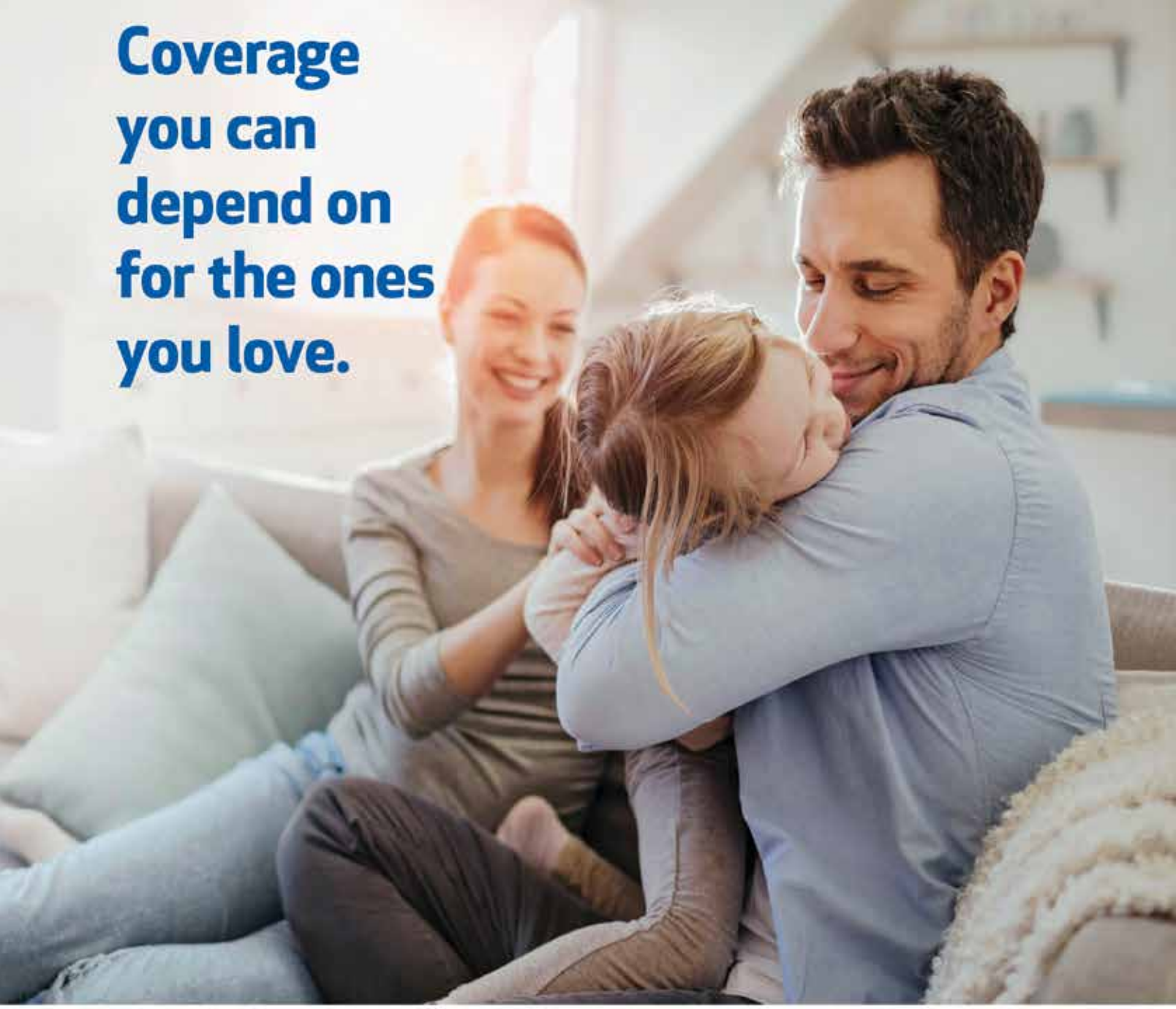
OhioSchools

A PUBLICATION OF THE OHIO EDUCATION ASSOCIATION

2021-2022

OEA Member Resource Guide

Coverage you can depend on for the ones you love.



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

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.
- Educate and organize OEA and its members to advocate for racial, social, and economic justice.

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Recycled Paper

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

Our Unity Means Victory for Educators and Students

Welcome back! I hope the summer gave you an opportunity for rest, relaxation, and rejuvenation. Like most educators, you may be looking forward to a return to "normal" and the chance for consistent in-person interaction with students and colleagues. Between pandemic pressures and constantly changing learning models, last year was exhausting and stressful.

While COVID is not behind us, and our need for safe and healthy working and learning conditions continues, we all yearn for a sense of connectedness that felt missing for much of the past 18 months. Through turmoil and uncertainty, one constant has been the support of our colleagues and our union in providing the protection, advocacy, and support to survive and thrive.

Together, despite well-funded efforts of outside organizations that have sowed division and sought to weaken our movement, we are emerging stronger than ever. Members are sticking with their union because they know unity is the key to bargaining strong contracts, protecting jobs and safety, and using our collective power to improve opportunities for our students.

Our unity was key to three major legislative victories during the summer: passage of the Fair School Funding Plan in the state budget, elimination of punitive A-F school report card grades, and return of local control to districts subject to the unfair and ineffective state takeover law.

The Fair School Funding Plan culminates years of effort to ensure a formula that bases state aid on the actual cost of providing a high-quality education to every student and equitably distributing funding to districts. It moves us a critical step closer to finally meeting the constitutional mandate of the Ohio Supreme Court's DeRolph decisions, and only happened because our members stepped up, in partnership with allies across the public education community, to demand that legislators provide our schools with the resources our students deserve.

Changes to state report cards mean that districts will no longer have "D" or "F" ratings correlated to the poverty of their communities and are instead able to share meaningful information with parents on how their children's schools are doing beyond standardized test scores. Thanks to your activism, OEA was successful in lobbying for an "opportunity profile" in the new report card that will highlight progress on issues like class size, teacher qualifications, a well-rounded curriculum, and non-academic supports that are so essential to student success.

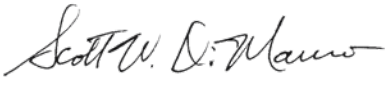
And, after living under the burden of HB 70 for six years, our members in Youngstown, Lorain, and East Cleveland will finally have a path to regain autonomy and protection of their bargaining rights as these communities regain control of their schools from state-appointed Academic Distress Commissions. OEA was instrumental in working with legislative allies from both parties to make this happen and will support educators and families in ensuring the school improvement process is fair and inclusive.

Our work is by no means complete. We must remain united to secure long-term revenue to meet the promise of the new funding formula, turn back detrimental expansions of vouchers and other privatization schemes, hold charter schools accountable, and reduce standardized testing.

Framing our advocacy is our deeply held belief in providing a high-quality public education to every student, regardless of race, gender, neighborhood, or family background. Our commitment to racial, social, and economic justice frames our work on everything from school funding and education policy to professional support for our members.

