



REPRESENTATIVE ASSEMBLY

**Bedford High School
481 Northfield Road
Bedford, OH 44146**

Saturday, April 13, 2019

**Registration and Continental Breakfast
begin at 9:00 a.m.**

Call to Order at 10:00 a.m.

Registration closes at 11:00 a.m.

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NEOEA REPRESENTATIVE ASSEMBLY AGENDA
SATURDAY, APRIL 13, 2019

1. Call to Order Rob McFee
2. Pledge of Allegiance Melanie Hameed
3. Invocation Lillian Tolbert
4. Greetings: Bedford Education Association President Trish Duncan
5. Introductions and Remarks from the NEOEA President Rob McFee
6. Preliminary Report of Credentials Committee Lisa Lieben
7. Adoption of Order of Business
8. Adoption of Rules of Procedure
9. Approval of Minutes, November 10, 2018 Lillian Tolbert
10. Legislative Committee Announcement Andrew Smith
11. Nominations Committee Report Jeff Wensing
12. Speeches by Candidates on General Ballot
13. Report of Internal Political Action Committee Julia Papcke-Russell
14. Final Report of Credentials Committee Lisa Lieben
15. Preliminary Report of Elections Committee Heather Gansler
16. Recess for Luncheon, Unit Caucuses, and Elections
17. Committee Reports
 - Environmental Concerns Melisa Norton
 - ESP Organizing Matthew Hickman
 - Leadership Development Karen Carney
 - Legislative Andrew Smith
 - Minority Organizing Carol Correthers
 - NEOEA-R Organizing Dennis Lewis
 - Personal Welfare and Financial Planning Dennis Lewis
 - Professional Development Marissa Platton
 - Public Relations Jené Wilson
 - Resolutions Suzie Neff
 - Social and Human Concerns Kecia Sanders-Stewart
18. Report of NEOEA Board of Directors and Executive Director ... Mary Alice Conkey
19. Action on Fiscal Year 2019 Budget Jeff Wensing
20. Action on New Business Items
21. Final Report of Elections Committee Heather Gansler
22. NEA Report Andrea Beeman, Kim Richards, HaSheen Wilson
23. OEA Report and Caucus Melanie Hameed
24. OEA Officers Becky Higgins, Scott DiMauro, and Mark Hill
25. Adjournment

Unit meetings and voting will be held during the luncheon recess.

NOTE: Three (3) copies of new business items should be given to the Executive Director as soon as possible. All items must be turned in before the luncheon recess.

RULES OF PROCEDURE FOR CONDUCTING THE NEOEA REPRESENTATIVE ASSEMBLY SESSION

1. DELEGATE REGISTRATION – The close of registration will be one hour after the printed Representative Assembly starting time.
2. BASIC CONCEPT – Parliamentary procedure is designed to assist the assembly in accomplishing its work. All members have the right to be heard, but the individual, as in any community, may at times have to submit to the interests of the majority.
3. DISCUSSION AND DEBATE – No member shall speak more than twice on the same motion or question. The floor will be assigned to those seeking recognition in the order in which the chair observes them taking places at the microphones. The time limit is five minutes for each speech.
4. VOTING – Vote shall be oral (aye-no) except when the assembly indicates a desire for other methods.
5. COMMITTEE ACTION – Any item referred to a committee must indicate the method of committee selection (appointed or elected), the number to be placed on the committee, and when the committee is to report.
6. DECORUM IN DEBATE – The objective is to debate ideas, not personalities. It is best to refer to the previous speaker as “the previous speaker.”
7. PREVIOUS QUESTION – Following a motion to close debate, the chairperson shall ask for an immediate second.
8. RULES OF ORDER – *Robert’s Rules of Order Newly Revised* shall be the authority governing all matters not covered in these standing rules or any other rules of procedure adopted by the Representative Assembly.
9. INTRODUCTION OF RESOLUTIONS AND NEW BUSINESS – Resolutions may be submitted to the Resolutions Committee up to one hour after the printed Representative Assembly starting time. Introduction of new business will be completed before the elections recess. All new business items are to be written and placed in the hands of the Executive Director or designee at the time they are presented. It is suggested that those persons desiring to introduce items of new business bring at least 400 copies of the proposal with them to be distributed to the delegates. If this is impossible, please mail a copy of the proposal to the NEOEA office.
10. RESOLUTION ASSISTANCE – The Resolutions Committee will meet prior to the Representative Assembly and for one hour after the printed Representative Assembly starting time. Delegates may ask the committee for assistance in writing new resolutions or in amending existing ones. The committee shall recommend, subject to a final ruling of the Chair, whether submitted items are resolutions or new business items.
11. ORDER OF RESOLUTIONS CONSIDERATION – Resolutions submitted by the Resolutions Committee are recommendations of a standing committee. At the appropriate time in the agenda, the reporting member will provide an opportunity for delegates to call out the letters and numbers of resolutions to be considered separately. By asking that a recommended resolution be held, a delegate will cause it to be considered separately. After delegates have had the opportunity to hold proposed resolutions, those not so held will be considered in one motion to approve them. Following the disposition of that motion, the assembly will consider the recommended resolutions which have been held. Following the disposition of those resolutions, delegates may submit additional resolutions from the floor, provided that a) they have been prepared in writing early enough to be duplicated or b) written copies have been provided in sufficient number for the needs of the assembly.
12. ORDER OF DISCUSSION – Items of new business will be numbered in the order they are presented, and all discussion and action on these items will take place under “Action on New Business Items.” Action required on committee reports will take place immediately following each report.
13. NEOEA CAUCUS – The meeting of the NEOEA Delegates to the OEA Representative Assembly, or any other meeting of those delegates, shall be considered an NEOEA Caucus and shall abide by the actions of the NEOEA Representative Assembly.

**NEOEA FALL REPRESENTATIVE ASSEMBLY
BROOKSIDE HIGH SCHOOL
NOVEMBER 10, 2018
MINUTES**

CALL TO ORDER

NEOEA President Rob McFee called the NEOEA Fall Representative Assembly to order at 9:38 a.m.

PLEDGE OF ALLEGIANCE

NEOEA President-elect Kim Richards led the Pledge of Allegiance.

INVOCATION

NEOEA Recording Secretary, Lillian M. Tolbert, gave the invocation.

President McFee asked all veterans in attendance to stand, and the delegation thanked and applauded them for their service.

GREETINGS

Sheffield-Sheffield Lake Teachers' Association President Stephanie Blythe and Sheffield-Sheffield Lake Classified Employees Assn. President Dallas Swearns addressed the delegation, welcomed delegates to Brookside, thanked the cafeteria workers for the wonderful breakfast, and thanked other members of their Executive Board. If any questions, directed visitors to feel free to ask a member for help.

INTRODUCTION

President Rob McFee introduced Mary Alice Conkey (NEOEA Executive Director), Kim Richards (President-elect), Jeff Wensing (Past President), Marsh Buckley (Parliamentarian), Lillian Tolbert (Recording Secretary), and Linda Grunden (Executive Assistant). Members of the NEOEA and OEA Board of Directors, OEA officers, NEA directors, NEOEA past presidents, NEOEA committee members, and other special guests were introduced. First-time delegates were asked to stand and be recognized.

The following guests were present: Scott DiMauro (OEA Vice President), Mark Hill (OEA Secretary-Treasurer), Dan Greenberg (NEA Director), Angela Stewart (NEA Director), Adrienne Bowden (NEA Director), Sophia Rodriguez (NEA Director), Tammy Koontz (Central OEA/NEA), Deborah Jackson (Candidate for OEA Director at-Large), Jeff Caivano (Central OEA/NEA), Patricia Collins Murdock (OEA Assistant Executive Director – Field), Kristin Jaeck (OEA Region B Director), Mary Kennedy (Central OEA/NEA), Phil Long (Western OEA-R), Patty Nyquist (OEA Director of Education Policy Research and Member Advocacy), and Erin Stevens (Central OEA/NEA).

PRELIMINARY REPORT OF THE CREDENTIALS COMMITTEE

Lisa Lieben, Chairperson of the Credentials Committee, gave the preliminary credentials report. As of 9:30 a.m. there are a total of 223 delegate seated and 4 alternates for a total voting body of 227. We have 40 registered guests.

TRIBUTE TO BRIAN MCCONNELL

Barb Armour, Deb Lipnos, Teri Mackey, and Amy Butcher led a tribute in honor of Brian McConnell. A video was shared with delegates.

PRESIDENT REMARKS

President McFee addressed the delegation. He shared his experiences in the first few months of his presidency. He detailed the shared experiences that all members of NEOEA have as being educators: negotiating, administration turnovers, classroom experiences, and local happenings. He discussed the meetings he has attended as President with other NEOEA members and the comradery he has felt. He detailed his day on NEOEA Day and visiting the various activities that were put on as part of this event. President McFee celebrated delegates in the various roles they play in their workplace. He encouraged delegates to continue to work and thanked them for their service.

ADOPTION OF ORDER OF BUSINESS

Motion (Hameed/Armour) to adopt the order of business with flexibility. Motion carried.

ADOPTION OF RULES OF PROCEDURE

Motion (Wright/Spadaro) to adopt the special rules of procedure as listed on page 2. Motion carried.

APPROVAL OF THE MINUTES

Motion (Tolbert/Armour) to move the acceptance of the April 21, 2018, Spring Representative Assembly minute with some editing changes. Motion carried.

LEGISLATIVE COMMITTEE ANNOUNCEMENT

Andrew Smith, Chairperson of the Legislative Committee, addressed the delegation regarding the FCPE collection. He reflected on the loss of the election and asked for continued support in upcoming elections.

Legislative Committee Awards were given out to various locals and association.

