



NEOEA

**Summer Leadership Conference
July 24-25, 2019
The Bertram Inn in Aurora**

Save the Date! Wednesday, July 24, and Thursday, July 25

by Amy Butcher, Chairperson, Summer Leadership Subcommittee

As summer is fast approaching, it is time to think about NEOEA's Summer Leadership Conference. We are back at The Bertram Inn in Aurora. We have lots of great opportunities for learning. We have sessions for classroom teachers, ESP, and everyone in between.

The conference begins with sessions on Wednesday afternoon. After the sessions we will have dinner and a keynote speaker. This year's keynote speech will be given by Betsy Kling. You may know Betsy Kling from WKYC weather. She grew up in Northeast Ohio. She has been an advocate for girls in STEM education in STEM fields. Following dinner there is a reception where you can talk and mingle with educators from all over northeastern Ohio. Wake up the next morning to a hot breakfast to get you ready for a great day of professional learning. The morning sessions will continue until we break for lunch. After lunch there will be another great learning opportunity before the conference ends at 2:30 p.m.

The Bertram Inn, this year's location, is located on State Route 43 (North Aurora Road). It is located close to Aurora Farms Premium Outlets, if you would like to do a little shopping. Thorncreek Winery is also located nearby, if you are bringing a friend or spouse. Aurora is a location with lots of exciting activities to offer, after the conference of course.

This year's summer Leadership has 29 workshops planned for you. You can choose individual workshops that interest you or sign up for a whole track of sessions to get a deeper understanding of a subject. There are workshops for education professionals early in their careers, or for those about to retire. We have sessions for treasurers, presidents, ESPs, grievance chairs, and much more. There truly is something for everyone.

This conference provides time for learning and time for socializing. Meet other members from across northeastern Ohio, talk with others about issues important to you, make new friends, and learn new things. Whether you are a new member or a veteran, the Summer Leadership Conference has something for you. If you would like more information or you are ready to register, go to www.neoea.org/SLC.

Looking forward to seeing you at Summer Leadership!

Financial Help Available

If your local is in need of financial assistance to send members to NEOEA's Summer Leadership, please talk to your LRC about writing an OEA Organizing Grant. You will need to articulate how sending member leaders to attend this leadership conference will help your local move forward and better engage your members. OEA Regional Directors have limited funds. Preference will be given to locals sending first-time attendees and will be considered on a first-come, first-served basis.

Summer Leadership Conference Keynote: Betsy Kling

On Wednesday, July 24, our keynote speaker will be Betsy Kling, the Chief Meteorologist at WKYC in Cleveland, Ohio, specializing in getting northern Ohio's forecast right while keeping it real.

Betsy Kling was born and raised right here in Northeast Ohio. Her hometown, Copley, is in Summit County just to the west of Akron. After graduating from Copley High School she went to Bowling Green State University where she earned her journalism degree and a minor in meteorology. She finished her remaining meteorology coursework through Mississippi State University. Betsy worked in Fort Wayne, Indiana, and Jacksonville, Florida, before coming home in 2003. In 2008 she became Cleveland's first female Chief Meteorologist.



Betsy is part of a small (but growing!) group of women in the country who have earned the prestigious Certified Broadcast Meteorologist (CBM) accreditation from the American Meteorological Society, as well as the Seal of Approval from the National Weather Association (NWA).

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.

Passionate about teaching people of all ages about the weather, Betsy created and annually produces Channel 3's Weather Education Day with the Cleveland Indians. She often speaks at schools and civic organization meetings, as well as giving her time to many charity events throughout the area.

Additionally, she is active in the National Weather Association, and is a founding director for the National Weather Association Foundation. Annually she organizes fundraisers to support NWA college scholarships for aspiring meteorologists.

Use Online Resources for Summer Leadership Conference Information

News and Views is still our primary publication for members, but our information is also online. One advantage of online media is that it can add more information than we have space for in the printed publication; another is that it can add information that was not originally available when the print publication was prepared.

We will continue this year to publish information with some electronic resources. The main event jump page, neoea.org/SLC, provides a convenient location for hyperlinks to all information about the event, including the following items.