After a year and a half of turmoil, we just want to be free to reach, teach, and inspire our students in ways we know best. To do that, we need to protect each other's backs. That is why OEA and your local union are here—for you.

Thank you for dedicating your professional lives to the success of our kids. I wish you the best for a safe, healthy, and productive school year.



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
OHIO EDUCATION ASSOCIATION

Reach out today to LEARN MORE:

membership@ohea.org | ***www.ohea.org/join***

OEA: Building strong public schools and strong member advocacy

As the Ohio Education Association (OEA) enters its 175th 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 efforts to ensure educators' voices have been 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 30-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.

Scott's priorities as president have included 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. As OEA President, he has advocated for the protection of members and students through the various stages of the COVID-19 pandemic and helped to lead a successful coalition effort that resulted in the historic passage of the Fair School Funding Plan as part of the 2021 state budget bill, along with critical legislative wins to allow restoration of local control to districts under state takeover and elimination of the punitive A-F school report grading system.

Scott has guided OEA's Board and leadership team to prioritize educating and organizing our members to advocate for social, racial, and economic justice. That priority has framed OEA's advocacy on issues ranging from school funding to professional support for members to protecting the rights of educators to fulfill their professional responsibilities.

As vice president, Scott 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 DiMauro

Jeff Wensing

Jeff Wensing, a high school math teacher in Parma City Schools, has been an advocate and leader throughout his nearly 30-year education career. Jeff served 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 a budget that reflects OEA priorities including supporting locals, organizing members to support public education, providing professional resources for members, and advocating for high-quality education for all students regardless of race or economic circumstances.

Mark led the Board of Directors to adopt policies that make it easier for locals to recruit members and to ensure OEA has a streamlined process to hire quality staff to consult with locals. Additionally, Mark provides Local Treasurer's Training differentiated by experience, and offers locals advice on financial reporting, membership enrollment, and issues with local elections.

Mark Hill

Patricia Collins Murdock

Patricia Collins Murdock became OEA's Executive Director December 1, 2020. Collins Murdock previously served OEA as Assistant Executive Director for Field Operations for two years following 13 years as a Regional Director for the Association.

She returned to her native state of Ohio in 2005 from the National Education Association, where she worked as a lobbyist, Manager of Government Relations, and Manager of External Partnerships for nearly a decade. In addition to her work with OEA and NEA, Collins Murdock has extensive legislative, policy, and program experience in a range of organizations, including the American Federation of State, County and Municipal Employees (AFSCME), the Service Employees International Union (SEIU), the Food Research & Action Center (FRAC), the U.S. Department of Health and Human Services, and the African American Cultural Center at the University of Connecticut. After earning her law degree from Vanderbilt University, she began her professional career as Legislative Counsel in the office of U.S. Senator John Glenn.

Collins Murdock is a leader who has the experience, knowledge, skills, and commitment necessary to successfully lead OEA's staff and operations during challenging times. With nearly 25 years of dedication to public education and unionism, and passion for fighting for our members and the students we serve, she is uniquely positioned to work in collaboration with OEA's governance leaders, managers, and staff to grow and strengthen the 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

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-six 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. Six members are elected At-Large by the Representative Assembly, three are designated as ESP positions. OEA's seven 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 2021–2022.*

**For the start of the 2021-2022 year, there is a vacancy in the SWOEA-5 position and the two newly established ESP At-Large positions will be elected at the 2021 OEA Fall RA.*

**New member terms begin July 15 and September 1, 2021.*

Scott DiMauro
President
Worthington

Jeff Wensing
Vice President
Parma

Mark Hill
Secretary-Treasurer
Worthington

Hannah Affolter
Ohio 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

Phyllis Carter-Bell
Mason

Amber Clark
South-Western

Meaghan Coe
Warren

Joyce Coney-Lacy
Mad River

Norvel Crandall
Morgan

Cassandra Daniels
Columbus

Tim Davis
Kenton

James De Monte
Lakeland Community College

Kelly Duwve
Sylvania

Angel Dyer-Sanchez
Columbus

Michael Farren
Barberton

Amy Fugate
Huber Heights

Julie Garcia
Lorain

Bonita Gauss
Ashland

Dan Greenberg
Sylvania

Denise Hermetz
Northwestern

Deborah Jackson
Princeton

Kristin Jones
Bethel-Tate

Linna Jordan
Hilliard

Marchell Josie
East Cleveland

Carol Kinsey
OEA-Retired

Tammy LaPlante
Ashtabula

Arthur Lard
Portsmouth

Karen Linch
Wooster

Dwayne Marshall
Gahanna-Jefferson

Sean McCullough
Licking Heights

Geoff Mize
Westerville

Tamika Moss
Canton

Carol Nance
Fairfield

Geneva Parker
Canton

Stacy Recker
West Clermont

Kelli Repphun
Jackson

Kim Richards
Cardinal

Jason Scherer
Field

Tammy Shelton
SCOPE

Amy Shenefield
Buckeye Valley

Alice Sneed
Winton Woods

Erin Stevens
Pickerington

Angela Stewart
Reynoldsburg

Nicole Stratton
Copley-Fairlawn

Cheryl Williams
Dublin

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 744 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

REGION 1

ANNEX

Thomas Haddock
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
- Unioto SA
- Zane Trace EA
- Zane Trace SSP Assn

Kerri Hoover
Sterling LC
- Circleville EA
- Logan Elm CTA
- Miami Trace EA
- Miami Trace Non-Cert EA
- S.C.O.P.E.
- Washington EA (Fayette)
- Westfall EA

Kristine Kowalski
Shawnee LC
- Clay EA
- Green Local TA (Scioto)
- Minford EA
- Northwest Local EA
- Portsmouth City TA
- Scioto Co Career Tech Ctr TA
- Shawnee EA (Scioto)
- Southern State EA
- Valley TA
- Washington Local CTA
- Wheelersburg EA

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 (Marion)
- Pickerington SSA OEA/NEA
- Pleasant A of T
- Ridgedale TA
- River Valley Emp Assn
- River Valley TA
- Tri Rivers EA

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

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

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 (Morrow)
- Knox County Career Center
- Loudonville Perrysville EA
- Mt. Gilead TA
- Mt. Vernon EA
- North Fork EA
- Northridge EA (Licking)

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- D⁴
- Delaware Area CCEA
- Delaware City TA
- Dublin EA
- Dublin Support Assn
- Olentangy TA

Jay Riggs
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

Nicole Smith
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

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

Diana Watson-Urban
Unit 8 LC
- Gahanna-Jefferson EA
- Hamilton Local EA
- Plain Local EA (Franklin)
- Upper Arlington EA
- Westerville EA
- Westerville Ed SSA