Greatest Dollar Contributions of Members Donating: Clearview EA (Unit 1), Lakewood TA (Unit 2), East Cleveland EA (Unit 3), Brunswick EA (Unit 4), Champion EA (Unit 5), Cardinal EA (Unit 6), Twinsburg EA (Unit 7), Field Local TA (Unit 8), Wellington Support Staff (Unit 9), LEADD (Unit 10), and YSU-ACE (Unit HiEd).

Most Improved Dollar Contributions of Members Donating: Elyria EA (Unit 1), Bay TA (Unit 2), East Cleveland EA (Unit 3), North Royalton EA (Unit 4), Howland Classroom TA (Unit 5), Cardinal EA (Unit 6), Stow TA (Unit 7), Waterloo EA (Unit 8), Akron Assn. of Classified Personnel (Unit 9), Newton Falls ACE (Unit 10), and Lakeland Faculty Assn. (Unit HiEd).

FINAL REPORT OF THE CREDENTIALS COMMITTEE

Lisa Lieben, Chairperson of the Credentials Committee, reported that at the close of registration there were 245 delegates seated and no alternates with a total voting body of 245, there are 32 guests and 11 non-delegates committee members for a total of 288 people in attendance.

Motion: (Lieben/Committee) to accept the final report of the Credentials Committee. Motion carried.

CONSTITUTION AND BYLAWS

Motion (Mackey on behalf of Constitution and Bylaws) for support for the recommendation for passage of the following amendment of Bylaw 5-5 for a special

election. The amendment states, "If an unforeseen action occurs that would impede the normal sequence of the election order for president-elect, the board with a 2/3 majority may call a special election. This election would be for a specific time period without the guarantee of a subsequent position."

PRELIMINARY REPORT OF ELECTIONS COMMITTEE

Heather Gansler, Chairperson of the Elections Committee, announced the general election of the amendment to the Bylaws.

The polls will close 20 minutes after President McFee declares the voting break. Please vote and come right back to the assembly hall.

POINT OF PERSONAL PRIVILEGE

Larry Ellis of Youngstown EA and Karen Carpenter of East Cleveland EA addressed the delegation regarding state takeovers by way of HB 70. Delegates were asked to sign petitions to take to a rally in Columbus against state takeovers.

POINT OF PERSONAL PRIVILEGE

Julie Garcia from Lorain EA addressed the delegation as well and asked them to take the petitions to their own districts and garner signatures. She detailed the ways the state takeover has decimated their district.

RECESS FOR ELECTIONS

The assembly recessed at 10:51 a.m. for a 20-minute recess and reconvened at 11:16 p.m.

Reminder to delegates and guests regarding campaigning in the hall. Campaign materials cannot be handed out on the delegate floor and cannot be worn in the voting place.

Thanked delegates for signing petitions. There are a few blank petitions available.

FCPE collected \$4,681 today. Thanked delegates for their participation.

RESOLUTIONS COMMITTEE REPORT

Suzie Neff, Chairperson of the Resolutions Committee, gave a report detailing that the committee has met four times since the Spring RA. They have been busy updating the document, with their work being focused in sections F, H, and J. They updated or amended the following Resolutions: F-8, F-9, F-14, F-17, F-21, F-30, and J-3. They also created two new Resolutions: New H—Reliability of Information and New J—Importance of Union Activism. The committee will be holding its annual NEOEA/OEA open hearing January 8, 2019. The committee is seeking active member interested in joining their committee.

Motion (Neff on behalf of the Resolution Committee) to approve the following updated and amended resolutions F-8, F-9, F-14, F-17, F-21, F-30, and J-3 and new resolution J—Importance of Union Activism. Motion carried.

Motion (Lavezzi/Hameed) to amend new H—Reliability of Information by adding the word "must" to lines 1 and line 5 of the new resolution. Motion carried. (Page 52 in Resolutions booklet.)

Motion (Neff on behalf of the Resolution Committee) to accept the new H—Reliability of Information as amended. Motion carried.

STRS UPDATE

Carol Correthers, who serves as the Vice Chair of the STRS Committee, addressed the delegation and shared updates on the work the committee has completed.

ELECTIONS REPORT

Heather Gansler, Chairperson of the Elections Committee, gave the elections report for adoption of amendment to Bylaw 5-5. There were 236 votes cast and 119 votes needed to pass the amendment; there were 227 votes cast for the amendment and 9 votes cast against the amendment. The delegation voted to pass the amendment.

The assembly recessed at 11:36 a.m. for a 5-minute recess and reconvened at 11:41 a.m. During the recess the NEOEA Board voted unanimously to follow the passed amendment to Bylaw 5-5 and hold a special election for the two-year position as President-elect to NEOEA.

POINT OF PERSONAL PRIVILEGE

Hank Haynes, member of the Special Education Work Group, addressed the delegation and asked delegates to go to OASNP.org to join the Work Group whose purpose is to generally advocate to meet the needs of special needs professionals. Several members who participate in the Work Group also encouraged participation.

NOMINATIONS REPORT

Jeff Wensing, Chairperson of the Nominations Committee, reported that the committee report is on page 17.

Vacancies in the offices of NEOEA Higher Education Representative at-large and OEA/NEOEA Unit 1 will be filled at today's Representative Assembly.

NEOEA Higher Education Representative at-large: Samuel Adu-Poku nominated Megan List from the floor.

A declaration of candidacy form for OEA/NEOEA Unit 1 from Julie Garcia (Lorain EA) was submitted.

Both declared winners by acclamation.

A vacancy in the office of NEOEA President-elect will also be filled at today's Representative Assembly. Deb Lipnos nominated Barb Armour. Tammy LaPlante nominated Melanie Hameed.

Vacancies in the office of NEOEA Unit 1 Representative, NEOEA Unit 4 Representative, NEOEA Unit 7 Representative, NEOEA Unit 9 Representative, NEOEA ESP Representative at-large, OEA/NEOEA Unit 2 Representative, OEA/NEOEA Unit 5 Representative, and OEA/NEOEA Unit 8 Representative will be filled at the Spring Representative Assembly on Saturday, April 13, 2019. Letters of intent must be received by the NEOEA office by Monday, January 28, 2019.

CANDIDATES' SPEECHES

Speeches from candidates who are running for OEA Vice President (Adrienne Bowden, Sophia Rodriguez, and Jeff Wensing), Kim Richards for early endorsement for NEA Director #3, Deborah Jackson for OEA Director at-Large, and Barb Armour and Melanie Hameed for NEOEA President-elect.

PRELIMINARY REPORT OF ELECTIONS COMMITTEE

Heather Gansler, Chairperson of the Elections Committee, announced the election of early endorsement for OEA Vice President, the early endorsement for NEA Director, endorsement for OEA Director at-Large, and election of an NEOEA President-elect.

The polls will close 20 minutes after President McFee declares the voting break.

INTERNAL POLITICAL ACTION COMMITTEE REPORT

Julia Papcke-Russell, Chairperson of the Internal Political Action Committee, gave the IPA report, which is located on page 18. The committee held candidate screenings on October 23, 2018.

The IPA Committee voted unanimously to recommend endorsement of Deborah Jackson for OEA Director at-Large.

The IPA Committee voted unanimously to recommend early endorsement of Kim Richards for Ohio NEA Director #3.

The IPA Committee voted unanimously to recommend early endorsement of Jeff Wensing for OEA Vice President.

RECESS FOR ELECTIONS

The assembly recessed at 12:15 p.m. for a 20-minute recess and reconvened at 12:37 p.m.

BOARD OF DIRECTORS AND EXECUTIVE DIRECTOR REPORT

Mary Alice Conkey addressed the delegation. She discussed the move to our new location in Mayfield Heights on Lander Road. Invited delegates to come visit. Thanked the Mayfield EA for hosting our Negotiations Conference. Talked about our successful “Chat with the Candidates” event which had a great turnout.

Mary Alice Conkey reported that committee chairpersons from Board Committees will be giving their reports, and her report is printed in the delegate handbook on page 21.

Communications and Marketing – Chairperson Lillian Tolbert reported that the committee will meet December 12. Also encouraged delegates to apply for Community Involvement grants which have two sets of deadlines: November 30 and May 3. In addition, encouraged delegates to recommend candidates for the Friend of Education Award; that deadline is February 1.

Finance – Financial report and statements are located on pages 22-34 in the delegate handbook. Jeff Wensing announced that NEOEA received a clean audit and we are in the positive with our budget. Talked about our yearly savings with our new location. Mary Alice Conkey, our Executive Director, has done a great job helping us slash our budget without losing member service.

NEA Event Planning – NEA RA will be held in Houston, TX, in 2019. Event in Minneapolis on a cruise was very successful. Hotel is Hyatt Regency Houston. The committee has discussed a variety of activities to plan for our event in Houston. Thanked members of the committee and Mary Alice Conkey and Linda Grunden.

NEOEA Day Planning – Held on October 30, and there were over 30 offerings. An evaluation was sent to every member. Please remember to fill out the surveys and send them back in to help with next year’s planning.

Publications – Goal is to continue to communicate with our members and being more cost-effective. Thanked committee members and Mary Alice Conkey and Linda Grunden.

Summer Leadership Committee – Excited to welcome you back to the Bertram Inn on July 24-25, 2019, for Summer Leadership. Betsy Kling will be our keynote speaker, and registration forms will be available at Spring RA.

Members from the OEA Standing Committees gave updates detailing their specific charges this year and the work they did at their last meeting held in Columbus. Some committee members discussed the recommendations that they made to the OEA Board of Directors.

POINT OF PERSONAL PRIVILEGE

President McFee took the time to thank Executive Director Mary Alice Conkey for all her hard work in watching the finances for NEOEA and spearheading the move to our new location.

