



## President's Message

### "Buddy the Horse"

By Rob McFee, NEOEA President

I want to start off with sharing a funny story, but one that also has an important message for all educators to remember:



It's about a traveler who drives his car into a ditch in a very remote area. Luckily, a local farmer comes along to help with his big strong horse named Buddy.

He hitches Buddy up to the car and yells, "Pull, Nellie, pull." But Buddy doesn't move.

Then the farmer hollers, "Pull, Buster, pull." But Buddy still doesn't respond.

Once more the farmer commands, "Pull, Jennie, pull." Nothing.

Then the farmer nonchalantly says, "Pull, Buddy, pull." And Buddy easily drags the car out of the ditch.

The traveler is most appreciative, but also very curious. So, he asked the farmer why he called his horse by the wrong name three times.

The farmer replied, "Oh, Buddy is blind, and if he thought he was the only one pulling, he wouldn't even try!"

***"We need better solutions that address the core issues, that give schools the tools and resources that they need to help our students!"***

I think we can all relate to Buddy. Sometimes we don't know what we can do. We might not believe in ourselves, or we underestimate our own strength. But any one of us can start a movement and can be the catalyst for change.

There are so many issues that we can focus on: class size, poverty, family factors, technology, bullying, school violence, a fair funding process for our public schools, overcrowded classrooms, and outdated materials.

A huge issue facing many Ohio districts is House Bill 70. You take some of our

most needy students and districts, evaluate them with an instrument designed for failure, then take away the elected officials and superintendents and replace them with CEO's with virtually no educational background. Talk about a recipe for failure. Instead of providing training on Restorative Justice and wraparound services to care for the mental health and the behavioral needs of our students, they throw money at businessmen who are most likely to profit from the demise of public education, and then tell educators that you just need to work harder! We need better solutions that address the core issues, that give schools the tools and resources that they need to help our students!

Yet in the midst of all this chaos there is hope. Not only has the *Janus* decision not broken our Union, educators across the country have been inspired to rise up to advocate for change to make stronger public schools. The wearing "Red for Ed" campaign started when 75,000 educators in Arizona stood up for their students.

What began in West Virginia, Oklahoma, Arizona, Kentucky, and North Carolina is continuing across the country as educators and their students make their voices heard for strong public schools.

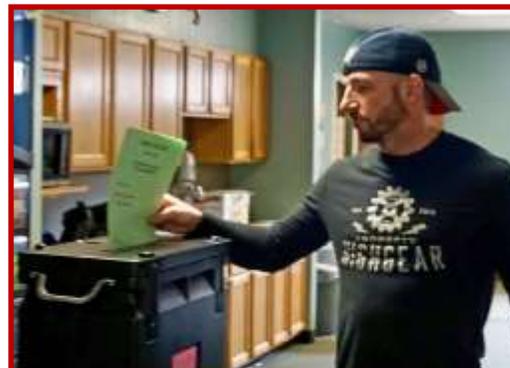
We see educators working around the clock to make a difference in the lives of their students and standing up to lawmakers to ask for better pay and school funding. We're raising our voices together for our students, for our schools, and for ourselves as educators.

Sometimes it takes courage to create change, like with Buddy the horse. Which one of you will step up? What issue will you champion? Is it overtesting, is it the state's flawed report cards, is it HB 70, or maybe Restorative Justice for our students? It does only take one of us to start a movement, but the power of the Union is that you are never alone. We have so many advocates here in NEOEA.

We are the leaders for public education. We are the catalyst for change. We are NEOEA Strong!

United we are stronger,

*Rob*



One of the hallmarks of our association is election of representatives. At our Spring RA, Bob Blessinger from Brunswick EA cast his ballot. A summary of the RA highlights is on page 3.



"Greet and Grill Cookout" is now "Committees on the Go"—bringing NEOEA to you! We're coming out west, north, and east. Find out how to jump-start your association involvement. Details on page 2.



