

Section 7: Connecting with Training Opportunities to Support Leadership Development and Professional Needs of Members

- Work with your Labor Relations Consultant (LRC) to identify training opportunities offered by OEA, OEA districts and NEA, and involve members from your local in those trainings.
- Work with members and utilize support of your OEA, OEA districts and NEA, to offer leadership and professional development training opportunities within your local.

OEA-Provided Training Opportunities

Labor Relations Consultants (LRC)

Your relationship with your Labor Relations Consultant (LRC) is an integral part of your success as a Local President. Your LRC can provide support and training while developing a unique relationship with you and your leadership teams. Your LRC will help you to foster an environment in your association that will engage members and empower local presidents to become even more effective. Below are some examples of training opportunities that can be provided by your Labor Relations Consultant.

1. Building/Worksite Representatives Training
2. Executive Board Training
3. Bargaining Team Training
4. Organizing for Power
5. Community Organizing
6. School Board Elections and Political Advocacy
7. Effective Leadership Strategies
8. Building Mapping
9. Dealing with Difficult People
10. Identifying Emerging Leaders
11. Professional Development
12. Internal and External Communications
13. Building Strong Union Communities through Social Activity
14. How to Deal with Conflict Between Members
15. Contract Enforcement/Grievance Processing
16. Any training identified through discussion with your LRC

*If you are interested in any training opportunity listed within this Section, contact your LRC and they can assist in arranging the training opportunities that meet the needs of your local.

Education Policy Research and Member Advocacy Department (EPRMA)

To schedule a training in your local, please contact your LRC. The list below is current as of July 1, 2023. These and others not listed can be access by your LRC.

Professional Learning Opportunities

Updated: May, 2023 – Organizing & Member Engagement



OHIO EDUCATION ASSOCIATION

ORGANIZING & MEMBER ENGAGEMENT

Training Topic and Approximate Length of Training (1 hr. unless otherwise noted.)	Training Appropriate for the following venues				Strategic Priorities Met by Training				OME Topic Leader
	OEA Staff	Leadership Councils	Local Training	District Conference	1: Local Capacity	2: Educate & Organize	3: Professional Issues	4: Equity	
Beginners Talk Strategy: Professionals Talk Logistics (time dependent if developing LDP)		●	●	●	●	●			Makia Burns Matt Ides Rachel Grabowski Alison Hoffa Taraja Shephard Allen
Break it Down Now: OEA 411 and the unlimited value of membership	●	●	●	●	●	●			Rachel Grabowski
Build and Sustain Successful Labor-Management Collaboration (2 hours)		●	●	●	●	●			Alison Hoffa
Building Mapping (time dependent if mapping an individual local)	●	●	●	●	●	●			Makia Burns Matt Ides Rachel Grabowski Alison Hoffa Taraja Shephard Allen
Building Highly Effective Teams (min. 2 hours)	●	●	●	●	●	●			Alison Hoffa Taraja Shephard Allen
Building Organizing Committees (90 min.)	●	●	●	●	●	●	●		Makia Burns Matt Ides Rachel Grabowski Alison Hoffa Taraja Shephard Allen
Building Out a Comprehensive Communication Infrastructure	●	●	●	●	●	●			Makia Burns Matt Ides Rachel Grabowski Alison Hoffa Taraja Shephard Allen
Candidate Recruitment at the Local Level	●	●	●	●	●	●			Dominic Mendiola Zach Roberts
Coalition Building 101	●	●	●	●	●	●		●	Makia Burns Matt Ides Rachel Grabowski Alison Hoffa Taraja Shephard Allen
Community Power Mapping (90 min.)	●	●	●	●	●	●		●	Makia Burns Matt Ides Rachel Grabowski

