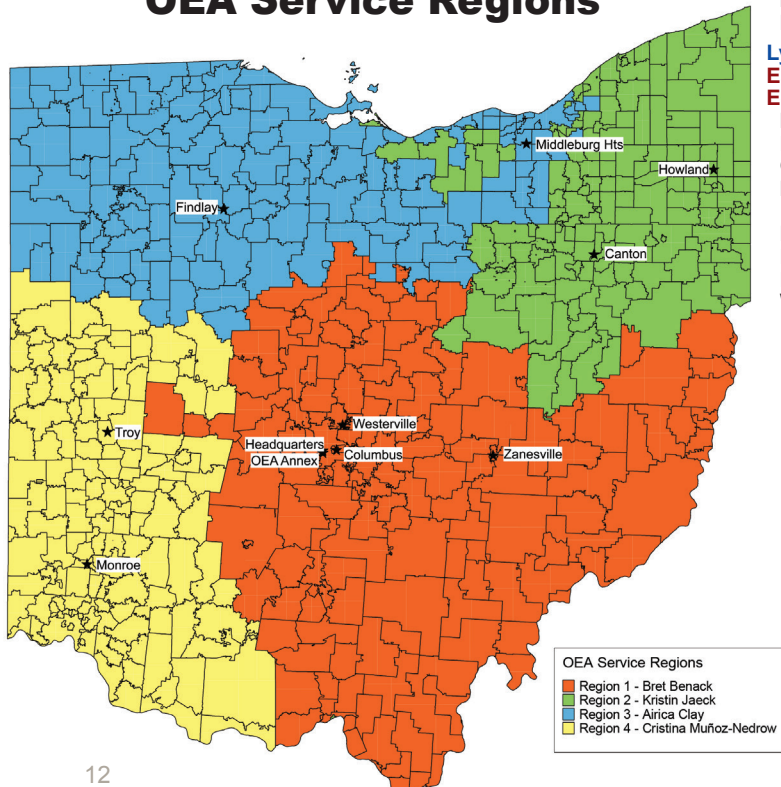
### Jonathan Knapp

**Brilliant LC**  
Barnesville ACE  
Barnesville EA  
Bellaire EA  
Bridgeport A of Clsfd  
Bridgeport EA  
Eastern Gateway CC EA  
Martins Ferry EA  
Shadyside 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

## OEA Service Regions



Gallipolis EA  
Ironton EA  
Ironton SSA  
Lawrence Co Voc TA  
Rock Hill EA  
South Point ACT  
Symmes Valley EA

#### **Patrick Frasher**

#### **Blue Ribbon Joint LC**

Belpre EA  
Carleton Sch/Meigs Ind  
Fort Frye TA  
Frontier Local EA  
Marietta EA  
Morgan Local EA  
Northern Local EA  
Southern Local EA  
Warren Local EA  
Washington Co CC TA  
Wolf Creek Local EA

#### **Amy Yevincy**

#### **National Trail LC**

Caldwell TA  
Cambridge TA  
Coshocton City EA  
Coshocton Co CC EEA  
East Guernsey Local  
TA  
East Guernsey SSA  
Mid East EA  
Noble Local CTA  
Noble Local SA  
River View EA  
Rolling Hills EA

### **REGION 2**

#### **CANTON**

#### **Kim Borzyn**

#### **Canton Unit C LC**

Canton Local Clsfd  
Assn  
Canton Local EA  
Dalton Local EA  
East Holmes TA  
Fairless EA  
Garaway TA  
Perry CTA  
Perry Support Staff  
Plain Local TA  
Southeast Local EA  
Stark Area Voc  
Educators

#### **Joshua Cawein**

#### **Summit/Portage A LC**

Hudson EA  
Mogadore EA  
Mogadore ESA  
Revere EA  
Stow Munroe Falls  
Clsfd EA  
Stow TA  
Weaver EA  
Weaver Workshop  
Supt Assn

#### **Beth Chandler-Marks**

#### **Summit/Portage B LC**

Akron Classified  
Coventry EA  
Cuyahoga Falls EA  
Geauga School Emp  
Assn  
Nordonia Hills EA  
Springfield Local ACT  
Tallmadge Teachers  
Assn  
Twinsburg EA  
Twinsburg SS  
OEA/NEA  
Woodridge EA

#### **Sarah Drinkard**

#### **Hall of Fame LC**

Canton Prof EA  
Jackson Classified PA  
Jackson Memorial EA  
Lake Local EA  
North Canton Clsfd  
Emp  
North Canton EA  
Northwest TA  
Tuslaw CTA

#### **OPEN**

#### **Tri-County Educational**

#### **Leaders LC**

Buckeye EA JVS  
Carrollton EA  
Claymont EA  
Dover EA  
Indian Valley TA  
Malvern EA  
New Philadelphia EA  
Newcomerstown Clsfd  
Newcomerstown TA  
Ridgewood EA  
Tuscarawas Valley TA

#### **Don Holub**

#### **Unit 38 LC**

CHASE  
Cuyahoga Hts A of T  
East Cleveland EA  
Garfield Hts TA  
Independence Clsfd EA  
Independence EA  
Lakeland Faculty Assn  
Maple Hts TA  
Maple Organiz Sup  
Team  
Richmond Heights EA  
Warrensville EA

#### **Gary Kovach**

#### **East Stark LC**

Alliance EA  
Chippewa EA  
East Canton EA  
Louisville EA  
Marlington EA  
Massillon EA  
Minerva Local EA  
Sandy Valley EA  
Stark Co Edu & Pro  
Trainers  
Stark Co DD SSA

#### **OPEN**

#### **Summit/Portage C LC**

Barberton EA  
Copley TA  
Field Local TA  
Green EA  
Green Local Assn of  
SS  
Manchester EA  
Maplewood Career  
Ctr EA  
Norton CTA  
Portage Lakes EA  
Waterloo EA

#### **Linda Repko**

#### **Kudos LC**

Clearview E.A.  
Columbia Loc EA  
Edison TA  
Elyria EA  
Firelands EA  
Keystone Local EA  
Lorain County JVS TA  
Sandusky EA  
Wellington EA  
Wellington SSP

#### **Alison Hoffa**

#### **WOEISME LC**

Orrville EA  
Green Local EA  
Northwestern Local EA  
Norwayne EA  
Norwayne ESP Assn  
Rittman EA  
Triway EA  
Wayne Co JVS EA  
Wooster EA

#### **HOWLAND**

#### **Ryan Dunn**

#### **North Coast UniServ**

#### **C LC**

Chagrin Falls EA  
Euclid Classified Assn  
Euclid Clsfd Assn-  
Transp  
Euclid TA  
Lake EADD  
Mentor Clsfd Emp  
Mentor TA  
Orange TA

#### **Gary Carlile**

#### **Western Reserve LC**

Canfield Bus Drivers  
Assn  
Canfield EA  
Lowellville EA  
Mahoning Co Career &  
Tech Ctr EA  
Poland EA  
South Range EA  
Springfield Local CTA  
Teachers Orgn West  
Reserve  
West Branch Clsfd  
Emp Assn  
West Branch EA

#### **Sherri Fowler**

#### **Tri-County Joint A LC**

Boardman EA  
Columbiana MRDD EA  
Mahoning EADD  
Robert Bycroft EA  
Summit Academy  
Youngstown EA  
Warren EA  
Warren Secretarial  
Assn  
Youngstown EA

#### **Christopher Dodd**

#### **Northeast UniServ LC**

Ashtabula ACSE  
Ashtabula Area TA  
Ashtabula Co Emp  
Assn  
Buckeye EA Ashtabula  
Conneaut Clsfd Emp  
Conneaut EA  
Geneva Area TA  
Grand Valley SSP  
Jefferson Area TA  
Madison EA  
Pymatuning Valley EA

#### **Herman Pipe**

#### **Trumbull County Joint**

#### **B LC**

Champion EA  
Champion Local SSP  
Girard EA  
LaBrae TA  
Liberty Assn of Sch  
Emp  
Mathews EA  
McDonald EA  
Newton Falls ACE  
Niles EA

Southington EA  
Trumbull Career &  
Tech EA

#### **OPEN**

#### **Unit 43 LC**

Austintown EA  
Campbell EA  
Sebring Local EA  
Struthers EA  
YSU A of Prof Adm  
Staff  
YSU-ACE  
YSU Chapter of OEA

#### **Sheila Saad**

#### **Trumbull County Joint**

#### **A LC**

Badger EA  
Bloomfield-Mespo EA  
Bristol A of Sch Emp  
Brookfield Assn of Schl  
Emp  
Howland CTA  
Hubbard EA  
Lakeview School Supt  
Assn  
Lakeview TA  
Maplewood EA  
Trumbull Co Board  
Clsfd SA  
Trumbull Co Board  
Prof SA