Summer Leadership—a time to catch up with colleagues in a relaxed atmosphere. Lots of great sessions, delicious food, and our keynote speaker—WKYC's Betsy Kling, who encourages girls in STEM. So join us, July 24-25, at The Bertram Inn in Aurora. Details on page 8.

## District News

### Committees on the Go We are Looking for Your Participation!

Join us on Friday, June 7, for “Committees on the Go”—a new format bringing NEOEA to you! Join us at one of our three locations, and we’ll offer information on how to jump-start your association involvement and offer you an opportunity to join an NEOEA Committee.

We’ll have plenty of people for you to meet and greet; here are just some of the items on the agenda:

- food and giveaways
- resources for building representa-

- tives, committee representatives, elections officials, and local officers
- planning and participating in Megaconference
- member benefits and discounts
- OEA’s Labor Relations Consultants and the UniServ system
- drawing for Indians tickets

So join us at:

- **West:** Wood & Wine, 38790 Chester Road, Avon 44011
- **North:** Wright Place, 34300 Chardon Road, Willoughby 44094

- **East:** Cassese’s MVR, 410 N. Walnut Street, Youngstown 44505  
Details at [neoea.org/CommOnGo.pdf](http://neoea.org/CommOnGo.pdf).



### Thanks and Best Wishes

NEOEA thanks the following members of our Board of Directors whose terms of service end this summer:

- NEOEA Retired Representative at-Large Marsh Buckley, Mentor TA
- NEOEA Student Representative Amber Ciavarella, Youngstown State SEA
- NEOEA Unit 9 Director JoNell Fox, Wadsworth Support Staff Assn.
- OEA President Becky Higgins, Copley TA
- NEOEA Unit 7 Director Nate Loman, Nardon Hills EA



### More Award Winners from the NEOEA Spring RA



### Calendar / Web Resources

Friday, June 7

Committees on the Go event  
(formerly Greet and Grill Cookout)

Wednesday-Thursday, July 24-25  
NEOEA Summer Leadership

Friday, October 11  
NEOEA Day

For the most up-to-date information on the NEOEA calendar and our web resources, go to our website [neoea.org](http://neoea.org), and under “Resources,” click on the Presidents’ Page.

Available at [neoea.org](http://neoea.org):

- Committees on the Go
- Communications Contest
- NEA LGBTQ+ Educational Issues Conference scholarship
- NEOEA Summer Leadership

North Eastern Ohio Education Association  
is affiliated with the  
Ohio Education Association  
and the  
National Education Association

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Jeff Wensing, Past President  
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Lillian Tolbert, Recording Secretary  
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Address e-mail for *News & Views* to [editor@neoea.org](mailto:editor@neoea.org)

## Summary: NEOEA Representative Assembly April 13, 2019, at Bedford High School

NEOEA's Representative Assembly held its spring meeting at Bedford High School on Saturday, April 13. The RA considered new business items, recognized award recipients, and elected Association officers from northeastern Ohio. In preparation for the May 10-11 session of the OEA Representative Assembly, delegates endorsed candidates for several statewide OEA offices and took positions on issues to be considered there. NEOEA President Rob McFee, a mathematics teacher at Success Academy in Willoughby-Eastlake, presided.

Willoughby-Eastlake TA President Rob McFee greeted delegates and introduced Trish Duncan, President of Bedford EA.

Delegates from several of NEOEA's electoral units elected Unit Representatives. Delegates re-elected Amy Butcher (Westlake TA), Suzie Neff (Columbia Local EA), and Larry Ellis (Youngstown EA) from Units 2, 4, and 8. Delegates also elected new Directors Andrew Smith (Sheffield-Sheffield Lake TA) from Unit 1, Meaghan Coe (Warren EA) from Unit 5, Sharron Callahan (Cardinal EA) from Unit 6, and Mike Farren (Barberton EA) from Unit 7. Meaghan, Sharron, and Larry will also serve as OEA Directors from northeastern Ohio.

Barbara Armour (Brunswick ESP Assn.) was also elected as NEOEA ESP Representative at-large.