Professional Learning Opportunities

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OHIO EDUCATION ASSOCIATION

ORGANIZING & MEMBER ENGAGEMENT

Training Topic and Approximate Length of Training (1 hr. unless otherwise noted.)	Training Appropriate for the following venues				Strategic Priorities Met by Training				OME Topic Leader
	OEA Staff	Leadership Councils	Local Training	District Conference	1: Local Capacity	2: Educate & Organize	3: Professional Issues	4: Equity	
Cultural Competency and Equity Literacy		●	●	●			●	●	Makia Burns
Developing Local Association Political Campaigns (for levies/school board elections)	●	●	●	●	●	●			Dominic Mendiola Zach Roberts
Distributive Leadership Training (90 min.)		●	●	●	●	●			Makia Burns Matt Ides Rachel Grabowski Alison Hoffa Taraja Shephard Allen
Exploring Daring Leadership		●	●	●	●	●	●		Makia Burns
Grant Writing: Tips and Tricks (90 min)		●	●	●	●	●		●	Alison Hoffa
How to make the ASK?: Real organizing data behind successful member recruitment and re-engagement (90 min)		●	●	●	●	●			Taraja Shephard Allen
Increasing Member Engagement in Your Local		●	●	●	●	●			Rachel Grabowski
Leverage, Timing and Targets									Makia Burns Matt Ides Rachel Grabowski
Listening Tours 101		●	●	●	●	●	●	●	Makia Burns Matt Ides Rachel Grabowski Alison Hoffa Taraja Shephard Allen
Local Assessment Tool (90 min.)	●	●	●		●	●	●		Makia Burns Matt Ides Rachel Grabowski Alison Hoffa Taraja Shephard Allen
Local Goal Setting (90 min.)		●	●		●	●	●		Makia Burns Matt Ides Rachel Grabowski Alison Hoffa Taraja Shephard Allen

Professional Learning Opportunities

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OHIO EDUCATION ASSOCIATION

ORGANIZING & MEMBER ENGAGEMENT

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Maximizing members Strengths & Skills		●	●	●	●	●	●		Makia Burns Matt Ides Rachel Grabowski Alison Hoffa Taraja Shephard Allen
Member Burnout		●	●	●	●		●	●	Makia Burns Matt Ides Rachel Grabowski Alison Hoffa Taraja Shephard Allen
OEA for Aspiring Educators: The Future of Education is YOU!		●	●	●	●	●	●		Rachel Grabowski
OEA Fund Recruitment and Fund Drives	●	●	●	●	●	●			Dominic Mendiola Zach Roberts
One on Ones	●	●	●		●	●	●		Makia Burns Matt Ides Rachel Grabowski Alison Hoffa Taraja Shephard Allen
President' Training (3 hour minimum)		●	●	●	●	●	●	●	Makia Burns Alison Hoffa Taraja Shephard Allen
Recognizing Secondary Trauma in Yourself and Others		●	●	●			●	●	Makia Burns Alison Hoffa Taraja Shephard Allen
Relational Organizing (90 min.)		●	●	●	●	●		●	Makia Burns Alison Hoffa Taraja Shephard Allen
Restorative Practices Basics		●	●	●			●	●	Makia Burns Taraja Shephard Allen
School Board Levies (Combined with Levy Planning)	●	●	●	●	●	●			Dominic Mendiola Zach Roberts
Strike and Crisis Support (90 min.)	●	●	●	●	●	●	●	●	Makia Burns Matt Ides Rachel Grabowski Alison Hoffa Taraja Shephard Allen

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ORGANIZING & MEMBER ENGAGEMENT

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	OEA Staff	Leadership Councils	Local Training	District Conference	1: Local Capacity	2: Educate & Organize	3: Professional Issues	4: Equity	
Technology for Organizing	●	●	●	●	●	●			Makia Burns Matt Ides Rachel Grabowski Alison Hoffa Taraja Shephard Allen
The Art of Listening to Create Change	●	●	●	●			●	●	Makia Burns
Trauma Informed Practices		●	●	●			●	●	Makia Burns Taraja Shephard Allen
True Colors in Education (half or full day sessions)	●	●	●	●	●	●	●	●	Rachel Grabowski Alison Hoffa Taraja Shephard Allen
True Colors: Strengthening Local leadership (full-day or multi-day formats)	●	●	●	●	●	●	●		Rachel Grabowski Alison Hoffa Taraja Shephard Allen

LRCs can contact the identified staff person(s) or email organizing@ohea.org to schedule an OME Professional Learning Opportunity for members.