ZANESVILLE

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

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

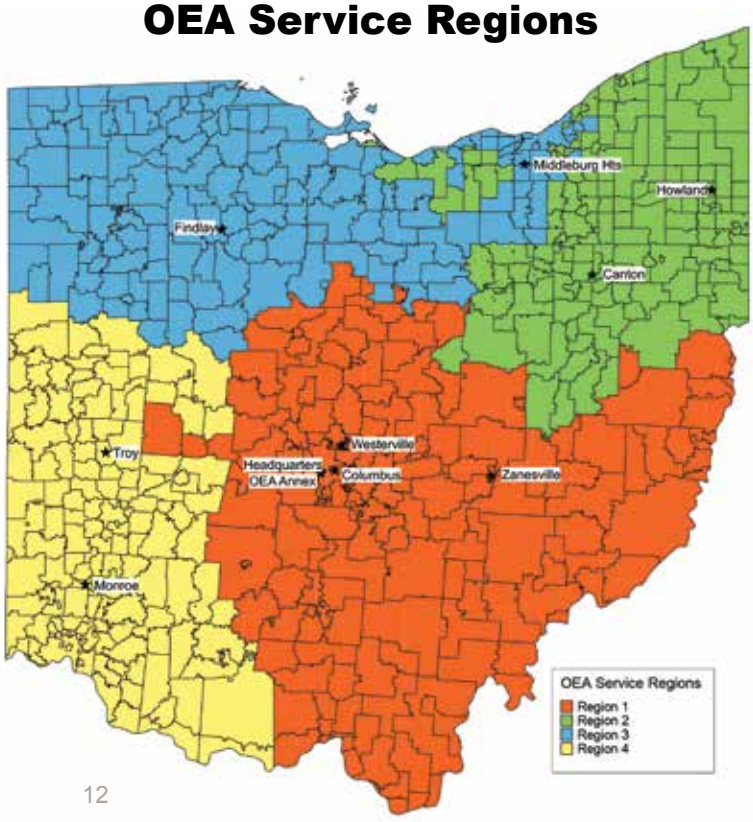
Don Dalton
Tri County Plus One LC
- Buckeye Hills SS
- Buckeye Hills TA
- Eastern Local CTA (Pike)
- Eastern Local SSPA
- Jackson City EA
- Oak Hill Union Local EA
- Piketon-Scioto EA
- Vinton Local TA
- Waverly CTA
- Wellston TA
- Western Local EA

Patrick Frasher
Blue Ribbon Joint B LC
- Belpre EA
- Carleton Sch/Meigs Ind
- Fort Frye TA
- Frontier Local EA
- Marietta EA
- Morgan Local EA
- Northern Local EA
- Southern Local EA (Perry)
- Warren Local EA
- Washington Co CC TA
- Wolf Creek 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
- Gallipolis EA
- Ironton EA
- Ironton SSA
- Lawrence Co Voc TA
- Rock Hill EA

OEA Service Regions



South Point ACT
Symmes Valley EA

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

Ethan Young
Salt Fork LC
Franklin Local TA (Muskingum)
Guernsey Noble EA
Hopewell EA
Maysville Classified EA
Maysville EA
Monroe Co EA
Tri-Valley EA
West Muskingum EA
West Muskingum SA
Zanesville EA

REGION 2

CANTON

Kim Adkins
Canton Unit C LC
Canton Local Clsfd Assn
Canton Local EA
Dalton Local EA
East Holmes TA
Fairless EA
Garaway TA
Perry CTA (Stark)
Perry Support Staff
Plain Local TA (Stark)
Southeast Local EA (Wayne)
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
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 (Stark)
North Canton Clsfd Emp
North Canton EA
Northwest TA (Stark)
Tuslaw CTA

Alison Hoffa
WOEISME LC
Ed Assn of Orrville
Green Local EA (Wayne)
Northwestern Local EA
Norwayne EA
Norwayne ESP Assn
Rittman EA
Triway EA
Wayne Co JVS EA
Wooster EA

Ingbert Schmidt
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

Jacci Johnson
Summit/Portage C LC
Barberton EA
Copley TA
Field Local TA
Green EA (Summit)
Green Local Assn of SS
Manchester EA
Maplewood Career Ctr EA
Norton CTA
Portage Lakes EA
Waterloo 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

Kelly Miller
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

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

HOWLAND

John Avouris
Unified Portage LC
Aurora EA
Crestwood EA
Garfield EA
Portage Co DD
Ravenna EA
Rootstown EA
Southeast Local Dist TA (Portage)
Southeast SSP Assn
Streetsboro EA
Streetsboro SSPA
Windham TA

Thomas Booth
Columbiana Unit 21 LC
Beaver Local EA
Columbiana EA
Columbiana Local Assn SS
Crestview EA (Columbiana)
East Liverpool EA
East Palestine EA
Leetonia EA
Lisbon EA
Salem EA
Southern Local TA (Columbiana)
United EA
Wellsville 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

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 (Lake)
Pymatuning Valley EA

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

Sherri Fowler
Tri-County Joint A LC
Boardman EA
Mahoning EADD
Robert Bycroft EA
Warren EA (Trumbull)
Warren Secretarial Assn
Youngstown EA

Kim Lane
North Coast UniServ B LC
Ashtabula JVSD TA
Career & Technical Assn
Fairport Harbor TA
Kirtland EA
Painesville City TA
Perry CTA (Lake)
Riverside Local EA (Lake)
Wickliffe EA
Willoughby-Eastlake Clfsd
Willoughby-Eastlake TA

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

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

Anne Thomas
North Coast UniServ A LC
Berkshire EA
Cardinal EA
Chardon ACE
Chardon EA
Kenston EA
Newbury EA
West Geauga EA

Megann Walsh
Unit 43 LC
Austintown EA
Campbell EA
Sebring Local EA
Struthers EA
YSU A of Prof Adm Staff
YSU-ACE
YSU Chapter of OEA

REGION 3

FINDLAY

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

April Braun
AlWyDin 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

Denise Carmack
Maumee A LC
Anthony Wayne EA
Bowling Green EA
Eastwood EA
Lake EA (Wood)
Maumee EA
Otsego EA
Penta Career Center EA
Rossford ACT
Springfield EA (Lucas)
Swanton EA
Swanton SS Assn
Wood Lane EA

Chris Cloud
ARK LC
ASHCO DD EA
Ashland City TA
Crestview TA (Richland)
Hillsdale EA
Knox New Hope Ctr EA
Madison Local EA (Richland)
Mapleton TA
Plymouth EA
Shelby A of SS
Shelby EA

Shelly Cook
Kaleidoscope LC
Clyde Green Springs EA
Elmwood EA
Fostoria EA
Fremont EA
Hopewell Loudon EA
Lakota EA (Sandusky)
New Riegel EA
North Baltimore EA
Old Fort Loc EA
Tiffin EA
Van Buren EA

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
Perry EA (Allen)
Shawnee Classified EA
Shawnee EA (Allen)
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 (Williams)
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
Good Samaritan EA
Gorham Fayette TA
Millcreek W Unity EA
Montpelier EA
Northeastern Local TA
Northwest St Com Coll
Stryker EA

Frederick Pruitt
Maumee A LC
Evergreen EA
Northwood Loc EA
Northwood Loc School 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

➤ 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

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

Susan Dodge
Medina County LC
Black River SSP
Black River TA
Brunswick ESP
Cloverleaf EA
Highland EA (Medina)
Highland Support Staff
Medina City TA
Medina City Schl Psych
Medina Co Voc Ctr
Polaris EA
Wadsworth EA
Wadsworth Support Staff