During a fund-raiser conducted during the Legislative Committee report, the 220 delegates attending donated \$3,100; since these fund-raisers began in 2005, delegates to NEOEA Representative Assemblies have donated \$122,908 to OEA's Fund for Children and Public Education.

Delegates endorsed candidates for statewide positions to be elected by the OEA Representative Assembly on May 10:

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

Delegates passed a New Business Item expressing delegates' appreciation to their hosts:

*"The Painesville City Teachers' Association and the NEOEA Board of Directors would like to thank the Bedford Education Association, Bedford High School staff and students, and the Bedford City School District for their gracious hospitality in hosting the 2019 NEOEA Spring Representative Assembly. We would also like to extend an invitation to all NEOEA Delegates and Officers to the 2019 NEOEA Fall Representative Assembly that will be hosted by the Painesville*

*City Teachers' Association at Thomas W. Harvey High School on Saturday, November 9, 2019. Thomas W. Harvey was the first NEOEA President—over 150 years ago. Please mark your calendars now for this upcoming event."*

The motion was submitted by Scott Edwards of Painesville City TA and seconded by Checole Andrews, also from Painesville City TA.

One New Business Item was brought before the assembly:

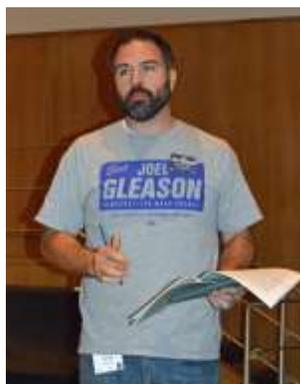
*"To direct the OEA to put all Department, Caucus, and Special Interest groups that have a membership form in one section, together, of Member Resources (or an appropriate spot) on the OEA Homepage."*

The motion passed and will be brought before the OEA RA on behalf of NEOEA.

Northeastern Ohio delegates to the Ohio Representative Assembly met in caucus to consider positions to be taken on issues before the OEA RA when it meets on May 10-11.

Delegates received reports from OEA President Becky Higgins, OEA Vice President Scott DiMauro, and OEA Secretary-Treasurer Mark Hill.

The Representative Assembly for 2019-2020 will meet on November 9, 2019, and April 25, 2020.



## Random Acts of Kindness Everyday

By Dawn Magnasco, Secretary, NEOEA Social and Human Concerns Committee



On Thursday, March 21, the Social and Human Concerns Committee hosted their third repacking event at the Greater Cleveland Food Bank.

The Greater Cleveland Food Bank is the largest hunger relief organization in

Northeast Ohio, having provided more than 57 million meals in 2018 to hungry people in Cuyahoga, Ashtabula, Geauga, Lake, Ashland, and Richland counties.

We are happy to report that our volunteers were able to pack over 6,000 pounds of meat for distribution throughout northeast Ohio! As always, we had a great time working with other NEOEA members to support this vital organization.

If you enjoy having fun and giving back to your community, we would love to have you join us for additional opportunities to volunteer in the fall!



## What is OASNP? Why Join?

By Hank Haynes, Member, Ohio Association of Special Needs Professionals

### Special Education Members – Join OASNP – Ohio Association of Special Needs Professionals

OASNP (Ohio Association of Special Needs Professionals) is a Department of OEA. Along with OEA Districts and the other subdivisions and caucuses of OEA, OASNP appoints a member to each of the OEA Standing Committees and advocates for the unique needs of its constituency. OASNP representatives on OEA Committees will make sure that issues raised by the OEA Special

Education Work Group are addressed.

Your \$9 annual OASNP membership supports those efforts by funding an annual conference, providing newsletters, a website, regional meetings, a subcommittee structure, and supports the efforts of OASNP leadership to represent your interests to OEA leadership. Just complete and return the membership application and your \$9 OASNP dues will be added to your OEA dues for next year. Download a form at the OASNP website – [OASNP.org](http://OASNP.org).