Membership Consultants:

Alison Hoffa – hoffaa@ohea.org; 614-227-0046 ext. 3151

Taraja Shephard Allen – shephardallent@ohea.org; 614-227-0046 ext. 3079

Organizers:

Makia Burns – burnsm@ohea.org; 614-227-0046 ext. 3055

Rachel Grabowski – grabowskir@ohea.org; 614-227-0046 ext. 3028

Matt Ides – idesm@ohea.org; 614-227-0046 ext. 3138

Political Advocacy Consultants

Zach Roberts – robertsz@ohea.org; 614-227-0046 ext. 3058

Dominic Mendiola – mendiolad@ohea.org; 614-330-0554

Professional Learning Opportunities

Updated: February 2023–EPRMA Department



OHIO EDUCATION ASSOCIATION

EDUCATION POLICY RESEARCH & MEMBER ADVOCACY DEPARTMENT

Training Topic and Approximate Length of Training (1 hr. unless otherwise noted.)	Training Appropriate for the following venues				Strategic Priorities Met by Training				EPRMA Topic Lead
	OEA Staff	Leadership Councils	Local Training	District Conference	1: Local Capacity	2: Educate & Organize	3: Professional Issues	4: Equity	
Associations Vision Program (2 hours)	●	●	●	●	●	●			Eric Watson-Urban
Closing Achievement Gaps	●	●	●	●	●	●	●	●	Demetrice Davis
Collective Bargaining: Strategies, Crisis	●	●	●	●	●	●			Eric Watson-Urban
College Credit Plus	●	●	●	●	●		●		Daria DeNoia
Community Learning Centers	●	●	●	●		●		●	Demetrice Davis
Constructing Quality Professional Development and Improvement Plans		●	●	●	●				Ellen Adornetto
Contract and Arbitration Database	●				●				Kelli Shealy, Eric Watson-Urban
Contract Language Development and Enforcement	●	●	●	●	●	●	●		Eric Watson-Urban
Cultural Competency and Equity Literacy (Strategies for Restorative Practices)	●	●	●	●	●	●	●	●	Daria DeNoia
English Language Learners Law. Needs and Supporting EL Educators			●	●	●	●	●	●	Ellen Adornetto
Every Student Succeeds Act: ESSA Overview (2 hours) Organizing to Lead on ESSA (full Day)	●	●	●	●	●	●	●	●	Ellen Adornetto, Demetrice Davis, Daria DeNoia (topic focused)
Family and Community Engagement		●	●	●		●		●	Demetrice Davis
Financial Analysis – K-12, DD, Higher Ed, and Career Tech	●	●		●	●				Rebecah Jones
Grievance Processing	●	●	●	●	●				Eric Watson-Urban
Group Facilitation Skills	●	●	●	●		●			Demetrice Davis
Health Insurance (1-3 hours)	●	●		●	●				Eric Watson-Urban Rebecah Jones
How healthy is your health insurance? Health insurance plan review			●		●				Eric Watson-Urban
Identifying and Using High Quality Student Data within OTES 2.0	●	●	●	●	●	●	●		Ellen Adornetto