NEW BUSINESS ITEMS

NB Item #1 (Pegg/Sommers)

Restructuring of Dues: The OEA will create a tiered system for cost of dues based on salary.

Motion (Scherer/Walchalk) to close debate. Motion carried.

Motion (Pegg/Sommers) to support that the OEA will create a tiered system for cost of dues based on salary. Motion failed.

NB Item #2 (Dressman/Gleason)

The delegates, Board of Directors, and officers of the North Eastern Ohio Education Association hereby express their appreciation to the Sheffield-Sheffield Lake Teachers' Association, the Sheffield-Sheffield Lake Classified Employees Association, and the Sheffield-Sheffield Lake City Schools for their hospitality in hosting the fall 2018 NEOEA Representative Assembly.

Invited delegates to attend the Spring RA which will be hosted by the Bedford Education Association.

NB item #2 passed.

ELECTIONS

Heather Gansler, Chairperson of the Elections Committee, gave the final elections report.

Endorsement for OEA Vice President. There were 235 votes were cast, and 118 votes were needed to elect a winner. Adrienne Bowden received 13 votes, Sophia Rodriguez received 38 votes, Jeff Wensing received 181 votes, and there were 3 votes for no endorsement. Delegates have elected to endorse Jeff Wensing for OEA Vice President.

Endorsement for OEA Director at-Large. There were 232 votes cast, and 118 votes were needed to elect a winner. Deborah Jackson received 221 votes, and there were 11 votes for no endorsement. Delegates have elected to endorse Deborah Jackson for OEA Director at-Large.

Endorsement for NEA Director #3. There were 226 votes cast, and 114 votes were needed to elect a winner. Kim Richards received 220 votes, and there were 6 votes

for no endorsement. Delegates have elected to endorse Kim Richards for NEA Director #3.

Elections for NEOEA President-elect. There were 230 votes cast, and 116 votes were needed to elect a winner. Melanie Hameed received 122 votes, and Barb Armour received 108 votes. Delegates have elected Melanie Hameed to the position of NEOEA President-elect.

Motion for approval of final election committee reports. Motion carried.

COMMITTEE REPORTS

Education Support Professionals Organizing – Printed on page 35. Matt Hickman reported on the two topics they chose for Megaconference: Drug Awareness and Building Better Teams between Certified and Classified; shared the fund-raiser of their long sleeve “Red for Ed” t-shirt, and Kim Richards was winner of the basket. Scholarship applications are available online for the NEA ESP National Conference.

Environmental Concerns – Printed on page 36. Ben Beukeman reported the committee chose their Megaconference topic, looking to do the family-friendly Green Tour in April, and are seeking nominations for their Green School Award.

Leadership Development – Printed on page 37. Karen Carney reported on their Presidents plus Two Negotiations Conference and how the attendance keeps increasing each year. Tuesday, January 29, they will host their Leadership Summit at the Paradigm Center in Mentor.

Legislative – Printed on page 38. Andrew Smith reported the PAWG group is continuing to work on grassroots lobbying efforts; continuing to plan for the Legislative Receptions which will be held February 25. Today’s FCPE donation totaled \$4,681.

Minority Organizing – Printed on page 39. Karen Carpenter reported their Megaconference session on organ donation is in the planning stages; their committee offers scholarships to the NEA Minority Leadership Training Conference to be held January 25-27 in New Orleans, LA.

NEOEA-R Organizing – Printed on page 40. Nancy Wonson reported the committee will hold their annual Read Across America event; they are continuing to encourage active members to purchase pre-retired memberships at the current price. Announced winners in their raffle.

Personal Welfare and Financial Planning – Printed on page 41. Dennis Lewis reported the committee presented a successful NEOEA Day in-service seminar on personal financial planning fundamentals and will be working on topics for Megaconference.

Professional Development – Printed on page 42. Marissa Platton detailed information about their Megaconference sessions that will include technology sessions, information on assessments, restorative justice, SOLE, and classroom management.

Public Relations – Printed on page 43-45. Jené Wilson reported the committee reset deadlines for many of their grants to accommodate school calendars; they will present a Megaconference session on applying for grants.

The winners of the 2017-18 Communications Contest:

Grand Prize Winner (\$100):	Garfield EA – <i>GEA Quarterly</i>
Winner – Large Local (\$50):	Bedford EA – <i>BEA Beacon</i>
Winners – Medium Local (\$50):	Field Local TA – <i>In Talk</i>
Winner – Small Local (\$50):	Garfield EA – <i>GEA Quarterly</i>
Honorable Mention:	

Ashtabula ACSE – *A.A.C.S.E. Newsletter*

East Cleveland EA – *Communiqué*
 Riverside Local EA – *RLEA Newsletter*
 Warren EA – WEA News
 Willoughby-Eastlake TA – WETA News

Following are the newest winners of the Five Star Local Award:

Austintown EA	Euclid TA	Sandusky EA
Bay TA	Field Local TA #	Stow TA #
Bedford EA	Garfield EA #	Streetsboro EA #
Brunswick EA	Howland Classroom TA	Tallmadge TA #
Brunswick ESP Assn. #	Lakewood TA	Trumbull CTC EA
Campbell EA #	Lorain EA	Twinsburg EA #
Cardinal EA	Maple Heights TA #	Vermilion TA #
Champion EA #	Maple Organization	Warren EA #
Chardon EA	Support Team	Warrensville EA
Clearview EA	(MOST)	Waterloo EA *
Cuyahoga Falls EA	Medina City TA #	Willoughby-Eastlake
Cuyahoga Heights Assn. of Teachers	Mentor Classified Employees	Classified Professionals #
East Cleveland EA #	Painesville City TA	Willoughby-Eastlake TA #
Elyria EA	Riverside Local EA #	YSU-OEA *

* Indicates local is a first-time recipient of the Five Star Award.

Indicates local received all six stars available.

Social and Human Concerns – Printed on page 46. Kecia Sanders-Stewart reported the committee is working on a year of social justice; the new campaign this year is “LOVE YOUR LABOR AND YOUR NEIGHBOR.” Pat Sharkey gave details regarding the donations that are collected at their table and the charities they send those toiletries to. Encouraged continued participation in giving these donations.

NEA REPORT

Angela Stewart, Sophia Rodriguez, Kim Richards, Andrea Beeman reported that NEA will be shaving off two days of RA; will not affect the RA but will affect the pre-conference and those who like a day to do tourist activities. Day one of RA will be July 4, first Ohio Caucus will be July 3, and Ohio Night will be July 2, no free days, virtual forums for hearings will be available in June; pay close attention to dates if you plan to attend. Elimination of the expo and one day of Board meeting. Cost savings of \$1 million.

Constitutional amendment of community ally membership that will be brought back up at the RA in July. Clarified the language to present again.

Lobbying: Kavanagh nominations, want to leave the decision of arming teachers to districts, tax cuts, education funding, community schools very interested in attending NEA workshops on community schools, local president release time grants, two districts in Ohio receiving (Youngstown and Sylvania), difficult grant to fill out but worth it if you get awarded the grant.

ESP: Working on professional growth continuum, should be released December 1, Leaders for Tomorrow meeting December 6, ESP Conference will be in Las Vegas, Leadership Summit will open for registration and will be held March 15-17 in Denver.

OEA REPORT AND CAUCUS

OEA Director Melanie Hameed gave report and detailed information regarding the upcoming OEA Fall RA. DLAMC will be holding its dinner on that Friday, November 30. RA will be held at the Ohio Expo Center in Cardinal Hall on December 1. Have a couple of new business items that will come before the Board—down to one RA and one from Andrea Beeman. New hotel, Marriott University. Don't forget about FCPE.

Winner of Bright Now Dental Raffle is Lisa Lieben.

OEA OFFICERS' REPORTS

Scott DiMauro, OEA Vice President, addressed the delegation. Discussed the work of NEOEA members who did an excellent job advocating for our endorsed candidates. Specifically, thanked Barb Martini, Deb Lipnos, and Lauren Stanislaw for their independent work with canvassing, making phone calls, and sending out text messages. Will continue to work with individuals who are interested in our concerns with making public education equitable and looking at ways to divide the cost between state and local communities. We are on the verge of moving away from A-F grading of local school districts; state board is working on recommendations for that. We must continue to address the issues of graduation requirements for the class of 2019. We will also continue to repeal/replace HB 70.

Mark Hill, OEA Secretary-Treasurer, addressed the delegation and gave updates on finances of the OEA looking at membership campaigns, current memberships, annual budget updates, and specific finances. A more detailed report will be presented at the December RA.

Becky Higgins, OEA President, addressed the delegation. Talked about the election results and what OEA must do to move forward. Reorganized OEA Foundation and committee of 13 have met and created four different grants that will be handed out. Please look in *Ohio Schools* and on the website to get more information regarding the grants. The applications can be accessed online and filled out online. Deadlines for grants are February 1 and they will be given out March 1. There will be a fundraising event held on May 10. Other information will be coming. Thanked her NEOEA family for their support and all the hard work they do every day.

POINT OF PERSONAL PRIVILEGE

Sophia Rodriguez thanked delegates for the opportunity to address the delegation.

POINT OF PERSONAL PRIVILEGE

Deborah Jackson thanked for endorsement by NEOEA.

POINT OF PERSONAL PRIVILEGE

Mary Kennedy speaking on behalf of Adrienne Bowden to thank for the opportunity to speak to delegations.

POINT OF PERSONAL PRIVILEGE

Jeff Wensing thanked delegates and showed appreciation of the vote of confidence and will work hard on his campaign to represent.

POINT OF PERSONAL PRIVILEGE

Barb Armour congratulated Melanie Hameed, and we will continue to work together.