## NEOEA Participates in OEA Lobby Day

By Andrew Smith, Chairperson, NEOEA Legislative Committee

Twenty-five educators from NEOEA traveled by charter bus to OEA headquarters on April 9, 2019, to participate in an OEA Lobby Day.

Much of the discussion revolved around repeal of HB 70 (State Takeovers via Academic Distress Commission) and the need for drastic reduction in state



mandated testing. Focus was made on advocating for HB 154, sponsored by HD 56 State Representative Joe Miller (and former NEOEA member), which would repeal Academic Distress Commissions and restore local control to school boards.

Members of the Ohio School Social Work Association joined OEA at their April 9 Lobby Day to support the need for more licensed school social workers in public schools. School social workers can provide wraparound services for children in mental health, addiction, or impoverished distress.



### Gift Card to the Winner of the Quarterly Quiz

Congratulations to Colleen Mastalski from Euclid TA, winner of the last “Quarterly Quiz” contest.

The fourth question this year is: **Who will be our Keynote Speaker at the**

NEOEA Summer Leadership Conference in July?

We’ll welcome all entries, but to be considered for the gift card, the winner needs to answer by Friday, June 14. To

answer, go online to <https://tinyurl.com/NEOEA-2019-05>.

Thank you to all who have participated!

### Read Across America Dr. Seuss Style

By Beryl Burkle, NEOEA-R Organizing Outreach Chairperson

**HATS OFF** and **THANK YOU** to all the retired, active teachers, and Kent State students in education (KSEA) who joined us for our “Read Across America in North Eastern Ohio” in the month of March 2019. We focused attention on the fun of reading and how important it is to motivate children to read in addition to helping them master basic reading skills.

We donated a brand new book where we read during March. Our NEOEA Board of Directors gave us a grant to buy books, and many more donations were also made by others. We were able to leave at least 100 books in schools where we read. The title page reads “Shared by North Eastern Ohio Education Association Retired Members.”



Most of our readers read to more than one classroom when they visited in celebration of Dr. Seuss. “Oh, the Places We Go”—we visited Bedford Primary School where students saw a whole school video announcement (475) with “The CAT in the Hat” who read to them, eight retirees spent the day reading in East Cleveland, and several retirees read at the Cleveland Sight Center. Kent State students had a program for children and parents at Ravenna High School, reading and playing games with a visit from Thing 1 and Thing 2. And we had many readers reading in schools, churches, and anywhere children are gathered.



We donated six cases of gently-used books to the Thurgood Marshall

Recreation Center that were given to us by the Lander Circle Kiwanis. These books are used for tutoring reading with students and can be taken home by the readers for keeps.

Many readers volunteered to read in schools they have retired from or for classes that have their grandchildren. **HATS OFF** to all the classroom teachers that invited us into their classrooms.

Plan to join us in March 2020. We have a lot of fun with this project. You can make your own schedule, so plan to join us. Check the website or call Beryl Burkle at 330-659-3928.



## Consumer Corner

### NEA Member Benefits Launches New Student Loan Forgiveness Navigation Tool

NEA Member Benefits launched their new Student Loan Forgiveness Navigation tool (AKA “Savi”). Savi is a free online student loan evaluation tool to determine eligibility for federal repayment and forgiveness programs. After entering basic personal information, tax information, and employment information, Savi can sync a member’s loans and check them against free federal repayment and forgiveness programs.

Depending on your income, there are several repayment plans to help make repaying your loans more affordable as your monthly student loan payment is set at an amount that is intended to be affordable based on income and family

size. Additionally, some or all of the entire loan could be forgiven in exchange for the individual performing certain types of service such as teaching or performing public service.

Savi will identify which repayment plans and which forgiveness options a member is eligible for and provide information for the member to compare options as well as outlining the steps to pursue a particular option. The average user finds over \$1,500/year in new savings! Optionally, for just \$29.85 a year, Savi will continue to track progress towards forgiveness and even provide the required Department of Education forms completed and filed electronically.

Last year more than 42,000 applications for forgiveness were submitted to the Department of Education, yet less than 300 were approved—often due to some simple typo and format error. Savi can reduce those errors and the processing time of an application.