- The main registration flyer, neoea.org/SLC2019.pdf, contains a form that can be downloaded and printed from almost any device and filled out by hand.
- Another version of the main registration form, neoea.org/SLC2019.rtf, can be filled out on most computers, saved, and printed or emailed.
- A grid with the presenter(s) for each session.
- Information on graduate credit.
- Directions to The Bertram Inn in Aurora.

Wednesday Training Session

Session One, 2:30-4:30 p.m.	
1A The National Education Association: Our Proud History and Legacy	In 1857, one hundred educators answered a national call to unite as one voice in the cause of public education. One hundred and sixty-two years later, public education and the profession of teaching are transformed. What was once a privilege for a fortunate few is now an essential right for every American child, regardless of family income or place of residence. From welcoming black members four years before the Civil War and electing a woman as president a full decade before Congress granted women the right to vote, to the 1966 merger with the American Teachers Association during the height of the Civil Rights Movement, the National Education Association has been ahead of its time, crusading for the rights of all educators and children. It is a rich history every member will be proud of.
1B Beginning Bargaining School	During this session participants will look at key factors to strengthen their contract in a union environment and explore historically-effective techniques for successful negotiations. How do you know whether to zig or zag when you are at the bargaining table? What can you do to maximize the likelihood of getting what you want and need? When is it better to "play nice" vs. "play tough"? Learn the answers to these and other questions about techniques for effective bargaining.
1C Restorative Practices and Fostering Healthy Families	What is Restorative Justice and how can your district use Restorative Practices to improve school climate? We will explore the continuum of Restorative Practices (what it is and what it isn't), discuss how the practice can be used in a PBIS framework, and strategize how your union can use these resources to advocate for students and educators, build relationships, and create community in schools to prevent and to repair harm.
1D Surviving Leadership with Yoga	Every year education personnel are stressed to the max! Whether it is always being on the go or due to deadlines at work – we all seem to have stress in our lives in one way, shape, or form. Unfortunately, stress causes extreme havoc on the body. The good news is there are plenty of natural ways to combat stress levels. Find out how yoga can reduce stress and lead to healthy living!
1E Treasurers' School Supersized	The responsibilities of the local association treasurer can seem ominous, especially for the first-time treasurer. Whether you are a new treasurer or a seasoned veteran, OEA Secretary-Treasurer Mark Hill will give you the knowledge you need to do the job for your local and its members. <i>(This session concludes at 5:00 p.m.)</i>

Wednesday evening, join us for 5:30 dinner and our keynote speaker, followed by an evening reception with fellow educators and your legislators.