POINT OF PERSONAL PRIVILEGE

Melanie Hameed showed love for Barb Armour and expressed her willingness to work with the other officers.

POINT OF PERSONAL PRIVILEGE

Kim Richards thanked delegation for endorsement and vote of confidence.

POINT OF PERSONAL PRIVILEGE

Teri Mackey on behalf of the Constitution and Bylaws for accepting amendment.

ADJOURNMENT

President Rob McFee adjourned the meeting without objection at 2:13 p.m.

Respectfully submitted,

Lillian M. Tolbert
NEOEA Recording Secretary

**FINAL CREDENTIALS COMMITTEE REPORT
NOVEMBER 10, 2018**

The Credentials Committee seated 241 delegates and 4 alternates for a voting body of 245. Eleven non-delegate committee members and 32 visitors were also registered for a total attendance of 288.

Unit	Preliminary Count			Final Count		
	Delegates	Alternates	Total	Delegates	Alternates	Total
1	30	2	32	32		32
2	21		21	24		24
3	37		37	40		40
4	14		14	20		20
5	19		19	20		20
6	30		30	30		30
7	21		21	21		21
8	18		18	21		21
9	7		7	8		8
10	6		6	6		6
BVO	2		2	2		2
Higher Ed	1		1	1		1
OEA-R	7	2	9	10		10
Past Pres	9		9	9		9
Students	1		1	1		1
Totals	223	4	227	245	0	245
		Non-Delegate Committee Members	9		Non-Delegate Committee Members	11
		Visitors	31		Visitors	32
Preliminary Count Total			267	Final Count Total		288

Members of the Committee:

Lisa Lieben, Chairperson, Lorain EA
Pamela Barnes, Warrensville EA
Andrea Beeman, Maple Org. Support Team
Amy Butcher, Westlake TA
Carol Correthers, Lorain EA
Lynnette Harris, ACCESS-R
Shelley Marchand, Youngstown EA-R
Deb Molnar, Clearview EA

Candiss Poles-Ducksworth, Maple Hts. TA
Janet Smart, Howland Classroom TA-R
Donna Smoot-Walters, Barberton EA-R
John Veverka, Fairport Harbor EA-R
Beverly Woolridge, Akron Assoc. of
Classified Prof.-R
Karen Wright, Wellington Support Staff
Annie Zahradnik, Painesville City TA

**NOMINATIONS COMMITTEE REPORT
APRIL 13, 2019**

The following individuals have declared candidacy for the positions listed, which will be filled by election at the NEOEA Representative Assembly on Saturday, April 13, 2019, at Bedford High School. Nominations may be made from the floor at the RA.

NEOEA Unit 1 Representative (to fill vacancy until July 14, 2022)	Jennifer Lynn
	Andrew Smith
NEOEA Unit 4 Representative (term ends July 14, 2022)	Suzie Neff
NEOEA Unit 7 Representative (term ends July 14, 2022)	Mike Farren
NEOEA Unit 9 Representative (term ends July 14, 2022)	
NEOEA ESP Representative at-large (term ends July 14, 2022)	Barbara Armour
OEA/NEOEA Unit 2 Representative (term ends July 14, 2022)	Amy Butcher
OEA/NEOEA Unit 5 Representative (term ends July 14, 2022)	Meaghan Coe
	Marissa Platton
OEA/NEOEA Unit 6 Representative (to fill vacancy until July 14, 2020)	Bryan Bain
	Sharron Callahan
OEA/NEOEA Unit 8 Representative (term ends July 14, 2022)	Larry Ellis

Members of the Committee:

Jeff Wensing, Chairperson
Kathy Abrahamson, unit 10
Megan List, Higher Ed
JoNell Fox, unit 9
Julie Garcia, unit 1
Nate Loman, unit 7

Barbara Martini, unit 5
Sharron Callahan, unit 6
Sue Messinger, unit 2
Suzie Neff, unit 4
Jason Scherer, unit 8
Jonetta Reed, unit 3

INTERNAL POLITICAL ACTION COMMITTEE REPORT
APRIL 13, 2019

The Internal Political Action Committee met Sunday, March 10, 2019, to screen several candidates running for office.

The IPA Committee voted unanimously to recommend endorsement of Deborah Jackson for OEA Director at-Large. Deborah is a music education specialist at Princeton City Schools. She has been an active member of OEA for 28 years and is an outspoken advocate for both educational professionals and the students they serve.

We then interviewed Angela Stewart for Ohio NEA Director #4. Angela is a Kindergarten teacher in Newcomerstown Exempt Village School District. She has extensive experience in all levels of leadership in her 26 years as an educator. In addition, she has spent her entire career lobbying on behalf of children and educators. The committee voted unanimously to recommend endorsement of Angela Stewart for a second term as NEA Director.

The committee screened two candidates for OEA President, Scott DiMauro of Worthington and James Figley of Wooster. Scott has spent 27 years serving as an educator and is the current OEA Vice President. His goals include elevating the voice of educators through media, strengthening locals, and developing resources for members to create equity for students. Jim has spent 28 years serving his district both as a teacher and a local leader. His goals are to create coalitions with other professional organizations, write legislation, activate membership through education about the history of the union, and focus on school safety. Both candidates gave impressive interviews and displayed strong leadership qualities. The committee voted to recommend endorsement of Scott DiMauro for OEA President.

Members of the Committee:

Julia Papcke-Russell, Chairperson, Bay TA
Michelle Augusta, Willoughby-Eastlake TA
Diana Charters, Ashtabula ACSE
Rich Foulk, Lorain EA-R
Marchell Josie, East Cleveland EA

Bill Lavezzi, Aurora EA-R
Debra Lipnos, Twinsburg EA
Laina Makepeace, Medina City TA
William Noice, Hudson EA-R

ELECTIONS COMMITTEE REPORT

APRIL 13, 2019

The OEA Representative Assembly will elect statewide officials on Friday, May 10, 2019. Nominees who have applied for NEOEA's endorsement today in that election are:

- Deborah Jackson for OEA Director-at-large;
- Angela Stewart for Ohio NEA Director #4; and
- Scott DiMauro and James Figley for OEA President.

In a general election, delegates will decide on those endorsements and elect an NEOEA ESP Representative at-Large.

In addition, elections will be held in electoral units 1, 2, 4, 5, 6, 7, 8, and 9; delegates in units with contested elections will vote in caucus. (Additional nominations are taken from the floor. After nominations have been closed, delegates have the authority to elect unopposed candidates by acclamation and avoid taking a paper ballot.)

NEOEA Campaign and Election Rules – NEOEA Policy 4.05:

- a. Candidates' speeches at the Representative Assembly will be limited to three (3) minutes each. Order of speeches to be determined by the Elections Committee.
- b. Delegate names and addresses will be available to candidates at the NEOEA office. Copies will be sent upon request according to established procedures of the NEOEA office.
- c. Gifts of material value are prohibited. Badges, buttons and ribbons may be distributed. Information relative to the candidate, the candidate's platform, or statements on issues before the Assembly will be printed on single sheets of paper no larger than 8½" by 11", and will contain the name of the source and sponsor. Pictures and slogans may be included in such information.
- d. Distribution of campaign materials is prohibited in the assembly hall and in the polling areas, except for OEA/NEOEA Board of Directors candidates to be elected within specific units at the NEOEA Representative Assembly, who may distribute materials in the polling area.
- e. The Elections Committee will require removal of campaign material before entering the polling area.
- f. Campaign material (posters, banners, computer printouts, e-mail, endorsements, etc.) will contain the name of the source/sponsor, including caucuses and other special interest groups. Use of the NEOEA, OEA, NEA or UEP logo on materials used to promote the candidacy of any individual or individuals is PROHIBITED. Display all campaign materials under "Meet the Candidates" sign. Posted materials will be limited to five (5) posters no larger than 14" x 22". One of these may be placed in the designated area, which will be determined approximately one (1) hour prior to the beginning of the assembly and all campaign materials should be held until that time. (The cafeteria will probably be the designated area for campaign posters if it is possible.) No posters may be placed in or adjacent to the polling area.

- g. Audio-visual presentations are prohibited except during the three-minute speech.
- h. Campaign materials must be removed by the candidate before the close of the assembly.
- i. At the fall meeting, the polls will be open for twenty (20) minutes. At the spring meeting, the polls will be open one-half (½) hour. At both meetings, polls will close promptly at the designated time.
- j. Voting passes will clearly reflect unit of representation. Unit elections will be on separate ballots.
- k. Candidates may appoint observers. The Elections Committee must be notified of such appointments (by name) in writing prior to the day of the election. Candidates must notify the NEOEA Executive Director, who will transmit their written notices to the Elections Committee. Exception: Candidates nominated from the floor may appoint an observer. Same courtesy is extended to the candidate previously running unopposed. Observers will remain in the elections headquarters until election results are officially announced.
- l. Delegates must present the official voting pass in order to receive ballots. Under no conditions will any delegate be permitted to vote without an official voting pass. Delegates must retain the voting pass for possible runoff elections. Proxy voting will not be permitted.
- m. With the approval of the President, the committee may enlist temporary election aides. Ballots will be counted at the direction of the Elections Committee. Results will be posted outside the meeting hall after the official announcement is made. A list of the winners will be given to News & Views. Candidates who cannot remain until the end of the assembly will provide the Elections Committee with a stamped, self-addressed envelope so results can be mailed at the end of the assembly.
- n. In the event no candidate receives a majority of votes on the first ballot, a runoff election will be held as soon as possible between the two (2) candidates receiving the greater number of votes.
- o. Any election problem(s) unable to be resolved in accordance with NEOEA policy will be referred to the OEA Secretary-Treasurer for resolution.
- p. Consistent with the OEA Constitution, write-in voting shall be prohibited in all elections.