Professional Learning Opportunities

Updated: February 2023–EPRMA Department



OHIO EDUCATION ASSOCIATION

EDUCATION POLICY RESEARCH & MEMBER ADVOCACY DEPARTMENT

Training Topic and Approximate Length of Training (1 hr. unless otherwise noted.)	Training Appropriate for the following venues				Strategic Priorities Met by Training				EPRMA Topic Lead
	OEA Staff	Leadership Councils	Local Training	District Conference	1: Local Capacity	2: Educate & Organize	3: Professional Issues	4: Equity	
Mandatory Reporting Requirements	●	●	●	●	●				Ellen Adornetto
Ohio Assessment for Educators (OAEs) and EdTPA			●	●	●	●	●		Ellen Adornetto
Ohio's Professional Development Standards	●	●	●	●	●	●	●		Ellen Adornetto
Organizational Development and Systems Change	●	●	●	●	●				Demetrice Davis
OTES 2.0 – Utilizing Evidence Based Instructional Practice as Evidence of Alignment to Standards	●	●	●	●	●	●	●		Ellen Adornetto
Professional Code of Conduct and Educator License	●	●	●	●	●	●	●		Ellen Adornetto
Resident Educator: Overview What is the Ohio RE Program?	●	●	●	●	●	●	●		Daria DeNoia
Resident Educator: RE1, RE2 (2 hours) Getting Started in Your Residency			●	●	●	●	●		Daria DeNoia
Resident Educator: Thinking and Writing for RESA (2 hours)			●	●	●	●	●		Daria DeNoia
Salary Simulations	●				●				Rebecah Jones Kelli Shealy
School Accountability	●	●	●	●	●	●	●		Demetrice Davis
School Finance / General Fund Analysis (1-2 hours)	●	●		●	●				Rebecah Jones
School Improvement: Accountability, Report Cards, and Ohio Improvement Process (OIPs)	●	●	●	●	●	●	●	●	Demetrice Davis
Special Education Restraint, Seclusion and PBIS (2 hours) Dealing with Difficult Behaviors (2 hours) Workload Guidance Training Professional Issues Organizing: Special Ed			●	●	●		●	●	Daria DeNoia
Student Centered Advocacy Language	●	●	●	●	●	●	●	●	Eric Watson-Urban
Virtual Training Facilitation	●	●	●	●			●		Demetrice Davis

LRCs can contact the identified staff person(s) or email epрма@ohea.org to schedule an EPRMA Professional Learning Opportunity for members.

Professional Learning Opportunities

Updated: May, 2023 – Communications Department

Training Topic and Approximate Length of Training (1 hr. unless otherwise noted.)	Training Appropriate for the following venues				Strategic Priorities Met by Training				Comms Topic Leader
	OEA Staff	Leadership Councils	Local Training	District Conference	1: Local Capacity	2: Educate & Organize	3: Professional Issues	4: Equity	
Branding Your Local/Selling Solidarity 1 – 1.5 hours.	●	●	●	●	●	●			Katie Olmsted
Crisis Communications & Spokesperson Training 1 – 1.5 hours	●		●		●				Katie Olmsted
Letters to the Editor Best Practices 30 minutes	●	●	●	●		●	●	●	Katie Olmsted
Managing Your Local Website 1 – 1.5 hours		●	●	●		●	●		Joel Kohler
Member Messenger Basics 1 – 1.5 hours	●	●	●	●		●	●	●	Katie Olmsted
Messaging and Media Basics for Local Leaders 1 – 1.5 hours	●	●	●	●	●	●	●	●	Katie Olmsted
Messaging Around Our Issues	●	●	●	●	●	●	●	●	Katie Olmsted
Social Media Best Practices	●	●	●	●	●	●	●	●	Joel Kohler
Social Media for Locals in Crisis	●	●	●	●	●	●	●	●	Joel Kohler

LRCs can contact the identified staff person(s) or email communic@ohea.org to schedule a Communications Professional Learning Opportunity for members.

Communications Specialist:

Joel Kohler – kohlerj@ohea.org; 614-227-3170

Media Relations Consultant

Katie Olmsted – olmsteadk@ohea.org; 614-227-3170

OEA District Training Opportunities

Each of OEA's ten (10) District Affiliates provides a variety of training opportunities for its members and local leaders. All districts provide annual workshops for local treasurers during the summer along with a number of other offerings that should be of interest to you, your fellow officers, your building representatives, and your members.

Recent examples of district-sponsored programs include but are not limited to the following:

- Diversity and Cultural Competency Training
- Training for Building Representatives
- Workshops on Ohio's Teacher Evaluation System
- Value of Membership
- Political Action Training
- "Presidents Plus One (or Two)" Workshops on Miscellaneous Topics
- Minority Leadership Training
- Supporting Students with Special Needs
- Planning for Retirement
- Engaging Early Career Educators
- Strategies for Effective Use of Social Media
- Utilizing NEA Member Benefits to Strengthen Your Local

Watch for announcements of specific training opportunities in your District throughout the year. For more information, log on to your District's website or contact your District office. (See Section 1 for contact information and a District map.)