Don Holub
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

Marcus Whiteamire
Lakeshore 58 LC
Amherst TA
Lorain ACE
Lorain EA
Oberlin Ohio EA
Sheffield-Sheffield Lake Clsfd EA
Sheffield-Sheffield Lake TA
Vermillion TA

REGION 4

MONROE

Katie Boerger
Alpha LC
Batavia Prof EA
Bethel-Tate TA
Clermont Co Special EA
Clermont NE EA
Felicity EA
Milford Clsfd Emp A
Milford EA
Mt. Healthy Clsfd EA
West Clermont EA
West Clermont HOPE
Williamsburg EA

Scott Maney
Miami Valley Joint Council B LC
Dayton EA
Ed of Montgomery Co
Washington-Centerville Library SA
West Carrollton Clsfd EA
West Carrollton EA

Dan Mueller
Omega South LC
Blanchester EA
Bright TEA
Clinton Massie EA
East Clinton EA
Fairfield EA (Highland)
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 (Butler)
Lakota SSA
Midd-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

Dan Ramos
Warren County LC
Carlisle TA
Franklin EA (Warren)
Kings EA
Lebanon EA
Mason EA
Miamisburg C.T.A.
Springboro Clsfd Emp
Springboro EA

Sean Thompson
Western Butler County LC
Butler EA
Fairfield CTA (Butler)
Hamilton CTA (Butler)
Madison EA (Butler)
New Miami EA
Ross EA
Talawanda Classified SA
Talawanda EA

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

Dominic Williams
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

TROY

Jess Attilli
Western LC
Brookville TA
Huber Heights EA
Jefferson Township EA
Milton Union EA
Newton TA
Northmont Dist EA
Northridge TA (Montgomery)
Trotwood Madison EA
Vandalia Butler EA

Michael Batchelder
Clark County LC
Clark County Voc ASE
Clark County Voc EA
Clark-Shawnee Local EA
Northeastern Local A of SE
Northeastern Local EA
Northwestern A of Sch Emp
Northwestern TA (Clark)
Southeastern Local EA
Southeastern Local ESP
Springfield EA (Clark)
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

Paul Henry
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

Shelli Jackson
Grand Lake LC
Celina EA
Coldwater TO
Fort Recovery EA
Marion Local EA (Mercer)
Minster TA
New Bremen TA
Parkway EA
St. Marys EA
Wapakoneta Clsfd
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

Jasmine Williams-Holston
Greene County LC
Cedar Cliff EA
Greene Co CC Clsfd EA
Greene Co CC EA
Greeneview Clsfd EA
Greeneview EA
Sugarcreek EA
Sugarcreek Local Assn of SP
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

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
Vacancy, 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
Vacancy, Administrative Secretary
Melissa Wilson, Administrative Secretary

***Information effective July 1, 2021.**

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

Patricia Collins Murdock, Executive Director
- Tina O'Donnell, Mgr of Administrative Services–Operations
- Airica Clay, 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
Vacancy, 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
- Vacancy, Human Resources Coordinator
- Vacancy, Human Resources Administrator

OEA Program

Government Relations, Communications and Marketing

Steve Dyer, 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
- Vacancy, 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

Airica Clay, Assistant Executive Director–Field
- Dana Mayfield, Manager of Administrative Services - Member Advocacy

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, Findlay
- Tara Reynolds Bales, Regional Director

Middleburg Heights
- 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 1, 2021*

Attorney Referral Program 2021-2022

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

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

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

ADAMS COUNTY

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

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

ASHTABULA COUNTY

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

ATHENS COUNTY

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

CUYAHOGA COUNTY

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

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)

Matt Rolf Attorney LLC
13111 Shaker Square, Suite 304
Cleveland, OH 44120
216-666-2299
(Real Estate)

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

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
1665 London, Groveport Road
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)

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

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

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
(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
Elyira, 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)

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)

Why Your OEA Membership Matters

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

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

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

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

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

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

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

OEA Dues Dollars at Work

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

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

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

ESTIMATED NON-DEDUCTIBLE PORTION OF YOUR 2021-2022 OEA DUES

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

ESTIMATED POLITICAL AND LOBBYING EXPENSES ALLOCABLE TO YOUR 2021-2022 OEA DUES

Under IRS section 6033(e) OEA is still required to report to members what portion of their membership dues were allocable to political and lobbying activities. The amount of the OEA membership dues attributable to political and lobbying expenses is estimated to be 12 percent. The actual expenses for the 2021 calendar year will be reported in the February/March 2022 issue of *Ohio Schools* for all levels of membership.

Delegates at the OEA Spring 2021 RA voted and approved the 2021-2022 OEA budget which includes projected expenditures of the 2021-2022 dues dollars. Your OEA dues dollars are allocated as follows to provide you with the following projected services:

OEA 2021-2022 BUDGETED DUES.....$548.00*

Direct assistance to members and local associations $230.45

Professional assistance to members and affiliates, bargaining assistance, grievance processing, local crisis assistance, political, research, computerized help in bargaining and communications assistance, cost of UniServ staff and UniServ field office operations. On-site organizing assistance to school employees seeking representation rights. Coordination and administration of the organizing plan, promoting membership expansion and membership maintenance; and statewide research assistance.

Advocacy Programs & Education Policy $82.25

Identifying, clarifying and monitoring educational and professional issues. Influencing policy related to educational and professional issues and initiatives. Communicating educational and professional issues and state and federal initiatives and their impact on public education to staff, leaders and members. Helping to design organizational responses and strategies for dealing with current issues and initiatives; building the professional capacity of members and assisting with school improvement efforts; development of and participation in partnerships to advance organizational goals. Organizing professional and association leadership training cadres, programs and conferences. Publications to members and leaders; crisis assistance, campaigns, public relations training of leaders, new media activities, and membership recruitment materials; minority involvement and women's programs; representation before legislative and governmental bodies; costs of informational materials; governmental services and professional development; costs of shipping and mailing informational materials related to these programs.

Organization Administration.....$94.37

Business operation, including fiscal programs, taxes, printing and mailing operations, accounting, and membership records. Accounting of membership and dues mailing lists and labels, enrollment forms and processing of membership. Headquarters building operations, including taxes, utilities, and security.

Association Counsel & Personnel $43.38

Legal assistance, liability coverage and insurance protection to individual members and local associations in defense of their rights, and legal support for locally negotiated contracts. Legal services to members and local associations are rendered by various attorneys throughout the state. Provides support and training to field staff, other divisions and governance groups. Coordination and administration of the organization's personnel and pre-entry intern program.

Association Governance.....$38.56

OEA Representative Assemblies, Executive Committee, Officers, NEA Convention, Committees and Commissions, Appeals Board, Special Committees, Coalitions, and task forces.

Association Administration $11.88

Executive Offices Operations.

Contingency.....$47.11

Funding for Contingency Reserve and Contingency Debt Reduction.