Members of the Committee:

Heather Gansler, Chairperson, Bedford EA
 Kathy Abrahamson, Newton Falls ACE
 Beryl Burkle, Bedford EA-R
 Joyce Cyrus, East Cleveland EA-R
 Carol Dolgosh, Lakewood TA-R
 Joyce Hives, East Cleveland EA-R

Tim Matheson, Midview EA-R
 Tom Moscovic, Willoughby-Eastlake TA-R
 Jonetta Reed, Euclid TA
 David Saywell, Euclid TA-R
 Sandy Smith-Fischer, Streetsboro EA

ENVIRONMENTAL CONCERNS COMMITTEE REPORT APRIL 13, 2019

The Environmental Concerns Committee remains focused on promoting environmental awareness for NEOEA members, students, and communities. Activities planned for this year include the following:

- We sponsored an NEOEA Day program at the Hamilton Collaborative. We visited with the Soulcraft, Skidmark Garage, ReBuilder's Xchange, Rustbelt Riders Composting, Ingenuity Cleveland, and Architecture Office. They shared programs for teachers both in and outside of their classrooms.
- The Committee decided that the Green School Award should be awarded to:
Secondary – Brecksville-Broadview EA and Boardman EA
Primary – Perry EA and Willoughby-Eastlake TA

Due to the quantity and quality of the programs, additional awards were awarded.

Additionally, the presentation of the awards allowed the committee to make wiser discussion on the future of the award.

- We sponsored a Megaconference session featuring programming from the Holden Arboretum and the Cleveland Botanical Garden. There were a handful of participants in the group, and we enjoyed learning about the opportunities available to teachers, both personally and professionally, at the arboretum and gardens.

Please see *News and Views* for our schedule of activities. The committee meetings are held in a variety of manners: on site at the NEOEA office, off-site in green locations, as well as via conference call and web-conferencing. New members, ideas, and suggestions are always appreciated.

Members of the Committee:

Melisa Norton, Chairperson, Euclid TA
Ray Patacca, consulting member,
Greater Cleveland Aquarium
Rebecca Baxter, Champion EA

Benjamin Beukeman, Euclid TA
Norman Hillstrom, Mentor TA-R
Barbara Martini, Champion EA
Steven Mitchell, East Cleveland EA

ESP ORGANIZING COMMITTEE REPORT APRIL 13, 2019

The ESP Organizing Committee is committed to promoting the welfare of Education Support Professionals. We are charged with identifying ESP issues and concerns and developing training workshops to help all ESPs be successful in their lives and jobs. We are also looking to support presidents of ESP locals. If you are a newly-elected president of an ESP local and need assistance, we are here to help!

The committee would like to promote the OAESP conference being held April 26-27 in Mansfield, Ohio. This is a conference that focuses primarily on sessions that are impactful to support personnel but all are welcome to attend. More information can be found at their website: <http://bit.ly/esp2019>.

We are continuing our scholarship fundraiser with a red, long-sleeved t-shirt with the message "We Support Education." We are also doing a gift card/lottery tree drawing at today's RA and will have a 50/50 raffle at the Spring OEA RA. The funds raised sponsor a third scholarship to the NEA ESP National Conference which will be held in March 2020.

Scholarship applications are available online at neoea.org/ESP_Scholarship.pdf. For more information on the NEA ESP National Conference, go to www.nea.org/home/31430.htm.

Thank you for supporting our fundraiser!

Members of the Committee:

Matthew Hickman, Chairperson,
Willoughby-Eastlake Class. Prof.
Kathy Abrahamson, Newton Falls ACE
Barbara Armour, Brunswick ESP Assn.
Andrea Beeman, Maple Org. Support Team
Barbara Catalano, Mayfield EA-R
Diana Charters, Ashtabula ACSE
Rhonda Ferguson, Akron Assoc. of
Classified Prof.
JoNell Fox, Wadsworth Support Staff Assn.
Martha Harper, Ashtabula ACSE-R

Nancy Knack, Willoughby-Eastlake
Class. Prof.
Tammy LaPlante, Ashtabula ACSE
Sharon Lawson, Akron Assoc. of Class.
Prof.
Laura Mampel, Willoughby-Eastlake
Class. Prof.
Adele Matias, Mayfield EA-R
Kerri Setlock, Mayfield EA
Beverly Woolridge, Akron Assoc. of
Classified Prof.-R
Karen Wright, Wellington Support Staff

LEADERSHIP DEVELOPMENT COMMITTEE REPORT APRIL 13, 2019

The Leadership Development Committee is charged with providing high-quality leadership forums to enable members to grow professionally in leadership roles.

Bringing in the New Year on an energizing note: The Leadership Summit was held on January 29, 2019, at the Paradigm Center in Mentor. Even Mother Nature—with gale force winds and below zero wind chills—could not stop fearless educators from across north eastern Ohio gather! OEA Membership Consultant Todd Jaeck inspired and challenged us with this powerful question: “Windshield or Bug? How to Thrive During Change.” Approximately 55 members joined us for this engaging, enlightening event. New teacher and ESP guides were available for attendees to take back to their districts.

On Saturday, March 9, the NEOEA Megaconference was held at Corporate College, with Leadership Development hosting twelve sessions. Megaconference received rave reviews... “creative titles, awesome content descriptions!” We had a large group of new attendees and new presenters. We are pleased to announce that almost 300 members attended this conference, which makes it one of the most highly attended! Sessions included many timely topics for bargaining including: *Simplicity, Transparency, and Strategic Focus; Bargaining Blueprint; Show Me the Money—General Fund Analysis; Flipping the Board for Positive Impact; I’m a Rep—Now What Do I Do?; Don’t Snapchat Your Way to Termination; Grievance Processing 101 to Arbitration; and Here We Are at the Corner of Coverage and Copay.* Please plan to register for the Megaconference next year which will be held on March 7, 2020, to gain insight on the latest trends facing employees in public education.

On Friday, June 7, NEOEA will sponsor regional “Committees on the Go” (formerly “Greet and Grill”) to provide local leaders the opportunity to see the variety of local supports and benefits available through NEOEA. The Leadership Development Committee has been brainstorming ways to mirror the format of the Legislative Receptions for this annual event. Please mark your calendars! Broaden your leadership skills with the abundance of resources available to local leaders and members through NEOEA district events. More details to follow.

Members of the Committee:

Karen Carney, Chairperson, Campbell EA
Rose Boyd, Barberton EA
Sharron Callahan, Cardinal EA
Nanci DiBianca, Cuyahoga Hts. A of T-R
Martha Dunford, Perry EA-R
Julie Garcia, Lorain EA
Ellen Giovinazzo, Garfield EA

Stephani Itibrout, Medina City TA
Sherri Koncilja, Painesville City TA-R
Deb Molnar, Clearview EA
Emily Russ, Avon TA
Susan Selby, Olmsted Falls EA-R
Sandy Smith-Fischer, Streetsboro EA
Pat Wagar, Mayfield EA-R

LEGISLATIVE COMMITTEE REPORT
APRIL 13, 2019

The Legislative Committee continues to work to advance NEOEA's legislative agenda.

NEOEA Legislative Committee members continue to serve in each of the legislative Senate Districts as liaisons to NEOEA. These positions are designed to improve communication between OEA and NEOEA. Our goal is to support the political screening process and facilitate the scheduling of legislative receptions, screenings, lobbying, and/or meetings.

Legislative Receptions were held on February 25, 2019, concurrently at four separate locations: north (Willoughby Hills), south (Akron), east (Youngstown), and west (Avon). All receptions were successful with representation of members and elected officials.

The committee sponsored a standing-room-only session at the Megaconference on March 9 which centered on House Bill 70 and its destructive impact on public education. Presentation and discussion was led by a panel of local leaders (Jay Pickering, Lorain EA; Larry Ellis, Youngstown EA; and Karen Carpenter, East Cleveland EA). Facilitation and updates were also provided by OEA Vice President Scott DiMauro.

The NEOEA Legislative Committee sponsored a bus to the OEA Lobby Day on April 9.

The NEOEA Legislative Committee is looking to develop a 20% in 2020 campaign to increase contributions and awareness of our Ohio Education Association Fund for Children and Public Education (OEA-FCPE). The OEA-FCPE is the political arm of the OEA. Continue to look for more information as it unfolds.

The Legislative Committee continues to develop innovative projects that link political leaders with public education employees who advocate for working conditions which drive student success.

Members of the Committee:

Andrew Smith, Chairperson, Sheffield-Sheffield Lake TA
Jeff Arra, Avon Lake EA
Bryan Bain, Willoughby-Eastlake TA
Debbie Bernauer, Brecksville-Broadview EA-R
Melody Carlisle, Cuyahoga Falls EA
Lyn Curry-Huston, Cuyahoga Falls EA-R
Michael Farren, Barberton EA

Matthew Hickman, Willoughby-Eastlake Class. Prof.
Barbara Martini, Champion EA
Jeannette Pecora, Elyria EA
Zachary Pytel, Brunswick EA
Kim Richards, Cardinal EA
Irene Spraggins, East Cleveland EA
Lauren Stanislaw, Bay TA
Ian Steffen, Strongsville EA
HaSheen Wilson, YSU-ACE

MINORITY ORGANIZING COMMITTEE REPORT
APRIL 13, 2019

The Minority Organizing Committee is passionate about increasing the participation of all minority members across the region (NEOEA), state (OEA), and national (NEA) levels. It is the committee's hope that the above would then impact minority members' participation at the local level as well.