#### **Thomas Booth**

#### **Columbiana Unit 21 LC**

Beaver Local EA  
Columbiana EA  
Columbiana Local  
Assn SS  
Crestview EA  
East Liverpool EA  
East Palestine EA  
Leetonia EA  
Lisbon EA  
Salem EA  
Southern Local TA  
United EA  
Wellsville TA

#### **John Avouris**

#### **Unified Portage LC**

Aurora EA  
Crestwood EA  
Garfield EA  
Portage Co DD  
Ravenna EA  
Rootstown EA  
Southeast Local  
Dist TA  
Southeast SSP Assn  
Streetsboro EA  
Streetsboro SSPA  
Windham TA

#### **Kim Lane**

#### **North Coast UniServ**

#### **B LC**

Ashtabula JVSD TA  
Career & Technical  
Assn  
Fairport Harbor TA  
Kirtland EA  
Painesville City TA  
Perry CTA  
Riverside Local EA  
Wickliffe EA  
Willoughby-Eastlake C  
Willoughby-Eastlake TA

#### **Anne Thomas**

#### **North Coast UniServ**

#### **A LC**

Berkshire EA  
Cardinal EA

Chardon ACE  
Chardon EA  
Kenston EA  
Newbury EA  
West Geauga EA

### **REGION 3**

#### **FINDLAY**

#### **Mick Bates**

#### **HCC LC**

Buckeye Central EA  
Bucyrus EA  
Bucyrus Org of SS  
Monroeville TA  
Mohawk EA  
New London EA  
Norwalk TA  
Seneca East EA  
South Central Ed A  
Western Reserve EA  
Willard EA  
Wynford EA

#### **Denise Carmack**

#### **Maumee River LC**

Anthony Wayne EA  
Bowling Green EA  
Eastwood EA  
Lake EA - Wood  
Maumee EA  
Otsego EA  
Penta Career Center  
EA  
Rossford ACT  
Springfield EA  
Swanton EA  
Swanton SS Assn  
Wood Lane EA

#### **Frederick Pruitt**

#### **Maumee A LC**

Evergreen EA  
Northwood Loc EA  
Northwood Loc  
Schools SA  
Ottawa Hills EA  
Ottawa Hills SA  
Perrysburg EA  
Pike Delta York EA  
Sylvania EA  
TA of Lucas Co  
Schools  
TA of Washington Loc  
Wauseon EA

#### **Chris Cloud**

#### **ARK LC**

ASHCO DD EA  
Ashland City TA  
Crestview TA  
Hillsdale EA  
Knox New Hope Ctr EA  
Madison Local EA  
Mapleton TA  
Plymouth EA  
Shelby A of SS  
Shelby EA

#### **April Braun**

#### **AIWyDin LC**

Ada Classified Assoc  
Ada EA  
Apollo EA  
Carey EA  
Hardin Northern EA  
Kenton EA  
Lima EA  
Ridgemont EA  
Riverdale EA  
Upper Sandusky EA  
Upper Sandusky SS  
Upper Scioto Valley TA

#### **Dee Groman**

#### **Putnam County LC**

Columbus Grove EA  
Continental EA  
Findlay EA  
Fort Jennings EA  
Kalida EA  
Leipsic EA  
McComb TEA  
Miller City-New Cleve  
EA  
Ottawa Glandorf CTA  
Ottoville Local EA  
Pandora Gilboa EA  
Putnam County EA

#### **Pat Johnson**

#### **AVA LC**

Allen East EA  
Bath EA  
Bluffton EA  
Delphos EA  
Elida EA  
Lincolnview Local EA  
Marimor EA  
Perry EA  
Shawnee Classified EA  
Shawnee EA  
Spencerville EA  
Waynesfield-Goshen  
EA

#### **Annette Kubiske**

#### **Phoenix LC**

Antwerp EA  
Ayersville EA  
Four County JV EA  
Hicksville EA  
Holgate TA  
Liberty Center CTA  
Napoleon Faculty A  
North Central EA  
Patrick Henry EA  
Paulding EA  
TA of Central Loc  
Wayne Trace EA

#### **Mike McEachern**

#### **Northwest LC**

Archbold EA  
Bryan EA  
Defiance City EA  
Edgerton EA  
Edon Northwest TA  
Gorham Fayette TA  
Millcreek W Unity EA  
Montpelier EA  
Northeastern Local TA  
Northwest St Com Coll  
Stryker EA

#### **Shelly Cook**

#### **Kaleidoscope LC**

Clyde Green Springs  
EA  
Elmwood EA  
Fostoria EA  
Fremont EA  
Hopewell Loudon EA  
Lakota EA  
New Riegel EA  
North Baltimore EA  
Old Fort Loc EA  
Tiffin EA  
Van Buren EA

➤ CONTINUED



**Amelia Woodward**  
**S.H.O.E.S. LC**

Bellevue EA  
Danbury Assn-Non  
Teach  
Danbury EA  
Ehove TA  
Gibsonburg TA  
Huron Clsfd EA  
Huron EA  
Margaretta TA  
Oak Harbor EA  
Perkins EA  
Woodmore EA

**MIDDLEBURG  
HEIGHTS**

**Tara Reynolds Bales**  
**West Shore Regional  
LC**

Access  
Avon Lake EA  
Avon TA  
Bay Indiv/Sm Group  
Inst TA  
Bay TA  
Fairview Park EA  
North Olmsted EA  
Olmsted Falls TA  
Rocky River TA

**Tad Colbeck**  
**Emerald Coast LC**

Bedford EA  
Brecksville Broadview  
Hts EA  
Brecksville Broadview  
Hts SS  
Brooklyn EA  
Lakewood TA  
North Royalton EA  
Strongsville EA  
Westlake TA

**Mark Costantino**  
**Southwest LC**

Brunswick EA  
Brunswick ESP  
Mayfield A of SP  
Mayfield EA  
Medina Co Achv Ctr EA  
Parma EA

**Susan Dodge**  
**Medina County LC**

Black River SSP  
Black River TA  
Cloverleaf EA  
Highland EA  
Highland Support Staff  
Medina City TA  
Medina City Psych  
Assoc.  
Medina Co Voc Ctr  
Polaris EA  
Wadsworth EA  
Wadsworth Support  
Staff

**Marcus Whiteamire**  
**Lakeshore 58 LC**

Amherst TA  
Lorain ACE  
Lorain EA  
Oberlin Ohio EA  
Shef-Sheffield Lake  
Clsfd EA  
Sheffield-Sheff Lake TA  
Vermillion TA

**REGION 4**

**MONROE**

**OPEN  
Alpha LC**  
Batavia Prof EA

Bethel-Tate TA  
Clermont County Sp  
EA  
Clermont NE EA  
Felicity EA  
Milford Clsfd Emp A  
Milford EA  
West Clermont EA  
West Clermont HOPE  
Williamsburg EA

**Dan Ramos**  
**Warren County LC**

Carlisle TA  
Franklin EA  
Kings EA  
Lebanon EA  
Mason EA  
Miamisburg C.T.A.  
Springboro Clsfd Emp  
Springboro EA

**Katie Boerger**  
**The Cincy 10 LC**

Deer Park EA  
Forest Hills EA  
Norwood TA  
Princeton ACE  
St. Bernard-Elmwood  
PLC EA  
Sycamore EA  
Winton Woods TA  
Wyoming EA

**Scott Maney**  
**Miami Valley Joint  
Council B LC**

Dayton EA  
Ed of Montgomery Co  
Washington-Centerville  
Public Library Staff  
Association  
West Carrollton Clsfd  
EA  
West Carrollton EA

**Dan Mueller**  
**Omega South LC**

Blanchester EA  
Bright TEA  
Clinton Massie EA  
East Clinton EA  
Fairfield EA  
Hillsboro EA  
Little Miami TA  
Loveland EA  
Waynesville EA  
Waynesville Non Cert  
EA  
Wilmington EA

**Jeff Nolasco**  
**Eastern Butler County  
LC**

Edgewood TA  
Lakota EA  
Lakota SSA  
Middle-Roe Employees  
Union  
Middletown Clsfd EA  
Middletown TA  
Monroe EA

**Laura Rakay**  
**North Bend LC**

Finneytown ASP  
Finneytown EA  
Lockland EA  
Mt. Healthy TA  
North College Hill EA  
NW Assoc of Educators  
Oak Hills EA  
Reading EA  
Southwest Local CTA  
Three Rivers A of SSP  
Three Rivers EA

**Sean Thompson**  
**Western Butler County  
LC**

Butler EA  
Fairfield CTA  
Hamilton CTA  
Madison EA  
New Miami EA  
Ross EA  
Talapanda Classified  
SA  
Talapanda EA