**Staff payroll and benefit costs are prorated to service areas. The dues dollars are based on the sum of OEA annual dues of $484 plus a $64 UniServ Service Fee.*

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**. The NEA website is **www.nea.org**. Follow OEA on Facebook,**www.facebook.com/ohioea**, Twitter, **www.twitter.com/ohioea**, and YouTube, **www.youtube.com/ohioea**.

OEA's podcast, *Education Matters*, offers thoughtful discussions about major education issues in Ohio with people who are shaping students, schools, and communities every day. Subscribe through a music or podcast app on your smartphone or mobile device.

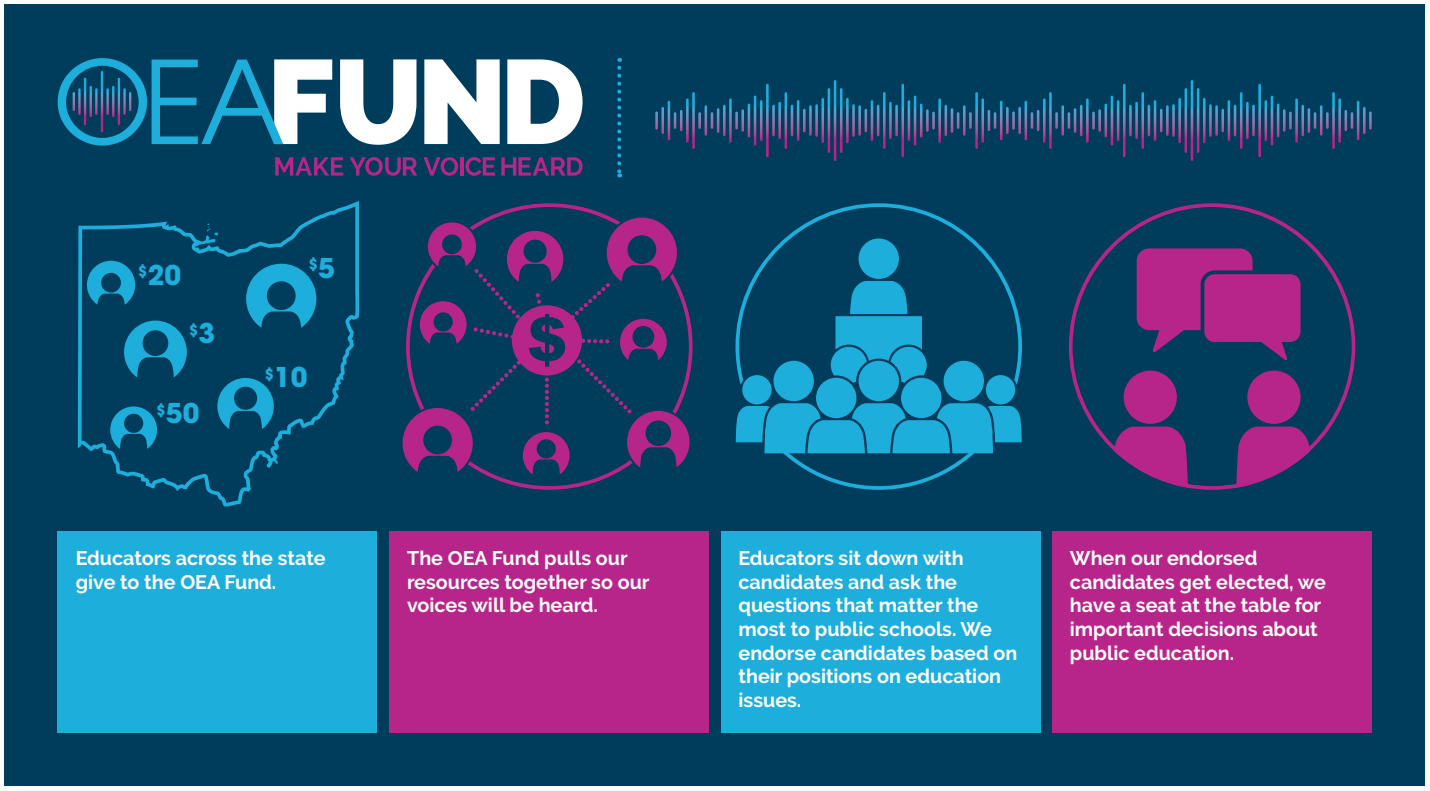
GIVING YOU A VOICE

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



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 members 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 (OEA Fund) 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.

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/**.
- Find your legislator (and their OEA Legislative Scorecard) at **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/**.

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.

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 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:

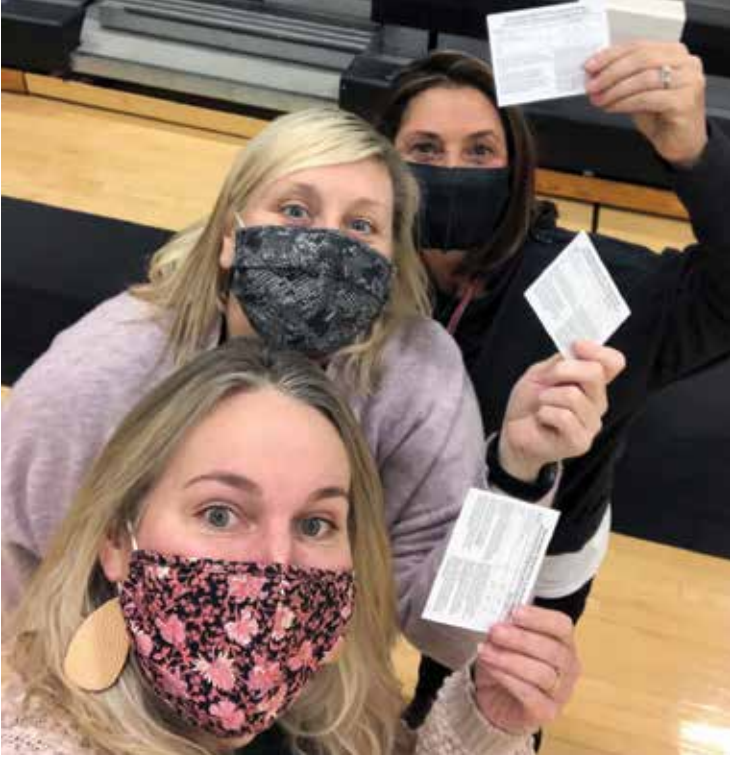
Membership Engagement
Help locals develop relational listening campaigns and build power based on organizational needs and professional concerns.

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. 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.

  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**.
- The Ohio Legislative Directory
- Know Your Charter, OEA's award-winning privatization watchdog website, **www.knowyourcharter.com**
- OEA Fund (Ohio Education Association Fund for Children and Public Education) materials and OEA Fund Constitution and Bylaws, screening, endorsement and campaigning guidelines
- OEA Legislative Watch **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

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

Higher Education

The OEA represents nearly 2,000 faculty, professional and support staff at nine colleges and universities across Ohio. The first higher education local to affiliate with OEA represented the faculty at Youngstown State University, while the latest was the faculty at Columbus State Community College. Youngstown State University has three locals representing faculty, administration staff and support staff. Throughout the years, the OEA and its higher education division have advocated for members and the learners they serve.