At this year's NEOEA Megaconference, the Minority Organizing Committee looked forward to offering members an engaging workshop on the importance of organ donation. The name of our session was "Organ Donation 101: Fact vs Fiction." Did you know that there are about 115,000 people waiting for a life-saving organ transplant? Did you know another name is added to the national transplant waiting list every 10 minutes? This session helped members find out basic information about organ, eye, and tissue donation. We learned about how to inform your family of your wishes regarding organ donation. Our guest speakers shared their life-changing stories of being a transplant recipient and a donor family.

We would like to remind our members that we offer scholarships to the NEA Minority Leadership Training Conference. Look for information in the coming months on the NEA and NEOEA websites. Please contact your local president for a scholarship application as well as the NEOEA website for a scholarship application for next year.

Save the Date: NEOEA Day – October 11, 2019.

Members of the Committee:

Carol Correthers, Chairperson, Lorain EA
Checole Andrews, Painesville City TA
Andrea Beeman, Maple Org. Support
Team
Karen Carpenter, East Cleveland EA
Joyce Hives, East Cleveland EA-R

Shawn Jones, Warrensville EA
Marchell Josie, East Cleveland EA
Nusrat Mehdi, Copley TA
Jonetta Reed, Euclid TA
Kecia Sanders-Stewart, East Cleveland EA

NEOEA-R ORGANIZING COMMITTEE REPORT APRIL 13, 2019

As a large committee, we have found that working in smaller subcommittees has allowed us to accomplish many tasks.

- The Conference Committee has a well-planned Spring Conference ready for April 25. With three break-out sessions, there will be many areas of interest discussed. If you know someone who has retired within the last year, please remind them of this date as we may not have their email address on our list.
- The Outreach Committee has many events planned for Read Across America. Each reader had a new book and several recycled books to take with them to present to the school or group to whom they read. The committee also sponsored an event at Cleveland Kids' Book Bank for NEOEA Day. It was a great success and will be offered again next year.
- The Political Action Committee has many members serving on OEA Screening Committees and are involved with lobbying and other legislative actions.
- The Membership Committee is responsible for our drawing table at all NEOEA events. They also speak with active members about the reasons for joining the OEA-R/NEOEA-R as a pre-retired member. The committee also held a well-attended Pre-Retired workshop following the Megaconference.
- The Retirement Committee is working with the Personal Welfare and Financial Planning Committee to review and update a retirement document which would be distributed at NEOEA events. The committee is also keeping us informed on new member benefit opportunities as well as any updates from SERS and STRS.

The OEA-R Intergenerational Mentoring Program continues at Kent State. We have been very successful in finding retired members who want to give back by mentoring young educators.

Several of our committee members are organizing luncheons in their home counties. Any retired educator is invited, and updates from STRS and legislative issues are discussed. Information about this year's Spring Conference is shared, and, of course, we encourage membership.

We continue to encourage active members to purchase a pre-retired membership while still actively teaching. The retired membership fee WILL BE INCREASING again this fall. Joining NOW will cost you \$400. After this fall, NEA-R membership will be increasing \$50. One payment of \$400 NOW is all it takes to be a retired member for life.

One of the most valuable benefits of membership is the continuation of ALL Member Benefits programs. If you do not have an NEA-R/OEA-R membership when you retire, you will lose your benefits, including the NEA credit card and any insurance programs in which you are involved. With membership, you will also receive many of the other benefits of membership including our NEOEA Newsletter, the *Ohio Schools* magazine, and the *NEA-R Today* magazine.

Members of the Committee:

Nancy Wonson, Chairperson, Lakewood TA-R
Debbie Bernauer, Brecksville-Broadview EA-R
Rhonda Braylock, East Cleveland EA-R
Marshall Buckley, Mentor TA-R
Beryl Burkle, Bedford EA-R
Barb Catalano, Mayfield EA-R
Dave Ciborek, Twinsburg EA-R
Lyn Curry-Huston, Cuyahoga Falls EA-R
Nanci DiBianca, Cuyahoga Hts. A of T-R
Carol Dolgosh, Lakewood TA-R
Martha Dunford, Perry EA-R
Sue Fatica, Painesville City TA-R
Patricia Frost-Brooks, East Cleveland EA-R
Peg Ham, Lorain EA-R

Martha Harper, Ashtabula ACSE-R
Hank Haynes, ACCESS-R
Norman Hillstrom, Mentor TA-R
Joyce Hives, East Cleveland EA-R
Gary Hollow, Bristol-R
Mary Keefe, Maple Hts. TA-R
Sherri Koncilja, Painesville City TA-R
Bill Lavezzi, Aurora EA-R
Dennis Lewis, Parma EA-R
Adele Matias, Mayfield EA-R
Steven Mitchell, East Cleveland EA-R
Donna Smoot-Walters, Barberton EA-R
Pat Wagar, Mayfield EA-R

PERSONAL WELFARE AND FINANCIAL PLANNING COMMITTEE REPORT APRIL 13, 2019

The Personal Welfare and Financial Planning Committee works to provide education and discount programs, resources, tools, and information to assist NEOEA members to be healthy while enjoying a secure financial future. These goals should be achieved in and out of a member's career through retirement. Economic security, good health, and a positive attitude helps us provide quality services to the students we serve.

The members of the committee examined ideas and formulated topics for several educational sessions presented at the March 9, 2019, NEOEA Megaconference. Program offerings at this year's conference included sessions on estate and financial planning, energy savings and efficiency, workplace retirement savings plans available through employer payroll deductions, as well as sessions which provided updates on state retirement systems and how to utilize benefits. This year's Megaconference was filled to capacity, and participants enjoyed the day and the efforts of committee members and NEOEA staff in putting the program together.

The Committee plans to again present an NEOEA Day in-service program focusing on personal financial planning and wealth building fundamentals. The program will deal with certain misconceptions that are related to many benefits that are taken for granted from a school district—that will not be supplied in retirement. In addition terminology and strategies that members can use in planning for a comfortable retirement and how to meet financial challenges that exist throughout one's career will be discussed.

Our Committee continues to review discount programs and optional free or low-cost services that our members may benefit from. Those that have wide appeal or the potential for profitability are given to the NEOEA Board of Directors for final review and adoption consideration.

The Committee looks to members for ideas and topics related to our goals. We are open to recommendations for presentations at future Megaconferences or NEOEA Day workshops. Please let us know how we can convey useful information to Association members.

Members of the Committee:

Dennis Lewis, Chairperson, Parma EA-R
Anthony Bernard, Howland Classroom TA
Lynette Corn, East Cleveland EA-R
JoNell Fox, Wadsworth SSA
Leslie Frank, Weaver Workshop and
Support

Reneé Hajek, Wadsworth SSA
Mary Keefe, Maple Hts. TA-R
Adele Matias, Mayfield EA-R
Lisa Steigerwald-Kana, Campbell EA-R

**PROFESSIONAL DEVELOPMENT COMMITTEE REPORT
APRIL 13, 2019**

The primary objective of the Professional Development Committee is to explore and evaluate educational opportunities that will benefit our membership both personally and professionally. When final decisions have been examined by the committee, these topics become offerings at the annual Megaconference. The Professional Development Committee strives to provide opportunities for professional growth experiences that relate to the current needs of the teaching profession.

At Megaconference this year, we hosted two technology sessions with Eric Curts, a Google Education Trainer, as the presenter. Additionally, we provided opportunities to explore the following areas: Assessments in the Classroom, Self-Organized Learning Environments (SOLE), Restorative Practices, and Behavior Management.

Additionally, committee members are continuing to attend WVIZ Advisory Council meetings to hear about new and upcoming events and updates. We had two members attend the Ideastream Tech Conference and share their learnings with the committee.

Our continuing goal as a committee is to support educators in their efforts to improve instruction so that each student may achieve at higher levels in our schools.

We welcome suggestions from our NEOEA membership for new and/or improved professional development programming.

Members of the Committee:

Marissa Platton, Chairperson,
Austintown EA
Samuel Adu-Poku, YSU-OEA
Barbara Catalano, Mayfield EA-R
Bradley Dalzell, Medina City TA
Peg Ham, Lorain EA-R
MaryAnn Harris, East Cleveland EA
Rob Keshock, Garfield Hts. TA

Pamela Knox, Brunswick EA
Nate Loman, Nordonia Hills EA
Nicole Nadasky, Portage Co. Ed. for the MR
Kattia Romero Mora, Willoughby-Eastlake TA
Sally Schuler, Olmsted Falls EA-R
Natasha Taylor, East Cleveland EA
Nancy Wonson, Lakewood TA-R

PUBLIC RELATIONS COMMITTEE REPORT

APRIL 13, 2019

The Public Relations Committee will continue to promote the Association, its views, services, and activities among our members, and promote local association programs that enhance the image of public education and its employees.

The committee has developed a brochure (neoea.org/GrantsAndMore.pdf) and a PowerPoint (neoea.org/Money-AwardsPP.pdf) to explain the various grants and awards available through the NEOEA PR Committee. These are available to locals and members.

The committee presented a session at the Megaconference on March 9, 2019. Three members who have successfully applied for and received NEOEA Public Relations grants talked about the inspiration for their projects, how they executed them, and how easy the application process for the grant is. The members in attendance were very interested to hear what they had to say and inspired to try a project back in their locals. Up to \$250 is awarded for each grant that fulfills the criteria, which can be found, along with the application, at neoea.org or by calling the office.

Local Communications—Newsletter Contest

All locals should consider entering the Communications Contest by submitting three separate editions of your newsletter to the PR Committee. Paper as well as digital newsletters, distributed between July 1 and June 30, are eligible to be considered. The application form is available at neoea.org/CommunicationsContest.rtf.