**Renee Townley**  
**Southwest Hills LC**

Eastern Local EA  
Fayetteville-Perry Clsfd  
EA  
Fayetteville-Perry EA  
Goshen EA  
Goshen EA SSA  
Hamilton Co EA  
Manchester Ohio River  
Ohio Valley Local  
Ripley-Union-Lewis EA  
Southern Hills JVS TA  
Western Brown EA  
Western Brown Sch  
Emp Organization

**TROY**

**Jess Attili**  
**Western LC**

Brookville TA  
Huber Heights EA  
Jefferson Township EA  
Milton Union EA  
Newton TA  
Northmont Classified  
EA  
Northmont Dist EA  
Northridge TA  
Trotwood Madison EA  
Vandalia Butler EA

**Michael Batchelder**  
**Clark County LC**

Clark County VocASE  
Clark County Voc EA  
Clark-Shawnee Local  
EA  
Northeastern Local  
ASE  
Northeastern Local EA  
Northwestern A of Sch  
Emp  
Northwestern TA  
Southeastern Local EA  
Southeastern Local  
ESP  
Springfield EA  
Springfield ESP  
(SUESS)  
Tecumseh EA

**Donna Christman**  
**2 Far West LC**

Arcanum Butler CTA  
Eaton CTA  
Eaton SSP  
Franklin Monroe EA  
Greenville EA  
Mississinawa Val TA  
National Trail EA  
Preble-Shawnee Loc  
EA  
Tri-County North EA  
Tri-Village EA  
Twin Valley ACT  
Valley View CTA

**Shelli Jackson**  
**Grand Lake LC**

Celina EA  
Coldwater TO  
Fort Recovery EA

Marion Local EA  
Minster TA  
New Bremen TA  
Parkway EA  
St. Marys EA  
Wapakoneta CA  
Wapakoneta EA

**Becki Villamagna**  
**Miami Valley Joint  
Council A LC**

Beavercreek Classified  
Emp  
Beavercreek EA  
Centerville CTA  
Fairborn EA  
Kettering EA  
Mad River EA  
Oakwood TA

**Dominic Williams**  
**Grand Old River LC**

Anna Local EA  
Bellefontaine EA

Benjamin Logan EA  
Edison State EA  
Fort Loramie EA  
Hardin Houston EA  
Indian Lake ACE  
Indian Lake EA  
Russia EA  
Sidney EA  
United Riverside EA

**Jasmine Williams-  
Holston**  
**Greene County LC**

Cedar Cliff EA  
Greene Co CC Clsfd  
EA  
Greene Co CC EA  
Greeneview Classified  
EA  
Greeneview EA  
Sugarcreek EA  
Sugarcreek Local Assn  
of SP

Xenia Cafeteria  
Workers  
Xenia EA  
Xenia Education SP  
Yellow Springs EA

**Wayne Wlodarski**  
**Happy Trails LC**

Ansonia EA  
Ansonia Local Sup  
Pers  
Bethel EA  
Bradford TA  
Covington EA  
Miami East ASP  
Miami East EA  
Piqua EA  
Tipp City EA  
Troy City EA  
Troy City SSA  
Versailles EA

# OEA Field Office Locations

**ANNEX**

225 East Broad Street, P.O. Box 2136  
Columbus, OH 43216  
PHONE: 614 227 0046 or 866 427 0046  
FAX: 614 227 0191  
Laura Simonini, Administrative Assistant - 3rd Fl.  
Nina Ira, Administrative Secretary

**ORGANIZING DEPARTMENT**

225 East Broad Street, P.O. Box 2136  
Columbus, OH 43216  
PHONE: 614 227 0046 or 866 427 0046  
FAX: 614 227 0191  
Chantal Dixon, Research Technician

**BRILLIANT**

1479 Third Street  
Brilliant, OH 43913  
PHONE: 740 598 3561 or 800 544 7301  
FAX: 740 598 4352  
Denise Gunsur, Administrative Secretary

**CANTON**

220 Market Ave., Suite 301  
Canton, OH 44702  
PHONE: 330 650 9200 or 800 654 4034  
FAX: 330 650 9373  
LaTasha Ball, Administrative Secretary  
Daphne Midcap, Administrative Secretary  
Laura Keyes, Administrative Secretary

**COLUMBUS**

929 East Broad Street  
Columbus, OH 43205  
PHONE: 614 253 4731  
FAX: 614 253 0465  
Michelle Crouse, Administrative Secretary

**FINDLAY**

16406 E US 224, Box 100  
Findlay, OH 45840  
PHONE 419 448 1498 or 800 686 3948  
FAX 419 448 6808  
Pam Assenheimer, Administrative Secretary  
Deb Edwards, Administrative Secretary  
Heather Lewis, Administrative Secretary

**HOWLAND**

425 Niles Cortland Rd., SE, Ste 101  
Howland, OH 44494  
PHONE: 330 726 3250 or 800 637 1659  
FAX: 330 726 3258  
Page Hicks, Administrative Secretary  
Julie Taylor, Administrative Secretary  
Kim Ziegler, Administrative Secretary

**MIDDLEBURG HEIGHTS**

7530 Lucerne Dr., Suite 100  
Middleburg Heights, OH 44130  
PHONE: 440 243 6030 or 866 871 4567  
FAX: 440 243 6126  
Arlene Doubledee, Administrative Assistant  
Maisha Lloyd, Administrative Secretary

**MONROE**

30 Overbrook Drive, Suite A  
Monroe, OH 45050  
PHONE: 513 539 3131 or 800 487 6266  
FAX: 513 539 3121  
Linda Ball, Administrative Secretary  
Kim Mainous, Administrative Secretary  
June Rotundo, Administrative Secretary

**TROY**

180 S. Stanfield Rd., Ste. A  
Troy, OH 45373  
PHONE: 937 335 4544 or 800 766 1165  
FAX: 937 335 3766  
Linda Hofacker, Administrative Assistant  
Maggie Crumrine, Administrative Secretary  
Denice Walker, Administrative Secretary

**WESTERVILLE**

5026 Pine Creek Drive  
Westerville, OH 43081  
PHONE: 614 895 1041 or 800 686 4632  
FAX: 614 895 1482  
Sherri Lawrence, Administrative Secretary  
Erica Winters, Administrative Secretary  
Carolyn Wright, Administrative Secretary

**ZANESVILLE**

223 Main Street  
Zanesville, OH 43701  
PHONE: 740 439 7751 or 800 255 5748  
FAX: 740 432 6813  
Beth Hudson, Administrative Assistant  
Angy Thompson, Administrative Secretary  
Melissa Wilson, Administrative Secretary

\*Information effective July 31, 2020.

## HEADQUARTERS

225 East Broad Street P.O.  
Box 2550, Columbus, OH 43215, 43216  
Main Phone: 614 228 4526  
Toll Free (Ohio): 800 282 1500  
Fax: 614 228 8771

## OEA Executive Management

Sheryl Mathis, Executive Director

Tina O'Donnell, Mgr of Administrative Services–Operations

Patricia Collins Murdock, Assistant Executive Director–Field

Kristy Spires, Assistant Executive Director–Business Services

Brian Eastman, General Counsel

Michelle Geiman, Director of Human Resources and  
Workforce Planning

### Executive Offices

William Baird, Elections & Conference Coordinator

Briana McKay, Mgr of Administrative Services–Governance

Tina O'Donnell, Mgr of Administrative Services–Operations

Janet Jordan, 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

Lisa LaSota, Membership Specialist

Sandy Tackett, Membership Staff Acct II

Deborah Winters, Membership Specialist

## OEA Legal Department

Brian Eastman, General Counsel

Matt Cooper-Whitman, Assistant General Counsel

Kelly Bailey, Paralegal

Elyse Priest, Legal Assistant

Lori Gray, Administrative Assistant

Breonna Jackson, Administrative Assistant

## 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

OPEN, Director of Government Relations,  
Communications and Marketing

Melissa Clark, Lobbyist

Robert Davis, Lobbyist

Matthew Dotson, Lobbyist

Isabel Bozada-Jones, Political Advocacy Consultant

Joel Kohler, Communications Specialist

Julie Newhall, Writer and Publications Editor

Katie Olmsted, Media Relations Consultant

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)

Nick Gurich, Director of EPRMA

Ellen Adornetto, Education Policy and Practice Consultant

Demetrice Davis, Education Policy and Practice Consultant

Daria DeNoia, Education Policy and Practice Consultant

Todd Jaeck, Membership Consultant

Alex Nelson, Collective Bargaining and Research Consultant

Rebecah Pulsifer, Collective Bargaining and Research Consultant

Eric Watson-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 1, OEA Headquarters