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

HEAC representatives annually participate in the National NEA Higher Education Conference.

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

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

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 Newsline*, The OASNP website, **www.OASNP.ohea.us/**.

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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/**.

State Council of Professional Educators (SCOPE)

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

OEA-Retired

Join OEA-Retired (OEA-R) and NEA-Retired (NEA-R) 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 when you retire. 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). Pre-retired members can spread the cost of lifetime membership over up to 17 months through a prepayment plan.

Sign up online at **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 800 282 1500, extension 4056.

OEA-R is represented on OEA Committees and Commissions and has delegates to both the OEA and NEA Representative Assemblies. Please contact OEA for deadlines and necessary forms to run for association leadership roles. OEA-R's Advisory Council meets four times per year to plan programs for OEA-R and keep up to date on issues affecting children, schools and retirement. Each OEA District has a representative on the Advisory Council. Higher Education Faculty and Staff and Education Support Staff Professionals (ESPs) also have a representative on the Council. Additionally, OEA-R has an At-Large Representative and is represented on the OEA Board of Directors.

For more information, visit **www.ohea.org/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** to learn how to become part of OEA-AE. Additional information about OEA Aspiring Educators is available at **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**.

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

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.

Be the first to connect them to resources and support.

Get your FREE ONE t-shirt by completing our interest survey at www.ohea.org/ohios-new-educators.

- 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**

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)*

BEYOND THE CLASSROOM

Thursday Sessions: 6:00 - 7:30 p.m.
Don't just survive – THRIVE!

It is important for educators to connect with fellow educators, engage in continual learning, and share resources and best practices. That's why 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 with fellow early-career educators and ONE leaders across Ohio.

TECHNOLOGY TIPS & TRICKS

9/9/21: Welcome Back: Reflecting on the Past Year
9/23/21: Incorporate Technology Responsibly in Your Classroom
10/7/21: Using Google to Work Smarter, Not Harder
10/21/21: Communicate Effectively with Students and Families

EDUCATORS AS ADVOCATES

11/4/21: Education Isn't One Size Fits All
11/18/21: Responding to Trauma
12/2/21: Advocacy & Leadership
1/13/22: Equity Literacy
1/27/22: Diversity, Equity, & Inclusion

SOCIAL & EMOTIONAL HEALTH

2/10/22: Develop Behavioral Strategies for Success
2/24/22: Avoid Burn-Out with Mindful Self-Care and Self-Compassion
3/10/22: Transform Challenging Behaviors into Opportunities
3/24/22: Implement Restorative Practices

Learn More & Register Today:

tinyurl.com/ONEBeyondtheClassroom

Thursdays, 6:00-7:30 p.m.

Brought to you by:

ONE Ohio's New Educators

OEA Ohio Education Association

@OHNewEducators

Visit Us

OEA AND NEA DELEGATE ELECTION DEADLINES

- **September 20, 2021**
  2021 Deadline for receipt in the OEA office of the Declaration of Candidacy Form for Electoral Unit, Aspiring Educator and OEA-Retired Delegates At-Large to OEA Representative Assemblies, **December 4, 2021** and **May 6-7, 2022**.
- **October 10, 2021**
  OEA Bylaw 4-9d requires that all local associations must complete election of local association delegates to OEA Representative Assemblies.
- **October 15, 2021**
  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."
- **November 4, 2021**
  Bylaw 2-5c 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, 2021**
  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 Dallas, TX, July 2-6, 2022. Membership figures sent by OEA to NEA after January 15 are not included in the calculation for delegate allocation purposes.
- **January 16-February 14, 2022**
  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, 2022**
  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 20, 2022**
  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, 2022**
  NEA Bylaw 2-5d 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, 2022**
  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, 2022**
  Deadline for completion of election of local delegates to the National Education Association Representative Assembly.
- **April 10, 2022**
  Deadline for receipt at OEA (state affiliate) of local association delegate election report forms for the NEA Representative Assembly in Dallas, TX (July 2-6, 2022). The official report form is mailed from NEA to each eligible local association in February. (An eligible local association is that which consists of 76 or more members.)

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

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

- **June 1, 2022**
  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.

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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 2021-2022:

The OEA Constitution requires that the names of local association delegates to the OEA Representative Assembly be submitted to OEA by **October 15** either by election report form or by the OEA online delegate reporting portal.

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

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

OEA-RETIRED ADVISORY COUNCIL ELECTIONS

Declaration of Candidacy forms, with a filing deadline of September 20, 2021 to OEA Secretary-Treasurer, are available for the following OEA-Retired Advisory Council vacancies:

Capital
(Term ends July 14, 2024)

SWOEA
(Term ending July 14, 2022)

WOEA
(Term ending July 14, 2022)

Declaration of Candidacy forms, with a filing deadline of February 15, 2022, are available for the OEA-Retired Advisory Council members representing **Board of Directors**, **Education Support Professional**, **Higher Education**, **NEOEA**, **SWOEA**, and **WOEA** with terms beginning July 15, 2022, and ending July 14, 2025.

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 Education Professionals. 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.

ETHNICALLY DIVERSE REPRESENTATION

Ohio must meet its goal in achieving ethnically diverse 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 members of color to become delegates and to make certain their newsletters and other communications to members carry a statement urging members of color to consider running as a candidate for NEA delegate status for one or more of the above categories.

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

OEA FALL 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. 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. Declaration of Candidacy form must be received in the OEA Secretary-Treasurer's office by September 20,

2021.OEA statewide offices up for election at the 2021 OEA Fall RA are:

OEA Board of Directors ESP At-Large
(Term ending July 14, 2022)

OEA Board of Directors ESP At-Large
(Term ending July 14, 2024)

NEA Director #2
(vacancy term ending August 31, 2023)

The following Board of Directors vacancy position will be elected at the respective Fall District Representative Assembly:

SWOEA-5
(vacancy term ending July 14, 2024) Declaration of Candidacy Forms must be received in the OEA Secretary-Treasurer's office 75 days prior to district RA election.

OEA SPRING 2022 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. 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.

Declaration of Candidacy form must be received in the OEA Secretary-Treasurer's office by February 21, 2022.

OEA statewide offices up for election at the 2022 OEA Spring RA are:

OEA President
(Term: July 15, 2022 – July 14, 2025)

OEA Vice President
(Term: July 15, 2022 – July 14, 2025)

OEA Board of Directors At-Large
(Term: July 15, 2022 – July 14, 2025)

OEA Board of Directors ESP At-Large
(Term: July 15, 2022 – July 14, 2025)

NEA Director 3
(Term: September 1, 2022 – August 31, 2025)

NEA Director 4
(Term: September 1, 2022 – August 31, 2025)

The following Board of Directors seats, with terms of office beginning July 15, 2022 and ending July 14, 2025, are to be elected at the respective spring district representative assemblies:

Central-3
Central-6
ECOEA-3
EOEA
NEOEA-2
NEOEA-5
NEOEA-8
NWOEA-2
SEOEA-2
SWOEA-2
SWOEA-3
WOEA-2
WOEA-3

Declaration of Candidacy Forms must be received in the OEA Secretary-Treasurer's office 75 days prior to the district RA election.