To learn more, go to [www.neamb.com/products/nea-student-loan-forgiveness-navigator](http://www.neamb.com/products/nea-student-loan-forgiveness-navigator) or call the NEA Member Benefits Member Service Center at 800-637-4636 Monday–Friday 8:00 a.m.–8:00 p.m. or Saturdays from 9:00 a.m.–1:00 p.m.

This program will also be presented at NEOEA’s Summer Leadership ([neoea.org/SLC](http://neoea.org/SLC)).



## Summer Savings from NEA Member Benefits

Your membership in NEOEA, OEA, and NEA provides you with LOTS of terrific summer deals — available at

<http://www.neamb.com/products/nea-click-and-save>.

### CEDAR POINT—DEALS THROUGH SEPTEMBER 2

- **Weekday Saver** (Monday–Thursday) – Regular price is \$75.92; NEA member price is \$45.
- **Two Day, Any Day** – Admission on two consecutive or non-consecutive days. Regular price is \$103.99; NEA member price is \$75.
- **Single Day Bundle** – Admission, parking, and single meal deal. Regular price is \$111.92; NEA member price is \$65.

### SHOWS IN CLEVELAND OR BLOSSOM MUSIC CENTER

- *Dear Evan Hansen* at the Connor Palace in Cleveland. Tickets are \$53.50 (were \$69.25).
- *Jurassic World* Live Tour at Rocket Mortgage FieldHouse in Cleveland. Tickets are \$30 (were \$39.01).
- *Santana "Supernatural Now" Tour with The Doobie Brothers* at Blossom Music Center. Tickets are \$50 (were \$66.25).

## Summer Discounts and Deals for NEOEA Members

More details on all the programs and discounts are available at <https://neoea.org/resources/member-benefits/>.

### BEDROOMS TODAY

Bedrooms Today: 50% off regular price of any furniture or bedding item. Be sure to show your employee ID or a copy of the discount letter.

### BEST BENEFITS CLUB

Discounts for Regal Cinema, Cinemark Tickets, Playhouse Square, and the Cleveland Browns. Kalahari Resort Day Pass Pre-Order Sale happens three times a year. There are discounts on zoos, amusement parks, hotels, rental cars, and much more available to our members!

### BRIGHT NOW! DENTAL

Bright Now! Dental is pleased to be providing NEOEA members an exclusive discount on general and specialty dental care ([brightnowdental.com](http://brightnowdental.com)). Whether

you have dental benefits or not, you will experience cost savings of up to 35% on general dentistry and 30% on specialty dentistry. This is not an insurance plan. There is no cost to participate and no restrictions. Contact Bill Jedrzejek, Union Account Executive, directly with your questions at [bill.jedrzejek@smilebrands.com](mailto:bill.jedrzejek@smilebrands.com) or 440-409-5412.

### ENERGY PRICE CHOICE

Confused about where and how to find the best prices for your gas and electricity?

WHERE: Energy Price Choice

- Lock in low prices
- NOPEC? No problem! Get rid of bad variable rates today
- No early cancellation fees for leaving NOPEC
- Expert energy consultants to help you along the way

HOW: Sign up online ([EnergyPriceChoice.com](http://EnergyPriceChoice.com))

[PriceChoice.com/NEOEa](http://PriceChoice.com/NEOEa)).

### PARK PLACE—Parking at Cleveland Hopkins Airport

Enjoy free days, bottled water, free car washes, and guaranteed parking. Sign up for your discount card before your next flight!

### VINTAGE OHIO WINE FESTIVAL AND A LITTLE BREW, TOO

Come join us at Vintage Ohio on August 2-3 at the Lake Metroparks Farmpark at 8800 Euclid Chardon Road in Kirtland, Ohio. Sample wines, enjoy scrumptious food, cooking school demonstrations, live music entertainment, artisans, shopping, and spectacular Friday fireworks. To receive your \$10 discount, use the code "NE19" when you order tickets before July 29 at [www.VisitVintageOhio.com](http://www.VisitVintageOhio.com) (tickets are \$37 at the gate).