Bret Benack, Regional Director

Laura Simonini, Administrative Assistant

### Region 2, Canton

Kristin Jaeck, Regional Director

Beth Hudson, Administrative Assistant

### Region 3, Middleburg Heights

Airica Clay, Regional Director

Arlene Doubledee, Administrative Assistant

### Region 4, Troy

Cris Muñoz-Nedrow, Regional Director

Linda Hofacker, Administrative Assistant

### Organizing

Bret Benack, Regional Director

Chantal Dixon, Research Technician

Nina Ira, Administrative Secretary

*\*Information current as of July 31, 2020*





## Attorney Referral Program 2020-2021

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

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

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

### ADAMS COUNTY

#### Young & Caldwell

225 N Cross Street  
West Union, OH 45693  
937-544-2152

*(Real Estate, Wills, Domestic, Consumer, Traffic, Other)*

#### Law Office of Barbara A. Moore

106 S Cross St  
West Union, OH 45693  
937-544-2500

*(Real Estate, Wills, Domestic)*

### ASHTABULA COUNTY

#### William P. Bobulsky Co., LPA

1612 E Prospect Rd  
Ashtabula, OH 44004  
440-998-4214

*(Domestic Traffic)*

### ATHENS COUNTY

#### Susan Gwinn, Attorney at Law

86 Columbus Circle, Suite 101  
Athens, OH 45701  
740-594-8686

*(Real Estate, Wills, Domestic, Traffic)*

### CUYAHOGA COUNTY

#### Goulder & Goulder

15887 Snow Rd, Suite 301  
Brook Park, OH 44142-2854  
216-676-6800

*(Real Estate, Wills, Domestic, Other)*

#### Nabors & Nabors, Ltd

11221 Pearl Rd  
Strongsville, OH 44136  
440-846-0000

*(Real Estate, Wills)*

#### The Gertsburg Law Firm

100 N Main St, Suite 300  
Chagrin Falls, OH 44022  
440-571-7777

*(Real Estate, Wills, Consumer, Other)*

### 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  
440-967-6136

### FAIRFIELD COUNTY

#### Jeffrey Feyko, Attorney at Law

115 N Center St  
Pickerington, OH 43147  
614-837-1870

*(Real Estate, Wills)*

#### Necol Russell-Washington, Attorney at Law

8067 Harvest Moon Dr  
Reynoldsburg, OH 43068  
888-243-5293

*(Real Estate, Domestic, Other)*

#### Mizelle Law Firm, LLC

PO Box 326  
Reynoldsburg, OH 43068  
614-458-8269

*(Real Estate, Wills, Domestic)*

### FRANKLIN COUNTY

#### Route Law, LLC

142 Granville St  
Gahanna, OH 43230  
614-475-7008

*(Real Estate, Wills, Domestic)*

#### Barr Jones & Associates LLP

150 E Mound St, Suite 200  
Columbus, OH 43215  
614-224-9001

*(Domestic, Traffic, Consumer, Other)*

#### Jeffrey Buskirk & Associates

4178 Broadway, OH Rt 62  
Grove City, OH 43123  
614-875-7220

*(Real Estate, Wills, Domestic, 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 P. Compton, Attorney at Law

3894 Broadway  
Grove City, OH 43123-7207  
614-875-7233

*(Real Estate, Wills, Domestic, Consumer, Other)*

#### The Gerth Law Office, LLC

465 Waterbury Court, Suite A  
Gahanna, OH 43230  
614-856-9399

*(Real Estate, Wills, Consumer, Traffic, Other)*

#### Branch Office:

3099 E 14th Avenue,  
Columbus, OH 43219

#### Lardiere McNair, LLC

3956 Brown Park Dr, Suite B  
Columbus, OH 43026  
614-534-1355

*(Real Estate, Wills, Domestic, Traffic, 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)*

**John M.D. Shady, Attorney at Law**  
132 Northwoods Blvd., Suite 100  
Columbus, OH 43235-4726  
614-443-6542  
(Wills, Other)

#### **GEAUGA COUNTY**

**Matt Rolf Attorney LLC**  
100 Center St, Suite 284  
Chardon, OH 44024  
440-286-9549  
(Real Estate, Wills)  
**Branch Office:**  
13111 Shaker Square, 304  
Cleveland, OH 44120

#### **GUERNSEY COUNTY**

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

#### **HAMILTON COUNTY**

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

**Lieberman and Lipez**  
415 Glensprings Dr, Suite 306  
Cincinnati, OH 45246  
513-674-1111  
(Real Estate, Wills, Domestic)

#### **HANCOCK COUNTY**

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

#### **JEFFERSON COUNTY**

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

#### **LICKING COUNTY**

**Schaller, Campbell & Untied**  
32 N Park Place, PO Box 309  
Newark, OH 43058-0309  
740-349-8505  
(Real Estate, Wills, Domestic)

#### **LORAIN 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  
440-967-6136  
**Kryszak & Associates Co., LPA**  
5330 Meadow Lane Ct, Suite A  
Sheffield Village, OH 44035  
440-934-5330  
(Real Estate, Wills, Domestic)

#### **LUCAS COUNTY**

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

**Branch Office:**  
4981 Cascade Rd, SE  
Grand Rapids, MI 49546  
616-940-1911  
(Real Estate, Wills, Domestic, Consumer, Traffic,  
Other)

#### **MAHONING COUNTY**

**Green, Haines, Sgambati Co., LPA**  
100 Federal Plaza E, Suite 800  
Youngstown, OH 44503  
330-743-5101  
(Wills, Traffic)

#### **MARION COUNTY**

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

#### **MEDINA COUNTY**

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

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

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

**Branch Office:**  
409 East Avenue, 2nd Floor  
Elyria, OH 44035

#### **MIAMI COUNTY**

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

#### **MONTGOMERY COUNTY**

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

#### **MUSKINGUM COUNTY**

**Gottlieb Johnston Beam Dal Ponte PLL**  
320 Main Street, PO Box 190  
Zanesville, OH 43701  
740-452-7555  
(Real Estate, Wills, Domestic, Traffic, Other)

#### **PICKAWAY COUNTY**

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

#### **PIKE COUNTY**

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

#### **PORTAGE COUNTY**

**Marks & Chandler Co., LPA**  
1001 S Water St  
Kent, OH 44240  
330-667-9000  
(Domestic)

#### **PREBLE COUNTY**

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

#### **ROSS COUNTY**

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

#### **SCIOTO COUNTY**

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

#### **STARK COUNTY**

**Baasten, McKinley & Co., LPA**  
Belden / Whipple Bldg NW  
4150 Belden Village St, Suite 604  
Canton, OH 44718  
330-492-0550  
(Wills, Other, Traffic)

#### **SUMMIT COUNTY**

**Thomas Kelley, Attorney At Law**  
PO Box 1305,  
Bath, OH 44210-1305  
330-958-9016  
(Real Estate, Wills, Domestic, Traffic, Consumer)

#### **UNION COUNTY**

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

#### **WARREN COUNTY**

**Alexander Webb & Kinman**  
423 Reading Road  
Mason, OH 45040  
513-228-1100  
(Wills, Domestic, Real Estate, Traffic, Other)  
**Mark R. Bogen, Attorney at Law**  
41 N Broadway  
Lebanon, OH 45036  
513-932-4284  
(Real Estate, Wills, Domestic, Consumer, Traffic)  
**Fowler & Stueve**  
301 E Silver St  
Lebanon, OH 45036  
513-932-7444  
(Real Estate, Wills, Traffic)





# The Value of OEA Membership

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

## REPRESENTING YOU BEFORE STATE AGENCIES

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

## PROVIDING YOU LEGAL REPRESENTATION AND LIABILITY PROTECTION

### Legal Services

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

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

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

Local associations may qualify for assistance for contract enforcement; State Employment Relations Board representation; services related to

bargaining or impasse, including interest arbitration; and for crisis situations, such as a strike or a bargaining election. Local associations also are reimbursed for a majority of the costs of grievance arbitrations and impasse panels.

### Liability Protection

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

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

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





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

## BUILDING YOUR ECONOMIC SECURITY

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

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

In addition to enjoying financial incentives through NEA Member Benefits, OEA members can save even more by using their membership cards to take advantage of *OEA ACCESS*.

Check the back of your membership card for simple instructions on registering for the program.