Mini-Grants

Free money for your members! Sounds too good to be true, doesn't it? Well, in this case, it is true! Your local may use one of these grants for a public relations project that will promote a positive image of your association within your community. A total of \$11,634 was invested in our locals through Mini-Grants to help promote positive images within their communities.

- Ashtabula ACSE – Outreach at the Ashtabula County Fair
- Avon TA – Community Movie Night Craft AND Tree Lighting Craft
- Barberton EA – Graduation Signs
- Boardman EA – Intramural Program Sponsorship
- Buckeye EA – Senior Yard Signs
- Canfield EA – Graduation Signs for Seniors
- Champion EA – Outdoor Learning Lab - Student/Public Education AND Sit, Relax, and Enjoy Nature
- Clearview EA – CHS Congratulates Our Seniors!
- Columbia Local EA – Columbia Giving Tree
- Copley TA – Jennifer Nielson (author visit)
- Crestwood EA – Member T-Shirts
- Cuyahoga Falls EA – Akron Children's Hospital Holiday Tree Festival
- East Cleveland EA – Stress Management Make-It/Take-It

Euclid TA – Panther Mascot Costume
 Garfield EA – Graduation Yard Signs
 Garfield Hts. TA – Graduation Signs for Seniors
 Grand Valley SSP – Graduation Signs
 Howland Classroom TA – Howland Little Lending Libraries
 Jefferson Area TA – Fair Giveaways
 Kent State Student EA – Read Across America
 Lowellville EA – Flash Drives for Seniors
 Maple Hts. TA – Maple Grad Signs
 Medina City TA – Home Run Fence AND Reading Across the County
 Mentor Classified Emp. – Cardinal Autism Resource and Education School Walk-A-Thon AND One Book/One School
 Mentor TA – Back-to-School Yard Signs
 Nordonia Hills EA – Community Expo
 Norton Classroom TA – Sweet Beginnings AND Welcome Back to School
 Revere EA – Veterans Day Recognition Partners / Year Book Ad
 Rootstown EA – Veterans Day
 Sandusky EA – Bare Necessities Project AND Celebrating Seniors!
 Sheffield-Sheffield Lake CEA – SSLCEA T-shirts
 Southeast Local District TA – Graduation Yard Signs AND Veterans Day Breakfast and Assembly
 Stow TA – Celebrating the Class of 2019
 Streetsboro EA – SEA Senior Signs
 Twinsburg EA – Veterans Day - November 2018
 Vermilion TA – Congratulations Graduates Yard Signs
 Warrensville EA – Hats Off to Reading
 West Geauga EA – Graduation Yard Signs
 Westlake TA – Dream Big at Holly Lane AND Graduation Signs for Graduating Seniors
 Youngstown Student EA – Read Across America
 YSU-OEA – City of YOUth: Stories of Student Success Storytelling Initiative

Five Star Awards

In 2001, NEOEA’s Public Relations Committee and Executive Committee created the “Five Star Local Award” to recognize locals that promoted involvement with the Association at large.

To receive the Five-Star Local Award, a local association needs to fulfill five of the following criteria during the 2018-19 school year. The awards will be given out at the Fall 2019 Representative Assembly. No application form is needed.

1. Send a representative to both NEOEA Representative Assemblies;
2. Send a representative to both OEA Representative Assemblies;
3. Send a member to attend at least one NEOEA workshop other than NEOEA Day;
4. Send a representative to at least half of the meetings of a UniServ Council that met at least three times;
5. Have at least 25% of its members contributing to the Ohio Fund for Children and Public Education (FCPE); and
6. Submit an application for at least one of the following awards:

- Communications Contest Award
- Community Involvement Grant
- Positive Image Award
- Public Relations Mini-Grant

Five Star Locals receive a certificate honoring their accomplishment, a press release for distribution to local newspapers, and a \$50 check. Collective plaques honoring each year’s winners are kept on permanent display at the NEOEA Conference Center.

Positive Image Awards

The Public Relations Committee sponsors the Positive Image Award for locals who get positive media coverage for a member’s or an association project. All media coverage of activities or projects, work-related or not, are considered for a Positive Image Award. This year’s winners are:

Honoree	Local	Project
Brunswick Education Support Professionals Association	Brunswick ESP Assn.	Halloween Spooktacular
Rob Mizen, Jen Kreuz, and Carla Pearson	Chardon Education Association	Heart 2 Heart Dance
Sandusky Education Association	Sandusky EA	Food for Families

Visit www.neoea.org and read your *News and Views* for details on these and other Public Relations Committee projects.

Members of the Committee:

Jené Wilson, Chairperson, OEA Independent
 Barbara Armour, Brunswick ESP Assn.
 Reneé Augusta, Willoughby-Eastlake TA
 Larry Ellis, Youngstown EA

Rhonda Ferguson, Akron Assn. of
 Class. Pers.
 Michael Hernandez, Manchester EA
 Megan Murphy, Maple Hts. TA

**RESOLUTIONS COMMITTEE REPORT
APRIL 13, 2019**

The committee has met twice since the Fall Representative Assembly. At these meetings, the committee has continued to review the document and has made adjustments which will be acted on at the Fall 2019 NEOEA Representative Assembly. The committee will next meet at the All Committee Conference in May.

We would love to have new active members join us in this important work of writing the most up-to-date version of the belief document of the North Eastern Ohio Education Association. We meet three times prior to the Fall RA, twice prior to the Spring RA, attend both RAs, and the All Committee Conference. The time commitment is small compared to the important work we accomplish.

Please consider submitting your name for consideration of appointment to this committee.

Members of the Committee:

Suzie Neff, Chairperson, Columbia Local EA
Kyle Anderson, Kent State SEA
Christine Bennett, Cuyahoga Hts. A. of T.
Marshall Buckley, Mentor TA-R
Barb Catalano, Mayfield EA-R
Rita Chahda-Gonzalez, Lakewood TA
Carol Correthers, Lorain EA
MaryAnn Harris, East Cleveland EA

Teri Mackey, Wadsworth EA
Cindi Nagy, Ashtabula Area TA
Dianne Noice, Independence EA-R
Frederick Robsel, Buckeye EA-R
Audrey Scuba, Stow TA-R
Kim Vivolo, Lakewood TA
Jené Wilson, OEA Independent
Dana Yaro-Linderman, Independence EA

SOCIAL AND HUMAN CONCERNS COMMITTEE REPORT

APRIL 13, 2019

The Social and Human Concerns Committee's charge is to advocate for civil and human rights, public education, the dignity of workers, and the value of cooperation through education. The committee will research, develop, and present programs and activities that advance these goals. Our focus for 2018-19 is the LGBTQ+ community and the obstacles they may face.

The committee's slogan is the same, "LOVE YOUR LABOR AND YOUR NEIGHBOR."

We want local NEOEA members and leaders to continue to engage in conversations that promote shared dialogue between labor groups, buying union-made products, and educating the general population on unionism. We have added the topic "social justice" to provide and promote responsibilities, resources, and possibilities for NEOEA members to take back to their locals and promote social justice in conversations, classroom, and communities as this is what is real and relevant and has an impact on us as educators. Some topics we plan to cover include racism, poverty, bullying, sexual harassment, LGBTQ, cultural competency, and restorative discipline. The best way to learn and grow in these different social justice topics are by having dialogue, research, and training. We want to provide you with the resources and opportunities to talk to people at the table that have used some of these resources and/or have been involved in school-wide and/or community initiatives on such topics.

The committee is working hard this year to provide information and opportunities for members to become active in social issues. We will continue our "PAY IT FORWARD" drive which provides toiletries and personal hygiene items to neighborhood shelters. We would like to thank our NEOEA members for their continued generosity in this ongoing effort.

Our committee is dedicated, committed, and eager to work! We encourage and welcome new members and want to thank the members of the Social and Human Concerns Committee for their unwavering desire to promote positive change.

Members of the Committee:

Kecia Sanders-Stewart, Chairperson,
East Cleveland EA
Kim Backus, Elyria EA-R
Dana Campbell, East Cleveland EA
Jennifer Dudley, Stow TA
Marti Franks, Twinsburg EA-R

Megan List, YSU-OEA
Eugene Mach, Warren EA
Dawn Magnasco, East Cleveland EA
Nusrat Mehdi, Copley TA
Sue Messenger, Parma EA
Patricia Sharkey, North Ridgeville EA-R

REPORT OF NEOEA BOARD OF DIRECTORS AND EXECUTIVE DIRECTOR APRIL 13, 2019

Since the Representative Assembly last met on November 10, the principal activities and concerns of the Board of Directors and NEOEA staff have been:

- A. producing and coordinating NEOEA communications;
- B. administering member discount programs and NEOEA member activities;
- C. assisting UniServ Councils in Regions B and C;
- D. presenting four Legislative Receptions on February 25, 2019, sponsored by the Legislative Committee;
- E. presenting Megaconference on March 9, 2019, offering 31 workshops sponsored by ten NEOEA committees;
- F. presenting our 2019 Leadership Summit: Windshield or Bug? How to Thrive during Change;
- G. co-sponsoring ONE social events for our Early Career Educators;
- H. planning the Summer Leadership Conference scheduled for July 24-25, 2019; and
- I. evaluating NEOEA Day 2018 and preparing for NEOEA Day 2019 on October 11.

During today's assembly, you will be hearing brief reports from the committees of the Board of Directors responsible for Communications and Marketing, Finance, NEA Event Planning, NEOEA Day, Publications, and the Summer Leadership Conference. We will also hear reports from OEA committees.