OFFICIAL NOTICE OF CANDIDATE NOMINATIONS AND ELECTION DATES

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

OEA FALL 2021 REPRESENTATIVE ASSEMBLY

Notice to December 2021 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 may 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

AWARDS & SCHOLARSHIPS

OEA is pleased to celebrate, honor and reward the outstanding work of our members, affiliates and individuals who have made special contributions to the improvement of public education. For an application or nomination form, visit the OEA website at **www.ohea.org**, click on the RESOURCES tab,and select the Scholarships and Awards link. **The deadline for all applications is January 21, 2022.**

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, 2022.

For questions or concerns email Awards at 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 OEA's website, **www.ohea.org/oea_foundation**.

OEA
OHIO EDUCATION ASSOCIATION

CALL TODAY: (888) 590-9009
freecollege.ohea.org

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**
2. Apply to Eastern Gateway Community College and submit proof of high school or GED completion
3. Complete FAFSA at **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.

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

LEARN MORE & ENROLL TODAY

freecollege.ohea.org | (888) 590-9009

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

OEA
OHIO EDUCATION ASSOCIATION

CALL TODAY: (888) 590-9009
Bachelorsdegree.OHEA.org

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**
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.

In Partnership With Central State University 1887®

LEARN MORE & ENROLL TODAY

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

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

Giving educators the SUPPORT THEY DESERVE

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**.
▶ **neamb.com/personal-finance**

Consolidate Debt Today: Take advantage of no processing fees and low, competitive rates with the NEA Personal Loan®.
neamb.com/personal-loan

Our Lowest-Rate Card: Save on interest charges with the NEA RateSmart® Card.[1]
neamb.com/ratesmart

Earn Rewards With Every Purchase: Choose a card that earns cash back with The NEA® Customized Cash Rewards Card.[1]
neamb.com/cashrewards

NEW **Put Your Money to Work:** Discover a unique combination of banking and investing with an NEA Smart Money Account.
neamb.com/smartmoney

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**.
▶ **neamb.com/travel-and-vacations**

Plan Your Perfect Getaway: Use NEA Travel to book hotels, car rentals, airfare, resorts, guided tours and cruises at amazing low prices.
neamb.com/travel

EVERYDAY DISCOUNTS

Being smart with money isn't an option for educators — it's a way of life. That's why we offer a variety of ways to stretch your dollar. Try **Your Month-by-Month Smart Shopping Guide** and get helpful money-saving tips each month.
▶ **neamb.com/everyday-discounts**

NEW **Find the Best Deals:** The NEA Discount Marketplace includes exclusive online shopping deals on everything from dining certificates and clothing to housewares and electronics.
neamb.com/discountmarketplace

NEW **Make Large Purchases Now:** Use NEA Easy Pay for interest-free payment plans, member-only pricing and special flash sales. **neamb.com/easypay**

NEW **Save on Office Products:** Save up to 75 percent on office furniture, supplies, electronics and more with the NEA Office Depot/OfficeMax Discount Program. **neamb.com/office**

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 **5 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**

Save an Average of $423 per Year: Members save big with NEA® Auto & Home Insurance provided by California Casualty.[2]
neamb.com/autohome

YOUR CAR

When it's time to buy and insure a vehicle, we're here to help make the process easier. See **Why Our Auto Insurance Is Different**. If you do your homework, you may be able to earn extra credit … in the form of savings. ▶ **neamb.com/your-car**

Average Member Discount of $3,125: With the NEA® Auto Buying Program, members regularly see big savings off the MSRP.[3] **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 may need. Plus, put your knowledge to the test by reading the **6 Myths About Life Insurance**.
▶ **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.[4] **neamb.com/lifeinsurance**

STUDENT LOAN DEBT

If you're weighed down by massive school loans, find out: **Are You Eligible for Student Loan Forgiveness?** 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**

Take Control of Your Student Debt: The NEA Student Debt Navigator powered by Savi can help you determine your eligibility for student loan forgiveness, potential savings and more. **neamb.com/loanforgiveness**

RETIREMENT PLANNING

Being in education comes with unique considerations regarding retirement. Consult **An Educators' Guide to Retirement Income Planning** for an overview on your options. 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**

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**

Choose Your Own Doctor: The NEA® Retiree Health Program (to supplement Medicare) has options at member-only group rates and no provider lists.[5,6] **neamb.com/rhp**

PAYING FOR COLLEGE

Before you settle on options for paying for college, read **Student Loans: What to Know Before You Borrow**.
▸ **neamb.com/paying-for-college**

Fund Your Education: The NEA Student Loan Program provides undergraduate, graduate and parent loans as well as perks such as flexible payment options. **neamb.com/studentloan**

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 learning the **6 Injuries and Illnesses Covered by NEA Income Protection** to considering **5 Smart Reasons to Buy Pet Insurance**.
▸ **neamb.com/family-and-wellness**

Enjoy Hassle-Free Health Benefits: Get affordable access to dental and vision care with the NEA® Dental and Vision Insurance Program. **neamb.com/dentalvision**

NEW **Get the Care You Need:** The NEA Mental Health Program can provide clinically-validated tools for stress, anxiety, depression or whatever you're going through. **neamb.com/mentalhealth**

Stay in the know

We've gathered the six simplest ways to keep on top of your benefits. **neamb.com** is the place to start.

1. **Register for benefits** at **neamb.com/sign-me-up**
2. **Register a beneficiary** for your no-cost-to-you NEA® Complimentary Life Insurance[4] coverage to let us know where you want your benefits to go: **neamb.com/complife**
3. **Sign up for NEA Travel** to browse deals on hotels, resorts, cruises and more. Receive $500 Travel Dollars[7] the first time you use it: **neamb.com/travel**
4. **Try the NEA Student Debt Navigator powered by Savi** and find out how much you could save on your student loans: **neamb.com/loanforgiveness**
5. **Subscribe to free newsletters** filled with helpful tips and solutions at **neamb.com/newsletters**
6. **Follow us on social (@NEAMemberBenefits on Facebook | @NEABenefits on Twitter)**

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.