## KEEPING YOU INFORMED

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

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

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

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

## GIVING YOU A VOICE

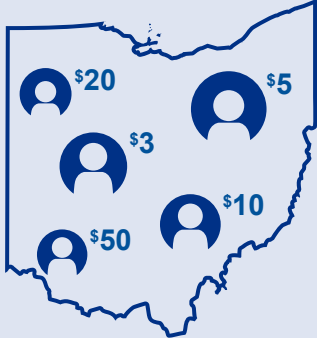
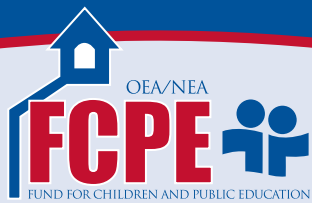
Representing the welfare and concerns of its members in the state legislature and in Congress is a major function of OEA and NEA.

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

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

► CONTINUED





Educators across the state give to the OEA Fund.



The OEA Fund pulls our resources together so our voices will be heard.



Educators sit down with candidates and ask the questions that matter the most to public schools. We endorse candidates based on their positions on education issues.



When our endorsed candidates get elected, we have a seat at the table for important decisions about public education.

## 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 Fund, 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 it is critically important that our voices are heard. We need to ensure schools receive the funding they need for students and educators to have a safe return to school while still making progress on issues like EdChoice Vouchers, testing, and repealing Ohio's failed state takeover law. These efforts have been made possible through supporting propublic education candidates and legislators with FCPE funds.

There are many ways you can get involved to 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/](http://www.ohea.org/get-involved/).
- Find your legislator (and their OEA Legislative Scorecard) at [scorecard.ohea.org/](http://scorecard.ohea.org/).
- Attend an OEA Member Lobby Day.
- Contribute to the OEA/NEA Fund for Children and Public Education. Visit [www.ohea.org/donate/](http://www.ohea.org/donate/).



# The Value of OEA Membership

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

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

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

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

EPRMA staff coordinates the development and delivery of the annual OEA Summer Leadership 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

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

OEA Collective Bargaining and Research Consultants work with members and staff to help them

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

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

## PROVIDING INTERNAL ORGANIZING AND MEMBERSHIP STRATEGY SUPPORT

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





# 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.

**In response to member needs and concerns, OEA has developed a COVID-19 FAQ resource available at [www.ohea.org/oea-coronavirus-faq/](http://www.ohea.org/oea-coronavirus-faq/).**



## ORGANIZING FOR STUDENT SUCCESS

OEA Organizing works to build solidarity member to member. From building effective locals and member power, to strengthening relationships between individuals and communities, OEA Organizing is here to work with you. Contact [organizing@ohea.org](mailto:organizing@ohea.org) to find out how Organizing can help you achieve your goals.

## WHAT'S YOUR VISION FOR AN EFFECTIVE LOCAL?

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

OEA's Organizing department assists locals in the long-term development of member activism, advocacy, and commitment. We work with locals to

produce long-term strategic plans, deepen relationships with community allies, and activate the educational leaders of tomorrow.

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

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

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

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

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

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





## 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

- Greek organizations
- Local media
- Colleges/ Universities
- Local politicians

## 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](http://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)
- Status of local association dues obligations to OEA and NEA, including copies of billing statements
- Membership enrollment forms
- Copy of the local association's constitution and bylaws sent to OEA
- **InfOEA—a one-stop contact center—provides assistance to members with questions they may have. Typically, questions come from a local treasurer or a member with administrative responsibilities**

and may include inquiries about dues, billing issues and managing membership situations.

All members are welcome to contact 1 844 OEA info (1 844 632 4636) or [membership@ohea.org](mailto: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 Leadership 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](http://www.ohea.org/oea-lobby-day).
- The Ohio Legislative Directory

- OEA-FCPE (Ohio Education Association Fund for Children and Public Education) fund raising materials and OEA-FCPE Constitution and Bylaws, screening, endorsement and campaigning guidelines
- OEA Legislative Watch [www.ohea.org/legislative-watch](http://www.ohea.org/legislative-watch)

## OEA Human Resources and Workforce Planning

- OEA job descriptions
- OEA staff contracts/salaries





# The Strength of OEA Members

**OEA represents more than 120,000 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

**P**re-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 teacher sdevote their professional lives to promoting and supporting student learning and are leading the way for children and public education.

## Higher Education

**T**he 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](mailto:gkovach@ohea.org).





## Education Support Professionals (ESPs)

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

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

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

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

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

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

ESPs are employed in these job families:

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

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

## 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:

- A quarterly newsletter, *The OASNP Newsliner*, The OASNP website, [www.OASNP.ohea.us/](http://www.OASNP.ohea.us/).





# The Strength of OEA 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 \$10.00 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. The form must be forwarded to the OEA membership department by the local membership chairperson or treasurer. Please note that if membership forms are not processed by OEA you will not become an official member. If you are paying by cash or check, this process must be repeated each year. If you are on continuing membership, this will have to be completed one time only.

For more information on 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/](http://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://aboutsco.pe.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/NEA-R as a unified lifetime retired member with a one-time payment of \$450 (\$150, OEA-R; \$300, NEA-R), or as an

annual unified retired member with a yearly payment of \$60 (\$25, OEA-R; \$35, NEA-R).

OEA active members can join now as lifetime retired members for a one-time investment of \$450.

Sign up online at [www.ohea.org/retired](http://www.ohea.org/retired) or request a membership form from Membership at OEA, 225 E Broad St., Box 2550, Columbus, OH 43216, or by calling 844 632 4636. You can also email for more information at [membership@ohea.org](mailto:membership@ohea.org).

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/retired](http://www.ohea.org/retired).





## OEA Aspiring Educators (OEA-AE)

OEA Aspiring Educators (OEA-AE) is a unique community within the OEA supporting undergraduate and graduate students as they prepare for careers in education. This community is active on college and university campuses across the state, providing members with the support they need to complete their education training and empower them to be active, successful and visible members of their profession.

### Members of the OEA-AE have access to:

#### Support and Relationships

Connect with other Aspiring Educators who understand that balancing a course load and a workload can be overwhelming. OEA-AE members are supported by a state and national network of students in teacher preparation programs who are facing the same challenges and finding ways to overcome them.

#### Influence and Power

Work together with other aspiring and active educators to make a difference in the lives of students. The four core values of OEA-AE: Teacher Quality, Community

Outreach, Political Action, and Social Justice provide foundations for how we can turn knowledge into power and advocate for students by building meaningful influence through connections with community partners, cooperating teachers, and fellow OEA-AE members.

#### Protection and Advocacy

OEA stands behind its OEA-AE members, ensuring that student teachers can focus on teaching and learning...knowing that they have \$1 million dollars of professional liability protection. OEA-AE members have elected their Board of Directors to advocate at the state and national level for policies and practices that will positively impact teacher preparation programs and Aspiring Educators by ensuring that they are not only listened to, but also heard!

Contact OEA Staff Liaison Kristin Jaeck (Beth Hudson, Admin, Assistant) by email at [aspiringed@ohea.org](mailto:aspiringed@ohea.org) to learn how to become part of OEA-AE. Additional information about OEA Aspiring Educators is available at [www.ohea.org/aspiringed](http://www.ohea.org/aspiringed).

#### 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](http://www.OHEA.org/ONE).





Ohio's New Educators

We believe empowered educators spark the minds of those who will effect positive change in the world.

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.

Get involved at [www.ohea.org/one](http://www.ohea.org/one)

## 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.

### Professional Growth

**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.





HELP make  
your local a  
welcoming  
place for new  
educators

Be the first to connect them to resources and support.

Get your FREE ONE t-shirt by completing our interest survey at <https://tinyurl.com/oanewed> (available to educators in their first five years in the profession).

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

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

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

Visit our site today and connect newer to the profession members to the Ohio's New Educator's (ONE) at: [www.ohea.org/one](http://www.ohea.org/one)

OEA

OHIO EDUCATION ASSOCIATION

It is important for members to connect with Early Career Educators in the workplace because they are the future of our schools and our unions. They need to feel supported and have someone to turn to when they are struggling.

**Joshita Reza** *Teacher (Dayton EA)*



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.

**Zach Jones** *Teacher (Mansfield SEA)*







This year, more than ever, it will be important for educators to connect with fellow educators, engage in continual learning, and share resources and best practices. That's why the Ohio's New Educators (ONE) is excited to offer Beyond the Classroom, a virtual learning series where you can connect with, learn from and share ideas among fellow New Educators and ONE leaders from across Ohio.

**Don't just survive – THRIVE! Learn how to:**

**Run a Smooth Classroom Using Routines and Transitions: | DATES: 8/27 & 9/26**

Teach your students how to behave in *your* classroom by establishing a management framework that focuses on routines, transitions and replacement behaviors.

**Get to Know Your Students by Building a Culture of Acceptance: | DATE: 8/29**

Build strong relationships with your students and mitigate challenging behavior by creating a feeling of community and belonging in your classroom.