Members of the NEOEA Board of Directors:

Rob McFee, Willoughby-Eastlake TA, President
Melanie Hameed, Warren EA, President-elect
Jeff Wensing, Parma EA, Past President
Lillian Tolbert, East Cleveland EA, Recording Secretary

Kathy Abrahamson, Newton Falls ACE, NEOEA Unit 10
and NEOEA ESP Representative at-large
Samuel Adu-Poku, YSU-OEA, OEA/NEOEA Higher Ed.
Barbara Armour, Brunswick ESP Assn., OEA/NEOEA Unit 9
Andrea Beeman, Maple Org. Support Team, NEA ESP
Director-at-large
Marsh Buckley, Mentor TA-R, NEOEA Retired
Representative at-large
Amy Butcher, Westlake TA, OEA/NEOEA Unit 2
Sharron Callahan, Cardinal EA, NEOEA Unit 6
Karen Carpenter, East Cleveland EA, NEOEA Minority
Representative at-large
Amber Ciavarella, Youngstown Student EA, NEOEA
Student Rep.
Larry Ellis, Youngstown EA, OEA/NEOEA Unit 8
JoNell Fox, Wadsworth SSA, NEOEA Unit 9

Julie Garcia, Lorain EA, OEA Unit 1
Melanie Hameed, Warren EA, OEA/NEOEA Unit 5
Rebecca Higgins, Copley TA, OEA President
Marchell Josie, East Cleveland EA, OEA/NEOEA Unit 3
Tammy LaPlante, Ashtabula Classified, OEA/NEOEA Unit 10
Debra Lipnos, Twinsburg EA, OEA/NEOEA Unit 7
Megan List, YSU-OEA, NEOEA Higher Ed.
Nate Loman, Nardon Hills EA, NEOEA Unit 7
Teri Mackey, Wadsworth EA, OEA/NEOEA Unit 4
Barbara Martini, Champion EA, NEOEA Unit 5
Sue Messinger, Parma EA, NEOEA Unit 2
Suzie Neff, Columbia Local EA, NEOEA Unit 4
Jonetta Reed, Euclid TA, NEOEA Unit 3
Kim Richards, Cardinal EA, NEA Director #3
Jason Scherer, Field Local TA, NEOEA Unit 8
HaSheen Wilson, YSU-ACE, NEA ESP Director-at-large

BUDGET

Proposed NEOEA Budget, FY 2020

Account Name	FY19	2018-19	Proposed 2019-20
REVENUE			
membership dues	410	\$769,426	\$760,674
interest income	420	\$250	\$250
advertising and sponsorships	430	\$0	\$0
non-dues revenue	440	\$21,000	\$20,000
Organizing Committee Fund-raising	450	\$3,500	\$2,000
budget subsidy from reserves	NA	\$0	\$0
TOTAL REVENUE, ALL CATEGORIES		\$794,176	\$782,924

EXPENDITURES

Association Affiliation			
local association support fund	501	\$1,000	\$1,092
participation grants to locals	502	\$1,500	\$1,500
UniServ coordination	503	\$21,400	\$23,000
President's Advisory Council	504	\$1,525	\$1,525
county leadership	505	\$0	\$0
District Leaders' Council dues	506	\$2,028	\$2,200
OEA RA hospitality	508	\$1,500	\$1,500
OEA RA miscellaneous	509	\$1,200	\$1,200
convention and conference delegates	510	\$20,000	\$17,850
Board grants	510.1		\$4,000
NEA Event Planning	510.2		\$650
Board NEA RA delegate funding	510.3		\$2,500
NEA RA Event	510.4		\$7,500
NEA delegate shirt	510.5		\$3,200
organizing grants to locals	511	\$11,000	\$11,000
other Association affiliation expense	519	\$100	\$100
Association Affiliation TOTAL		\$61,253	\$60,967

Account Name	FY19	2018-19	Proposed 2019-20
Communications			
internal public relations	521	\$15,000	\$15,000
external public relations	522	\$16,000	\$15,000
Publications Subcommittee	523	\$1,000	\$1,400
News and Views production and distribution	524	\$48,807	\$47,000
promotional items	525	\$8,700	\$9,700
promotional items	525.1		\$1,500
Promotional Items Committee	525.2	\$300	\$200
gifts	525.3		\$1,500
Board gifts	525.4		\$500
Indians tickets	525.5	\$6,000	\$6,000
Web hosting and consulting expense	526	\$5,000	\$4,200
publications editing services	527.1	\$23,635	\$23,635
editor's FICA	527.3	\$1,809	\$1,809
editor's expense	527.4	\$500	\$500
other communications expenses	539	\$100	\$100
Communications TOTAL		\$126,851	\$118,344

Account Name	FY19	2018-19	Proposed 2019-20
Governance			
Representative Assembly: site	541.2	\$7,000	\$7,000
Representative Assembly: records and materials	541.5	\$100	\$100
Representative Assembly: planning and parliamentary	541.6	\$1,600	\$1,500
Representative Assembly: other	541.9	\$700	\$700
Constitution and Bylaws Committee	547	\$1,200	\$1,000
Credentials Committee	548	\$3,300	\$2,000
Elections Committee	549	\$1,500	\$1,500
Internal Political Action Committee	550	\$1,400	\$1,200
Resolutions Committee	551	\$3,400	\$3,200
Strategic Planning and Apportionment Committees	552	\$1,000	\$1,200
Nominating Committee	553	\$100	\$100
Board of Directors: meetings	554.2	\$27,000	\$26,000
mileage	554.2.1		\$7,000
meals	554.2.2		\$7,000
hotel	554.2.3		\$12,000
Board of Directors: materials	554.5	\$8,000	\$8,000
Board of Directors: accounting and audit	554.6	\$12,000	\$17,000
President: salary	555.1	\$17,880	\$18,416
President: FICA	555.3	\$1,367	\$1,409
President: expenses	555.4	\$10,000	\$11,000
President: released time	555.9	\$2,250	\$2,250
President-elect: salary	556.1	\$8,357	\$8,608
President-elect: FICA	556.3	\$639	\$659
Past President: salary	557.1	\$5,575	\$5,742
Past President: FICA	557.3	\$426	\$439
Recording Secretary: salary	558.1	\$7,596	\$7,824
Recording Secretary: FICA	558.3	\$581	\$599
other governance expenses	559	\$500	\$500
Governance TOTAL		\$123,471	\$127,945

Account Name	FY19	2018-19	Proposed 2019-20
Member Education			
NEOEA Day coordination	561.2	\$2,000	\$2,000
Magnet Site expenses	561.3	\$300	
NEOEA Day speaker fees	561.4	\$5,000	\$6,200
NEOEA Day Catalog production and distribution	561.5	\$4,500	\$16,000
NEOEA Day, other	561.9	\$100	\$100
summer workshops	562	\$15,000	\$18,000
Megaconference	563	\$16,000	\$16,000
grass roots political education	564	\$12,813	\$14,600
Personal Welfare and Finance Committee	565	\$1,000	\$1,000
Environmental Concerns Committee	566	\$1,200	\$1,800
Leadership Development Committee	567	\$5,800	\$4,500
Negotiations Conference	567.7		\$1,500
Leadership Summit	567.8		\$1,300
Legislative Committee	568	\$6,000	\$2,000
Legislative Receptions	568.7		\$4,000
Professional Development Committee	569	\$2,500	\$2,000
Social & Human Concerns Committee	570	\$1,800	\$2,000
ESP Organizing Committee	571	\$4,000	\$3,200
Minority Organizing Committee	572	\$1,500	\$1,000
NEOEA-R Organizing Committee	573	\$7,800	\$3,300
NEOEA-R Newsletter			\$1,800
Student Organizing Committee	574	\$0	\$100
All Committee Conference	575	\$1,800	\$1,000
Program Coordinating Committee	576	\$800	\$800
Scholarships	577	\$5,000	\$10,700
other member education expenses	579	\$2,500	\$2,500
Member Education TOTAL		\$97,413	\$117,400

Account Name	FY19	2018-19	Proposed 2019-20
Operations			
history and records	581	\$200	\$200
Finance Subcommittee	582	\$500	\$500
Personnel and Office Operations Subcommittee	583	\$1,000	\$1,000
office space	584		
office rent	584.1	\$84,000	\$62,000
office electricity	584.2	\$2,400	\$2,400
office cleaning	584.3	\$5,400	\$4,000
supplies	584.4	\$300	\$700
telephone and Internet	585	\$4,600	\$2,300
postage and mailing	586		\$42,100
Pitney Bowes	586.1	\$6,000	\$8,300
postage - News & Views	586.2	\$32,500	\$32,500
postage - retired newsletter	586.3	\$2,500	\$1,300
office supplies	587	\$7,500	\$3,000
equipment lease and purchases	588	\$18,000	\$18,000
equipment maintenance and repair	589	\$2,000	\$1,000
insurance	590	\$3,200	\$3,600
unemployment compensation	591	\$700	\$700
workers' compensation	592	\$500	\$500
Executive Director: salary	593.1	\$93,516	\$95,386
Executive Director: fringe benefits	593.2	\$20,574	\$23,847
Executive Director: FICA	593.3	\$7,154	\$7,297
Executive Director: expenses	593.4	\$6,000	\$10,500
Executive Assistant: salary	594.1	\$49,428	\$50,911
Executive Assistant: fringe benefits	594.2	\$9,886	\$10,182
Executive Assistant: FICA	594.3	\$3,781	\$3,895
Executive Assistant: expenses	594.4	\$1,300	\$1,000
temporary office staff	595	\$22,000	\$13,000
miscellaneous operations expenses	599	\$250	\$250
Operations TOTAL		\$385,188	\$358,267
TOTAL EXPENDITURES, ALL CATEGORIES		\$794,176	\$782,924

Directions to Bedford High School 481 Northfield Road Bedford, OH 44146

Bedford High School is south of Rockside Road (west of I-271). Parking for the RA is in the high school parking lot (north side) or across the street at the former Chanel High School.