Thursday Training Sessions

Session Two, 9:00-10:30 a.m.	
2A Erasing Student Loans and Debt: Student Loan Repayment, Cancellation, Forgiveness, and Management Options	Student loan debt in America now exceeds \$1.5 trillion and impacts not only the economics of borrowers but the US economy as a whole. This session focuses on how the problem developed, its impact, recently-implemented strategies to reduce this burden including new repayment and forgiveness options, additional proposed changes, missteps members will want to avoid and, perhaps best of all, will introduce NEA's new Student Loan Forgiveness Navigation Tool, a free benefit to determine eligibility for federal programs and help you manage your student loan debt.
2-3B Grievance Processing and Member Problem-solving	Although this course is a guide to being a grievance chair and association representative, the session will also supply information of value for every member. Learn the legal background for contracts and grievances and how to use the grievance procedure to enforce your local contract. <i>(This session ends at 12:15 p.m.)</i>
2-3C Building Effective Worksite Leadership Systems	Local leaders are responsible for supporting the growth and development of strong leaders. Strong locals have a high ratio of engaged leaders to rank-and-file members and structures that allow for rapid response, relationship development, and collective action. This training is designed to build participants' skills around leadership identification and development. They will learn how to establish differentiated and innovative structures that can increase member engagement and union presence within and across worksites. <i>(This session ends at 12:15 p.m.)</i>
2D Legal Update	Find out about the latest developments on the legal front. You will hear an OEA attorney versed in the latest ways to protect yourself and your members. The content of legal updates depends on legal developments at the time of the update.
2E FMLA and Other Leaves	The Family Medical Leave Act (FMLA) has a broad impact upon members. This session will focus on the application of FMLA and how it can be used and bargained to best protect members during difficult moments in their lives. Other leaves may also be explored.
2F Finances for Presidents	Local presidents need to support sound financial practices within their local. This can include FCPE drives, grants you may apply for as a local, and scholarship funds. This session will give you an overview of the Treasurer's work and what you should know as the check signer.
2G Social Media, Oh My! So Many Choices	Social media — it seems to be everywhere — Facebook, Twitter, Snap Chat, Instagram, Tumblr, Orkut, YouTube, and more. Come share in this session's conversation about what social media is (and is not), its usefulness, best practices, and the pitfalls to avoid.
2-3H You're a New Association Leader – Now What?	This session will avail new leaders of the tools necessary to be an effective local leader. Leaders at all levels will learn how to conduct effective meetings, explore communication techniques, advance member advocacy, and update the local C&B, along with a plethora of tips and ideas for a successful year of member engagement. <i>(This session ends at 12:15 p.m.)</i>
2 I Building Winning Teams with Certified and Classified Staff	To ensure student success, it is critical that teachers, paraeducators, and administrators understand their roles and work collaboratively, communicate effectively, and respect one another in the process. This interactive workshop will address the components of effective teams including the importance of defining roles and responsibilities, effective communication strategies, conflict management, and more.

Thursday Training Sessions (continued)

Session Three, 10:45 a.m.-12:15 p.m.	
3A OTEs Change: What Will Happen to You in 2019-2020 and Thereafter	Attendees will be presented with the details of the 2019-2020 Pilot and discuss how the legislatively-required changes will be implemented in 2020-2021. The session will help locals to quickly assess their current evaluation practices and culture to create a 'next steps' checklist for action.
2-3B Grievance Processing and Member Problem-solving (<i>continues from 2B</i>)	
2-3C Building Effective Worksite Leadership Systems (<i>continues from 2C</i>)	
3D Legal Update: Work Product	It's easy to copy computer data, and computers enable educators to do schoolwork nearly anywhere. Those developments make it hard to draw the line between the educator's work product and the school district's public records. This session will present an opportunity for you to learn how to protect yourself and your members from the legal problems that can result.
3E The Opioid Issue	How can your local can use collective bargaining to advocate for its members and the students they serve? Explore how schools are turning opioid addiction into student success and involving those who work with these students into creating a safe space to learn.
3F Building Union Power through the OEA Fund for Children and Public Education	This session will address the fundamental purpose of our FCPE PAC, as well as help participants design a well-established plan for the local with goals and action steps for a successful drive. We all know the importance of FCPE drives – now you can learn the actual ins and outs to take back to your local.
3G Creating or Refreshing Your Local's Website	We live in a digital age, and your local's website is your number one communication asset. A strong Internet foothold allows your local to share and communicate with far more members than it could without a site. Whether you are a beginner, or need a refresher, this hands-on session will provide you with the tools (and the confidence) to access, customize, and maintain your local's website.
2-3H You're a New Association Leader – Now What? (<i>concludes from 2H</i>)	
3 I Take a Look at the Code ... of Conduct	Come learn about the principles contained in the <i>Code of Conduct</i> and the guidelines for discipline for violations of the Code. For the first time since its introduction in 2008, ODE has drafted proposed changes to the Code, including a principle dedicated to technology use.