**Incorporate Technology Responsibly in Your Classroom: | DATES: 9/24 & 10/17**

Develop strategies for when, where, and how to safely incorporate technology into your classroom and curriculum; and how to set clear expectations for student use.

**Communicate Effectively with Students and Families: | DATES: 10/15 & 11/14**

Build methods for engaging with students and families in a positive, community-building manner using affective statements that focus on the behavior, not the person.

**Transform Challenging Behaviors into Opportunities: | DATES: 11/12 & 2/20**

Learn to respond to misbehavior in a positive, restorative manner by incorporating trauma-informed practices and positive discipline that relies on logical consequences.

**Avoid Burn-Out by with Mindful Self-Care and Self-Compassion: | DATES: 2/18 & 3/20**

Identify different approaches and resources that allow you to take a break, refocus, and care for yourself so you can care for your students.

**Learn More & Register Today:**  
[tinyurl.com/onelearning](https://tinyurl.com/onelearning)

**Thursday Sessions - 6 – 7:30 P.M.**  
**Saturday Sessions - 10:30 A.M. – Noon**

Brought to you by:



**ONE**  
Ohio's New Educators



**OEA**  
OHIO EDUCATION ASSOCIATION

    
@OHNewEducators



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# OEA AND NEA DELEGATE ELECTION DEADLINES

- **September 20, 2020 Board Policy**  
Deadline for receipt in the OEA office of the DECLARATION OF CANDIDACY FORM for Electoral Unit, Aspiring Educators and OEA-Retired Delegates At-Large to OEA Representative Assemblies, **December 5, 2020 and May 7-8, 2021.**
- **October 10, 2020**  
OEA Bylaw 4-9d requires that all local associations must complete election of local association delegates to OEA Representative Assemblies.
- **October 15, 2020**  
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, 2020 (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 2020–2021 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 5, 2020**  
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, 2020**  
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 Denver, CO, July 2-6, 2021. Membership figures sent by OEA to NEA after January 15 are not included in the calculation for delegate allocation purposes.
- **January 16-February 14, 2021**  
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. Solidified dates per district will be in place once District RA Dates are established.
- **January 31, 2021**  
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 21, 2021**  
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, 2021**  
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, 2021**  
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, 2021**  
Deadline for completion of election of local delegates to the National Education Association Representative Assembly.
- **April 10, 2021**  
Deadline for receipt at OEA (state affiliate) of local association delegate election report forms for the NEA Representative Assembly in Denver, CO (July 2-6, 2021). 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.)

➤ CONTINUED



**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, 2021**

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 2020-2021:*

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

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

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

## OEA-RETIRED ADVISORY COUNCIL ELECTIONS

Declaration of Candidacy forms, with a filing deadline of September 21, 2020 to OEA Secretary-Treasurer, are available for the following OEA-Retired Advisory Council vacancies:

■ **Higher Education vacancy**  
(Term ends July 14, 2022)

■ **ECOEA vacancy**  
(Term ends July 14, 2023)

Declaration of Candidacy forms, with a filing deadline of February 15, 2020, are available for the OEA-Retired Advisory Council members representing Chair, Vice-Chair, Secretary, Capital, EOEA, NCOEA, and NWOEA with terms beginning July 15, 2021, and ending July 14, 2024. 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 ASPIRING EDUCATORS DELEGATE ELECTION NOTICE

The OEA-Retired and the OEA Aspiring Educators 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 OEA-AE 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.

■ **Local association delegate**

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

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

■ **Cluster delegate**

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

■ **Aspiring Educator-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 AND NEA DELEGATE ELECTION DEADLINES

■ **On or about March 15, 2021**

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, 2021**

Deadline for completion of election of local delegates to the National Education Association Representative Assembly.

**OEA FALL 2020 REPRESENTATIVE ASSEMBLY ELECTIONS**

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

■ **ECOEA-1**

(vacancy term ending July 14, 2023) at the Fall 2020 ECOEA RA, the Declaration of Candidacy form must be received in the OEA Secretary-Treasurer's office by August 24, 2020.

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 2021 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 Secretary-Treasurer**

(Term: July 15, 2021 – July 14, 2024)

**OEA Board of Directors At-Large**

(Term: July 15, 2021 – July 14, 2024)

**NEA Director 5**

(Term: September 1, 2021 – August 31, 2024)

**NEA Director 6**

(Term: September 1, 2021 – August 31, 2024)

The following Board of Directors seats, with terms of office beginning July 15, 2021 and ending July 14, 2024, are to be elected at the respective spring district representative assemblies:

**Central-1**

**Central-5**

**Central-8**

**ECOEA-2**

**NEOEA-1**

**NEOEA-4**

**NEOEA-7**

**NWEOA-3** Vacancy term ends

July 14 2021

**NWEOA-3**

**SWEOA-1**

**SWEOA-5**

**WEOA-1**

**Aspiring Educator (OEA-AE)**

**Higher Education**

**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](http://www.ohea.org) and obtained from the local UniServ Office or OEA Executive Offices by calling toll-free 800 282 1500.**

**OEA FALL 2020 REPRESENTATIVE ASSEMBLY**

*Notice to December 2020 OEA Representative Assembly Delegates:* Delegates must present a valid photo ID 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.





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](http://www.ohea.org), click on the RESOURCES tab, and select the Scholarships and Awards link. **The deadline for all applications is January 22, 2021.**

### 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 Student Education Association and the NEA Aspiring Educator Program.

### ESP ASPIRING TEACHER SCHOLARSHIP

The \$4,000 *ESP Aspiring Teacher Scholarship* is presented each year to an ESP 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 AWARD

The *Education Support Professional Award* is presented each year to an OEA member whose activities reflect the contributions of education support professionals to public education. The recipient must have been a member of OEA for three years as of July 15 of the award year.

### 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, 2021.

**For questions or concerns email Awards at [awards@ohea.org](mailto:awards@ohea.org).**



OHIO EDUCATION ASSOCIATION  
EDUCATIONAL  
FOUNDATION



## OEA Educational Foundation grants available to members

**The mission of the OEA Foundation is to design, develop, promote, and implement public education programs and materials intended to educate and improve the efficiency and effectiveness of education professionals in the State of Ohio.**

**The mission encompasses ideas discussed as potential foundation work including funding educator initiatives to enhance student learning, student achievement, and wellbeing, and promoting social justice in public education. Members of the OEA Educational Foundation Board of Directors have led the development of four OEA Educational Foundation grants available to OEA members and locals:**

### **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. Six grants will be awarded at up to \$3,000 each. The annual submission deadline is February 1 with awards determined by March 1. The grantee will then have one year from May 31 of the award year to utilize the funds.

### **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 \$500 up to a total annual funding of \$10,000. 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. Four grants will be awarded at up to \$5,000 each. The annual submission deadline is February 1 with awards determined by March 1. The grantee will then have one year from May 31 of the award year to utilize the funds.

### **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).





## HIGHER EDUCATION BENEFIT EARN YOUR ASSOCIATE DEGREE FOR FREE



### A DEGREE FOR YOU OR YOUR FAMILY

Active and retired OEA members and their families are eligible to earn their Associate Degree online for Free in partnership with Eastern Gateway Community College.



### ZERO OUT OF POCKET COSTS

Earn your degree with no out-of-pocket cost through a last-dollar scholarship that covers the difference between any federal grants and your tuition, fees, and e-books.



### EARN TRANSFERABLE COLLEGE CREDITS

Eastern Gateway Community College is a public, non-profit, regionally accredited school—which means credits earned may be transferred to other schools.

### DEGREE PROGRAMS INCLUDE:

- Advertising
- Cyber Security
- Data Science
- Digital and Social Media
- Entrepreneurship
- Finance
- Healthcare Management
- Hospitality: Food and Beverage Management
- Hospitality: Hotel and Event Management
- HR Management
- Information Systems
- Labor Studies
- Marketing
- Programming & Development
- Associate of Arts
- Criminal Justice
- Teacher Education Degree (Associate of Arts)
- Paralegal
- Patient Home Navigator
- Office Management
- Program Details
- And more...

### APPLY IN 3 EASY STEPS:

- 1 Complete the inquiry form at [freecollege.ohea.org](http://freecollege.ohea.org)
- 2 Apply to Eastern Gateway Community College and submit proof of high school or GED completion
- 3 Complete FAFSA at [fafsa.ed.gov](http://fafsa.ed.gov) (school code 007275)

*NOTE: Any available federal grants will be used toward your tuition, fees and e-books at EGCC. As long as your file is complete, the OHEA Free College benefit will cover the rest. And even if you don't qualify for any grants, a scholarship will cover the entire amount.*



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*Our enrollment advisors are here to guide you every step of the way.*



## BACHELOR'S DEGREE COMPLETION PROGRAM

EARN YOUR DEGREE FOR **FREE**



### No-out-of-pocket cost

In partnership with Central State University, OEA offers members and their families the opportunity to earn their Bachelor Degree online with no-out-of-pocket cost.