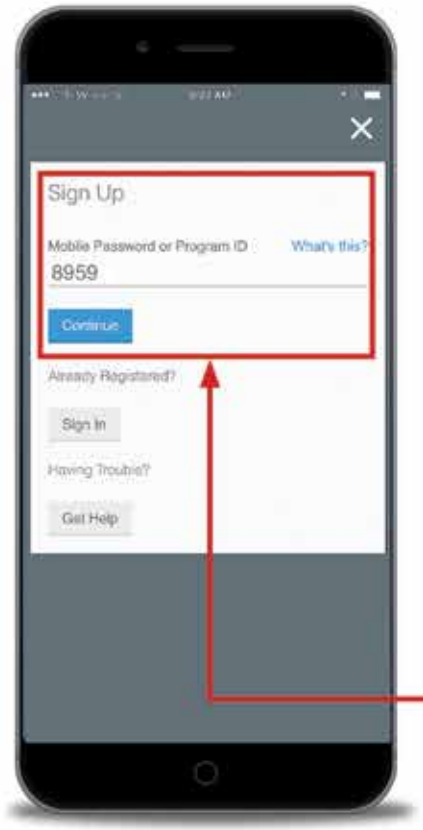
[1]For information about the rates, fees, other costs and benefits associated with the use of these credit cards, please visit us online at www.neamb.com/finance/credit-cards. These credit card programs are issued and administered by Bank of America, N.A. [2]The NEA® Auto & Home Insurance Program is provided exclusively by California Casualty. Insurance products listed are subject to availability and eligibility. [3]Between 1/1/20 and 12/31/20, the average savings off MSRP experienced by consumers who connected with a TrueCar Certified Dealer through the NEA Auto Buying Program and who were identified as buying a new vehicle from that Certified Dealer was $3,125. Your actual savings may vary based on multiple factors, including the vehicle you select, region, dealer, and applicable vehicle-specific manufacturer incentives, which are subject to change. The MSRP is determined by the manufacturer and may not reflect the price at which vehicles are generally sold in the dealer's trade area, as many vehicles are sold below MSRP. Each dealer sets its own pricing. [4]NEA Life Insurance coverages are issued by The Prudential Insurance Company of America, Newark, NJ. 1047611-00001-00 [5]Provided by the NEA Members Insurance Trust. [6]Your rate depends on your particular circumstances; not all members will save. [7]Travel Dollars not applicable to airfare. You will receive $100 Travel Dollars once you complete the flight.

OEA

OHIO EDUCATION ASSOCIATION

Access Member Benefits

Everyday Deals at Your Fingertips



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

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

1. Search for the "**My Deals**" Mobile app here:

My Deals

Download on the App Store

GET IT ON Google Play

2. Enter your email address and your savings site password.

3. If prompted to register, use **8959-Member ID** or use **8959** as your Program ID.

Kids' mental health is heavy. You can help us carry the weight.

On Our Sleeves, the movement for children's mental health, is committed to providing educators with **free** child mental health resources through the Million Classroom Project.

Our goal is to reach **1 million** classrooms across America—and **every** classroom in Ohio—with our free Supporting Kids' Mental Health in the Classroom guide that provides classroom activities and resources to boost the mental wellness of kids in all grade levels.

Join us at **OnOurSleeves.org/Million**.

The Ohio Education Association is proud to support the On Our Sleeves Million Classroom Project. Learn more at ***www.OHEA.org***.

ON OUR SLEEVES®

The Movement for Children's Mental Health

education*first* credit union

The Smart Choice In Banking.
www.educu.org

Interest Free Classroom Supply Loans
Savings & Checking Accounts
Visa Rewards Card
Auto & Home Loans
Investments & More!

Low Loan Rates • Competitive Savings Rates • Great Service!

WWW.EDUCU.ORG • 614-340-1518

LENDING & SAVINGS SOLUTIONS FOR ALL OEA MEMBERS!

Federally Insured by NCUA. Membership eligibility is required. NMLS #811029. For home loan information contact Dorothy at dhines@educu.org. Required for classroom supply loan is current teaching contract, and $25 application fee. Other restrictions may apply.

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—school safety, standardized tests, evaluations, privatization, attacks from anti-union and anti-public education forces, and charter schools.

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

How are you helping to make sure all students succeed?

More than 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.

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

nea Member Benefits

Now you can **earn Cash Back** while you shop great deals with our all-new

NEA Discount Marketplace

with Cash Back powered by

Rakuten

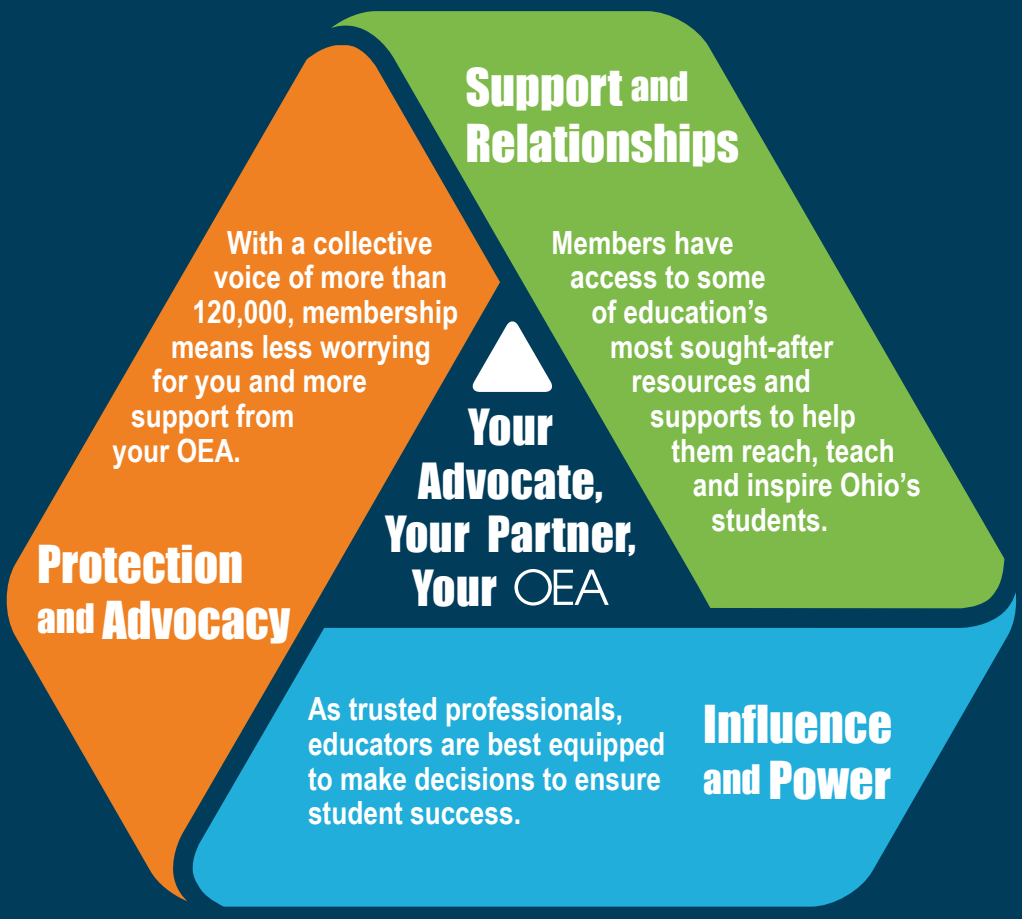
You asked, we listened!

Now it's even easier to find the best discounts and get exclusive cash back on your favorite name-brand products. Shop deals from over 2,500 top retailers, online stores, local restaurants and more—*all in one place!*

Start earning **Cash Back** now at **neamb.com/marketplace**

DM380921

*Ohio*Schools



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.