## NEOEa Day Weekend — Two Different Tours Available!

### NEW YORK CITY—OCTOBER 10-13, 2019!

NEOEa Day will be here before you know it, and now is the time to make your reservation. New York City tour includes lodging for one night in Pennsylvania, two nights lodging in New York City, a guided city tour, and dinner on the way home. A ticket for one **Broadway Show**, a tour of the **Statute of Liberty**, and dinner at **Tony's DiNapoli** in Times Square in NYC are optional.

More details are available at [neoea.org/NYC2019.pdf](http://neoea.org/NYC2019.pdf).

### WINE AND DINE IN VIRGINIA—HISTORY, MYSTERY, AND VIRGINIA WINE—OCTOBER 11-13!

Take time to unwind and enjoy amazing wine and scenery in our tour through Virginia.

Wine tasting and/or tours at **Winery 32**, **Hidden Brock Winery**, **Barnes at Hamilton Station**, **Cana Vineyard and Winery**, family-style wine pairing dinner

at **Creek's Edge Winery**, lunch and wine taste at **Quattro Goomb's Winery**, **Stage Coach Theatre** for a murder mystery dinner theatre performance, **Bluemont Vineyard** sangria-making class, and lunch and wine taste at **Bluemont Vineyard**.

Tour includes two nights lodging and includes all meals and all wine tastes/attractions (except for dinner on the way home). More details are available at [neoea.org/WineDine2019.pdf](http://neoea.org/WineDine2019.pdf).

### These Members are Making a Positive Difference!

At the NEOEA RA on Saturday, April 13, three members and two local associations were honored for the difference that they make in their communities, and we honored them with a Positive Image Award.

**Brunswick Education Support Professionals Association** participated in the Spooktacular at Brunswick High School by taking pictures of the community children at their photo booth, giving out candy, playing games. After the event, they donated leftover candy to the Brunswick Hills Fire Department for their annual community bonfire.

Chardon EA's Rob Mizen, Jen Kreuz, and Carla Pearson hosted the Heart 2 Heart Dance—an inter-generational Valentine's Day dance and social with high school and elementary students with senior citizens from Chardon. Rob's Actively Caring for People Leadership class made all the arrangements with community partners, and Jen and Carla's second grade students prepared heartfelt questions for their elders and performed musical tributes.

**Sandusky Education Association** members teamed up with their students to collect food items for needy families in Sandusky. SEA members delivered the

boxes of food to the families just before the Christmas break—keeping a tradition alive for the past 36 years!



### Our Friend of Education Award Winner — Patricia Frost-Brooks

Nominated by NEOEA Past President Jeff Wensing, the delegates at the NEOEA Spring RA recognized Patricia Frost-Brooks as our NEOEA Friend of Education. Jeff's nomination says it all:

*Pat has a strong history of advocating for public education, educators, and students across northeastern Ohio. Pat's previous work as the first African-American president of OEA and NEOEA was highlighted by her leadership during the fight to repeal SB 5. Without Pat's drive and dedication, the*



*implementation of SB 5 would have drastically limited our collective*

*bargaining rights for wages, health insurance, and pension benefits. In the long run, the results of SB 5 would have been a catastrophic blow to student's learning conditions.*

*Pat continues to lead educators and students. Pat is the co-chair of Purple America, the NEA elections chairperson, a professional leadership coach at NEA where she coaches new state presidents, and currently teaches a capstone class at John Marshall.*

Thank you, Pat, for your service!

### OEA ESP of the Year Winner — Anthony Spano from YSU-ACE



We were very pleased to recognize OEA's Education Support Professional of the Year Anthony Spano of the Youngstown State University

Association of Classified Employees at the NEOEA Spring RA.

Anthony has been a member of YSU-ACE for more than 20 years. He has worked at Youngstown State in various capacities and has been an active member of his union as Vice President and was on the last two negotiating teams and on the Scholarship Committee.