Students who complete the enrollment process will be eligible for a last-dollar scholarship that covers any gap between a student's federal, state and employer education grants and their tuition, fees and books at CSU.

#### WHO IS ELIGIBLE?

The program is open to active and retired members of OEA, their spouses, domestic partners, children (including stepchildren and children-in-law), financial dependents, siblings, parents, and grandchildren. Family members do NOT need to be financial dependents or living with the member to be eligible.

#### ENROLLMENT REQUIREMENTS

An Associate degree or 60 credit hours in the intended major is required to enroll. Students who have earned an Associate degree or college credit outside of their intended major, will begin with the OEA Higher Education Benefit Program at Eastern Gateway Community College and then transfer into the Bachelor's Degree Completion Program at Central State University.

#### About Central State University

Central State University, founded in 1887, is a public, land grant college located in Wilberforce, OH, Regionally accredited by the Higher Learning Commission of the North Central Association of Schools and Colleges, CSU is committed to transforming lives through higher education.

### APPLY NOW IN

### 3 EASY STEPS:

#### EARN YOUR BACHELOR DEGREE IN:

- Business Administration
- Teacher Education
- Criminal Justice
- ...and more coming soon

- 1** Complete your inquiry form and Central State University application through the links on [Bachelorsdegree.OHEA.org](http://Bachelorsdegree.OHEA.org)
- 2** Complete the Free Application for Federal Financial Aid (FAFSA) in order to determine whether you are eligible for any federal aid.
- 3** Submit your official High School and College transcripts.  
*NOTE: It is important to submit transcripts from every college you have attended in order to ensure comprehensive evaluation.*



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**Bachelorsdegree.OHEA.org | (888) 590-9009**

*Our enrollment advisors are here to guide you every step of the way.*





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At NEA Member Benefits, we know educators live busy lives — at school and at home. That's why we're here to give you travel discounts, budget tips, retirement advice and help researching and choosing the right financial and insurance products. **More than what you need, it's what you deserve as a member.**

### PERSONAL FINANCE

Get expert tips to make your money go further now — and years from now. Take the **Are You Financially Fit?** quiz, get insights about credit and debt consolidation and find creative ways to **Survive the Summer Paycheck Gap.**  
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[neamb.com/ratesmart](https://neamb.com/ratesmart)

**Earn Rewards With Every Purchase:** Choose a card that earns cash back with the NEA<sup>®</sup> Cash Rewards Card.<sup>1</sup>  
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**See Your Savings Grow:** The NEA Savings Program offers an NEA<sup>®</sup> Online Savings Account, an NEA<sup>®</sup> Money Market Account and more. Products offered by Discover Bank, Member FDIC. [neamb.com/savings](https://neamb.com/savings)

### TRAVEL & VACATIONS

Your dream vacation may be within reach — check out these **8 Little-Known Vacation Deals for Teachers.** And, since museum tickets and admission to parks and attractions can really add up, make your vacation dollars go even further with **100 Free Attractions in Top U.S. Cities.**  
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**Save on Flowers and Gifts:** Save 20% on flowers, plants, gift baskets and more. [neamb.com/flowers](https://neamb.com/flowers)

**Member-Only Savings on Appliances:** Shop this secure online store for quality GE home appliances at amazing discounts. [neamb.com/appliances](https://neamb.com/appliances)

**Exclusive Online Savings:** Take advantage of Limited Time Offers from top retailers available only to NEA members. [neamb.com/lto](https://neamb.com/lto)

### YOUR HOME

School may be your second home, but NEA is here to help you take care of your first one, too. If you're just starting out, know the **Five Things Not to Do** before applying for a home loan. Already a homeowner? Be sure you have the **Right Homeowner's Insurance** to protect your property. ▶ [neamb.com/your-home](https://neamb.com/your-home)



**Save an Average of \$423 per Year:** Members save big with NEA Auto & Home Insurance provided by California Casualty.<sup>3</sup>  
[neamb.com/autohome](https://neamb.com/autohome)

### YOUR CAR

When it's time to buy a new or used vehicle, we're here to help make the process a lot less intimidating. Review our **14-Point Checklist to Buy a Car With Confidence.** If you do your homework, you may be able to earn extra credit ... in the form of savings. ▶ [neamb.com/your-car](https://neamb.com/your-car)



**Average Member Discount of \$3,026:** With the NEA<sup>®</sup> Auto Buying Program, members regularly see big savings off the MSRP. [neamb.com/autobuying](https://neamb.com/autobuying)



### LIFE INSURANCE PROTECTION



The thought of life insurance may seem daunting but at NEA Member Benefits, we have the tools and advice to make getting the right life insurance easy. Our **Insurance Calculators** can help you determine the amount of coverage you need. Plus, put your knowledge to the test by reading the **6 Myths About Life Insurance.**  
▶ [neamb.com/life-insurance-protection](https://neamb.com/life-insurance-protection)

**Help Protect Those You Love:** Choose from a range of quality life insurance plans, all at member-only group rates.<sup>2</sup>  
[neamb.com/insurance](https://neamb.com/insurance)



## STUDENT LOAN DEBT



If you're weighed down by massive school loans, ask yourself: **Are You Eligible for Student Loan Forgiveness?** Find out and see if relief might be in your future. For more help, learn the **4 Things Educators Need to Know About Student Loans.** ▶ [neamb.com/student-loan-debt](https://neamb.com/student-loan-debt)

**Take Control of Your Student Debt:** The NEA Student Debt Navigator can help you determine your eligibility for student loan forgiveness, potential savings and more. [neamb.com/loanforgiveness](https://neamb.com/loanforgiveness)

## RETIREMENT PLANNING



Being in education comes with unique considerations regarding retirement. See how **Retirement Planning for Educators Is Different.** And, since educators retire earlier, on average, than other professionals, planning earlier is better — learn **Why You Should Start Saving Early.** ▶ [neamb.com/retirement-planning](https://neamb.com/retirement-planning)

**Manage Retirement Savings & Income:** Plan with the NEA Retirement Program. There are a variety of options that can help you protect retirement savings or create a reliable income stream. [neamb.com/retirement-program](https://neamb.com/retirement-program)

**Choose Your Own Doctor:** The NEA® Retiree Health Program (to supplement Medicare) has options at member-only group rates and no provider lists.<sup>4,5</sup> [neamb.com/rhp](https://neamb.com/rhp)

## FAMILY & WELLNESS

There's more to keeping your family healthy than eating well and exercising. You need a well-rounded approach that involves everything from implementing the **7 Habits of Healthy Educators** to considering **5 Smart Reasons to Buy Pet Insurance.** ▶ [neamb.com/family-and-wellness](https://neamb.com/family-and-wellness)



**Enjoy Hassle-Free Health Benefits:** Get affordable access to comprehensive care with NEA Dental & Vision Insurance Plans. [neamb.com/dentalvision](https://neamb.com/dentalvision)

**Affordable Care for Your Pets:** NEA Pet Insurance<sup>6</sup> plans start at \$1 per day<sup>7</sup> for emergency visits, prescriptions, exams, X-rays and more. [neamb.com/pet](https://neamb.com/pet)

## Stay in the know

We've gathered the five simplest ways to keep on top of your benefits — because the more you know, the more valuable your benefits will be. [neamb.com](https://neamb.com) is the place to start.

- 1 **Register for benefits** at [neamb.com/sign-me-up](https://neamb.com/sign-me-up)
- 2 **Register a beneficiary** for your no-cost to you NEA Complimentary Life Insurance<sup>2</sup> coverage to let us know where you want your benefits to go: [neamb.com/complife](https://neamb.com/complife)
- 3 **Sign up for NEA® Vacations** to browse deals on hotels, resorts, cruises and more. Receive \$500 in Travel Dollars the first time you use it: [neamb.com/neavacations](https://neamb.com/neavacations)
- 4 **Subscribe to free newsletters** filled with helpful tips and solutions at [neamb.com/newsletters](https://neamb.com/newsletters)
- 5 **Follow us on social** ([@NEAMemberBenefits on Facebook](https://www.facebook.com/NEAMemberBenefits) | [@NEABenefits on Twitter](https://twitter.com/NEABenefits))

**nea** Member Benefits

**No dues dollars are used to market NEA Member Benefits programs.** Some programs are not available in all states. NEA, NEA Member Benefits and the NEA Member Benefits logo are registered service marks of NEA Member Benefits.