Session Four, 1:00-2:30 p.m.	
4A Book Study Train the Trainer Model Kick -Off!	The session pilots a new model of Professional Learning – Train the Trainer Book Studies. OEA Education Policy and Practice staff have created book study materials based upon member interest and feedback. Serving as trainer, the staff person guides the participants through the materials as a learner and eventual trainer. Having successfully met the book study requirements, each participant in turn is able to serve as trainer for others with the OEA-developed materials which will include considerations for LPDC approval. The pilot begins with Eric Jensen's <i>Teaching with Poverty in Mind: What Being Poor Does to Kids' Brains and What Schools Can do About It</i> . The series on Poverty will continue with Eric's two follow-up books.
4B Salary Schedules: How to Maximize Their Benefit	This session will review characteristics of the single salary schedule, discussion of salary comparable, and how compensation is analyzed for costing-out contract proposals. The session will include strategies that can be implemented to improve overall compensation of members.
4C HB 70: What It Is and Why It Matters to All of Us	Learn specifically what HB 70 says and does. This session will also discuss how the law attacks all of us in many ways – collective bargaining rights, our characterization, loss of local control, and extending the narrative of educators' being at fault in our society. Participants will also explore how HB 70 fits into the overall fight that members should regularly engage in to defend the profession.
4D Legal Update: Technology	When you open a device at home, do you think about the professional implications? Have you ever thought your cell phone could be confiscated as evidence? Learn the dos and don'ts of operating responsible social media accounts and technology. Find out about the latest developments on the legal front.
4E True Colors Training	Building relationships is even more important to maintaining the strength of your local and the union as a whole given the constant attacks on unionism. True Colors is designed to recognize personality differences as a tool to enhance the quality of work, union, classroom, and even personal relationships. True Colors training is fun, exciting, enlightening, and a wonderful interactive method to develop the timeless human need for positive relationship!
4F Negotiating an HRA	This session will explore how to negotiate Health Reimbursement Arrangements (HRA), a tax-free benefit plan that can help fund pre- and post-separation medical expenses.
4G What Do You Want from Your Union?	Join NEOEA's Past President Jeff Wensing in an informal roundtable discussion regarding your needs, wants, and desires as a member of NEOEA. All educators are encouraged to participate and add your ideas to the forum.
4H OEA/NEOEA Grants ... How Can We Help You?	Through your Association's affiliation with NEOEA, OEA, and NEA, you can make your dues dollars work for you! This session will present tried and true ideas for NEOEA grants that have been winners as well as hear about OEA grants you can apply for. There is loot for your local!
4 I Let's Talk about Order	Join this session for the skinny on <i>Roberts Rules of Order</i> . This session is designed for members who are new to using parliamentary procedure or who would like a refresher on the fundamental concepts of effective meeting procedures.

Wednesday Events	Selections	Thursday Events	Selections
2:30 – Session One	Course Code: 1__	8:00 – Breakfast	Yes <input type="checkbox"/> No <input type="checkbox"/>
5:30 – Dinner	Yes <input type="checkbox"/> No <input type="checkbox"/>	9:00 – Session Two	Course Code: 2__
6:00 – Keynote and Reception	Yes <input type="checkbox"/> No <input type="checkbox"/>	10:45 – Session Three	Course Code: 3__
Access issues/dietary needs (diabetic, vegetarian)		12:15 – Lunch	Yes <input type="checkbox"/> No <input type="checkbox"/>
		1:00 – Session Four	Course Code: 4__

Register early and save! Room reservations close Monday, July 15.

Registration fee enclosed	Room preference	Registration postmarked <u>by</u> Wednesday, June 12	Registration postmarked <u>after</u> Wednesday, June 12
	Treasurers' School only (includes dinner/keynote/reception)	\$ 40	\$ 50
	Commuting (1 person/no sleeping room)	\$ 65	\$ 85
	Double occupancy (2 people/1 sleeping room) (pick a roommate or we'll assign)	\$180	\$220
	Single occupancy (1 person/1 sleeping room)	\$170	\$200
<i>For double occupancy, the name on the first registration is:</i>			

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Registration notes:

- 1) Please make checks payable to NEOEA.
- 2) Course selections are subject to room limitations.
- 3) Course descriptions and presenters are subject to change.
- 4) No reservations for sleeping rooms after July 15; commuter registrations only after that date. **Registrations close Wednesday, July 17.**
- 5) Confirmations and driving directions will be sent to **by email** to registered participants after **July 18.**

Send registration materials and payment to: NEOEA Summer Leadership; 6001 Landerhaven Drive, Suite D, Mayfield Hts., OH 44124-4190. Email your form to us at desk@neoea.org.