Anthony also works tirelessly to improve the community in which he lives. Over the last 10 years, he has started two foundations to help people in need. One of them—the Hope Foundation of the Mahoning Valley, where he is the Executive Director—raises money for children who are battling chronic and terminal illnesses.

### Green School Award Winners

The NEOEA Environmental Concerns Committee recognized four local associations for their work as leaders in environmental education.

The process began when fifteen applications and supporting documents were received. This spring the

committee read and evaluated each submission and granted four awards.

The primary school winners were Angela Germano from Perry EA and Jessica Koon from Willoughby-Eastlake TA.

The secondary school winners were

Scott Lenhart from Boardman EA and Daniel Reynolds from Brecksville-Broadview EA.



## Workshops and Conferences

### Summer Leadership Conference—July 24-25, 2019

#### Keynote Speaker: Betsy Kling

Betsy Kling is the Chief Meteorologist at WKYC in Cleveland, Ohio, specializing in getting northern Ohio's forecast right while keeping it real.



Betsy was born and raised right here in Northeast Ohio. Her hometown, Copley, is in Summit County just to the west of Akron.

In 2018, WKYC tapped Betsy to start a multi-year initiative to encourage and promote girls and women in STEM (Science, Technology, Engineering and Math). Calling it **"Growing Curiosity: Girls In STEM,"** the station quickly gained recognition for shining the spotlight on women in STEM careers and highlighting **"STEMbassadors"**—women and girls doing great things in STEM. The collections of stories and interviews are available at WKYC's Growing Curiosity: Girls in STEM.

Maximize your local association's potential by attending this summer's NEOEA Summer Leadership Conference at The Bertram Inn. Join other local leaders from around northeastern Ohio in an intensive program of professional development, leadership training, and networking. The registration fee of \$180 (\$65/one person if commuting) covers . . .

- double-occupancy lodging at The Bertram Inn in Aurora
- conference facilities at The Bertram Inn in Aurora
- all meals, including dinner
- evening and luncheon networking sessions
- your choice of twenty-nine workshops

[neoea.org/SLC](http://neoea.org/SLC)

North Eastern Ohio Education Association  
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### Preview of This Year's Offerings

Session 1 Wednesday, 2:30-4:30	Session 2 Thursday, 9:00-10:30	Session 3 Thursday, 10:45-12:15	Session 4 Thursday, 1:00-2:30
1A The National Education Association: Our Proud History and Legacy 1B Beginning Bargaining School 1C Restorative Practices and Fostering Healthy Families 1D Surviving Leadership with Yoga 1E <b>Treasurers' School</b> Supersized ( <i>this session ends at 5:00</i> )	2A Erasing Student Loans and Debt: Student Loan Repayment, Cancellation, Forgiveness, and Management Options 2-3B Grievance Processing and Member Problem-Solving 2-3C Building Effective Work-site Leadership Systems 2D Legal Update 2E FMLA and Other Leaves 2F Finances for Presidents 2G Social Media, Oh My! So Many Choices 2-3H <b>You're a New Association Leader – Now What?</b> 2 I Building Winning Teams with Certified and Classified Staff	3A OTEs Changes: What Will Happen to You in 2019-2020 and Thereafter 3D Legal Update: Work Product 3E The Opioid Issue 3F Building Union Power through the OEA Fund for Children and Public Education 3G Creating or Refreshing Your Local's Website 3 I Take a Look at the Code ... of Conduct	4A Book Study Train the Trainer Model Kick-Off! 4B Salary Schedules: How to Maximize their Benefit 4C HB 70: What It Is and Why It Matters to All of Us 4D Legal Update: Technology 4E True Colors Training 4F Negotiating an HRA 4G What Do You Want from Your Union? 4H <b>OEA/NEOEA Grants ... How Can We Help You?</b> 4 I Let's Talk about Order

## Labor Lines

*Never doubt that a small group of thoughtful committed citizens can change the world. Indeed it's the only thing that ever has. — Margaret Mead*