<sup>1</sup>For information about the rates, fees, other costs and benefits associated with the use of these credit cards, please visit us online at [www.neamb.com/finance/credit-cards](https://www.neamb.com/finance/credit-cards). These credit card programs are issued and administered by Bank of America, N.A. <sup>2</sup>NEA Life Insurance coverages are issued by The Prudential Insurance Company of America, Newark, NJ. 1035849-00001-00 <sup>3</sup>The NEA Auto and Home Insurance Program is provided exclusively by California Casualty. Insurance products listed are subject to availability and eligibility. <sup>4</sup>Provided by the NEA Members Insurance Trust. <sup>5</sup>Your rate depends on your particular circumstances; not all members will save. <sup>6</sup>Pet insurance coverage is offered and administered by Pets Best Insurance Services, LLC and is underwritten by American Pet Insurance Company, a New York insurance company. Please visit [www.americanpetinsurance.com](https://www.americanpetinsurance.com) to review all available pet health insurance products. <sup>7</sup>Rates are subject to change upon regulatory approval and will vary based on location, breed, age, and selected coverage options, deductible and reimbursement level. Actual rates may be higher or lower.





# Auto & Home/Renters Insurance Program for NEA Members



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## Share your story: How are you helping to make sure all students succeed?

At a time of transformation in public education, we face many challenges—inadequate funding and resources, health and safety concerns for students and staff due to COVID-19, standardized tests, evaluations, privatization, attacks from anti-union and anti-public education forces, and charter schools.

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

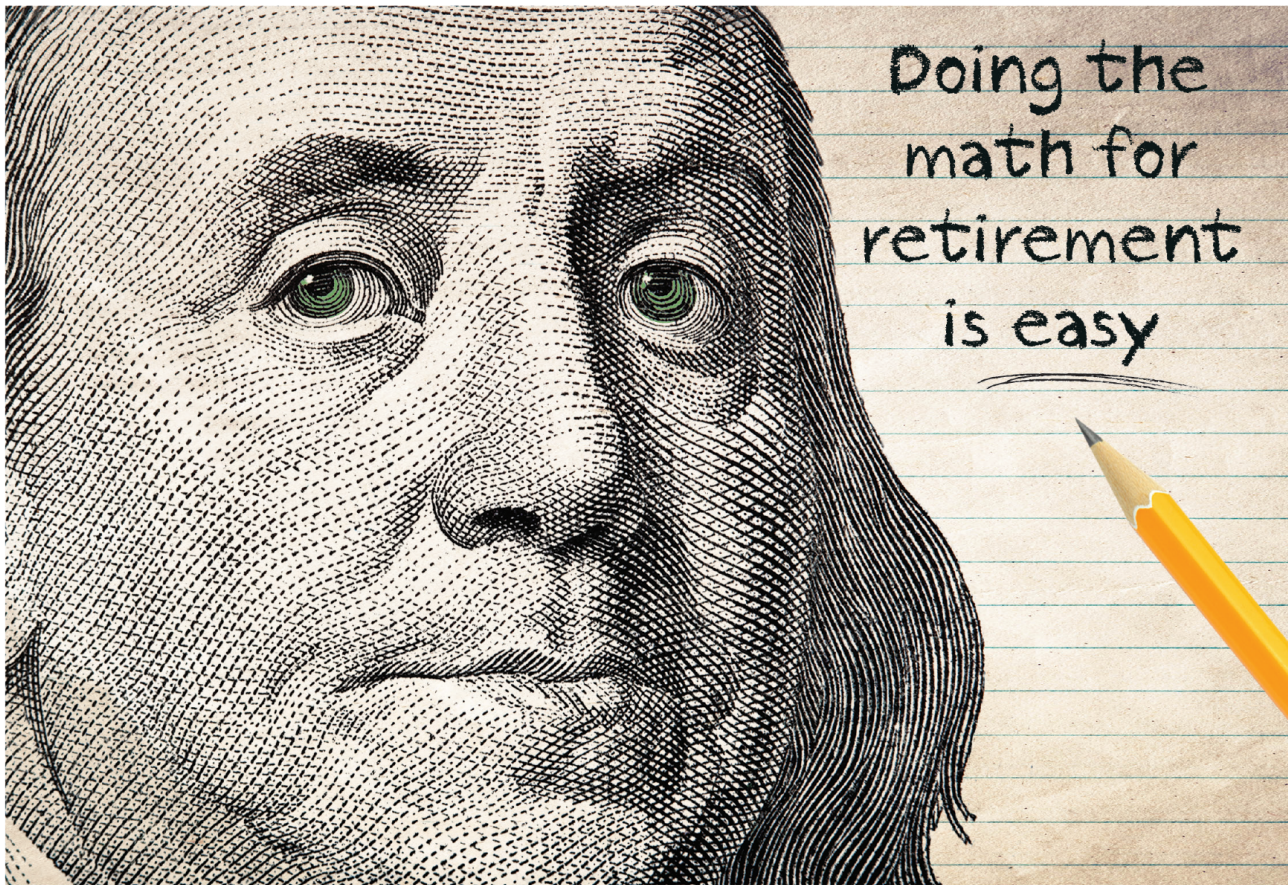
## How are you helping to make sure all students succeed?

More than 120,000 teachers, faculty members and education support professionals are OEA members, so there are at least 120,000 stories to tell.

**Share your thoughts and ideas with us! Send a note, idea, illustration or video to [newhallj@ohea.org](mailto:newhallj@ohea.org).**

We'll share your responses on the pages of *Ohio Schools*, on the OEA's website, [www.ohea.org](http://www.ohea.org), and on social media throughout the year.





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

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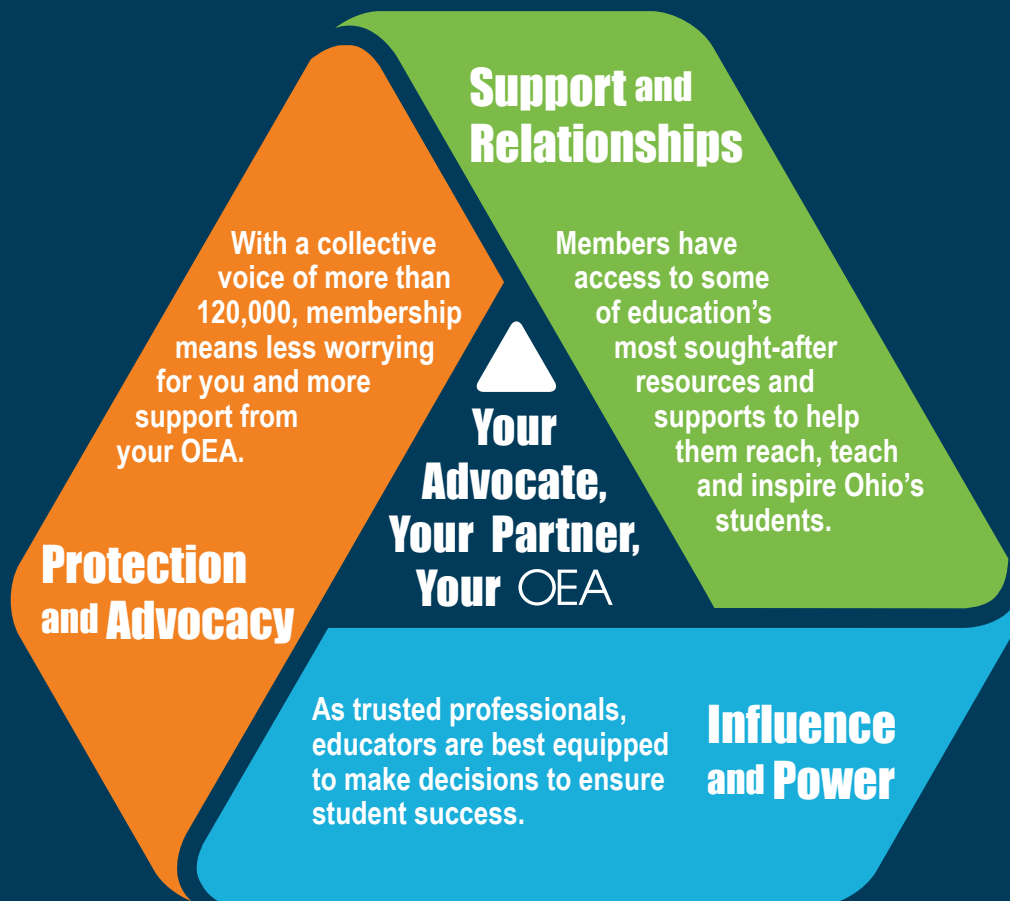
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# OhioSchools



**WE'RE WITH YOU!** A strong, united OEA allows Ohio's public school employees to have a collective voice to work together on issues that matter. When we stand together, we are more effective advocates to ensure our students have great public schools.