NEA Racial Justice Resource Guide



Race

- **Let's Talk! Discussing Race, Racism and Other Difficult Topics With Students.** Teaching Tolerance. <http://www.tolerance.org/lets-talk>
- **Race—The Power of Illusion. California Newsreel.** Featured on the Public Broadcasting Services, this is a 3-part documentary on race in society, science and history. A companion online includes background information, readings and other resources. http://www.pbs.org/race/000_General/000_00-Home.htm
- **Race May be a Social Construct, But Racism is Very Real.** Zola Ray, For Harriet. Blog. <http://www.forharriet.com/2016/02/race-may-be-social-construct-but-racism.html?m=1-axzz4BDyIBKaA>

Racism

- **A History of Racial Injustice. Equal Justice Initiative.** This interactive timeline from 1610 to 2010 includes photos, videos and descriptions of various historical events related to racism and the struggle for racial justice. <http://racialinjustice.eji.org/timeline/>
- **How Americans Build Wealth in 10 Charts (And What Race Has to Do With It).** Tracy Loeffelholz Dunn, Yes! Magazine, Sep 1, 2016. <http://www.yesmagazine.org/new-economy/how-americans-build-wealth-in-10-charts-20160901>
- **The Civil Rights Problems in U.S. Schools: 10 New Numbers.** National Public Radio, June 7, 2016. Recent statistics on education inequities. <http://www.npr.org/sections/ed/2016/06/07/480957031/the-civil-rights-problem-in-u-s-schools-10-new-numbers>

Implicit Bias

- **Project Implicit. Take the Implicit Association Test (IAT),** which measures attitudes and beliefs which people may be unwilling or unable to report. There are about a dozen online tests you can take on race, gender, sexuality, disability, age and other characteristics. <https://implicit.harvard.edu/implicit/education.html>
- **Racial Disproportionality in School Discipline: Implicit Bias is Heavily Implicated.** Thomas Rudd, Kirwan Institute for the Study of Race and Ethnicity, Ohio State University. <http://kirwaninstitute.osu.edu/racial-disproportionality-in-school-discipline-implicit-bias-is-heavily-implicated/>
- **Test Yourself for Hidden Bias.** Teaching Tolerance. <http://www.tolerance.org/Hidden-bias>

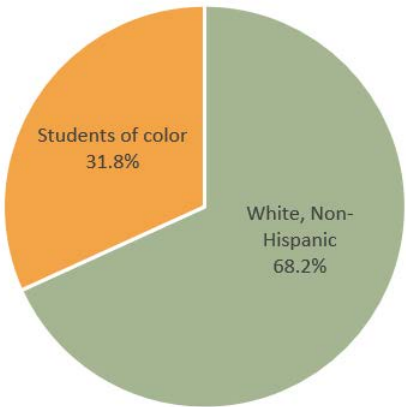
Racial Justice

- **Racial Equity Tools Glossary. MP Associates and Center for Assessment and Policy Development.** This is a 9-page guide full of helpful definitions, from "Ally" to "White Supremacy." http://www.racialequitytools.org/images/uploads/RET_Glossary913L.pdf
- **RacialEquityTools.org.** This website has hundreds of resources on race, including fundamentals, planning, action, evaluation and curricula. <https://www.racialequitytools.org/home>

The Ohio Education Association is dedicated to increasing social, racial, and economic justice for all members of our associations' communities. Recognizing the important role educators can play in addressing racial and economic inequities, the OEA Board of Directors adopted a fourth strategic priority which commits to "educate and organize OEA and its members to advocate for racial, social, and economic justice."

Part of the effort to address racial and economic inequities includes recognizing that Ohio's educators do not reflect the diversity of the students that they instruct. Ohio's students are increasingly diverse (68% white, 2019-2020), but our educator workforce remains mostly white (94% white, 2019-2020.) Research (Villegas & Irvine, 2010) demonstrates there are academic and social-emotional benefits for students of color when they are instructed by teachers of color. The benefits for students of color - test score gains, graduation rate increases, decreases in chronic absences, lower discipline incidents – are critical elements toward increasing educational outcomes for students and eliminating the disparities that exist for students of color.

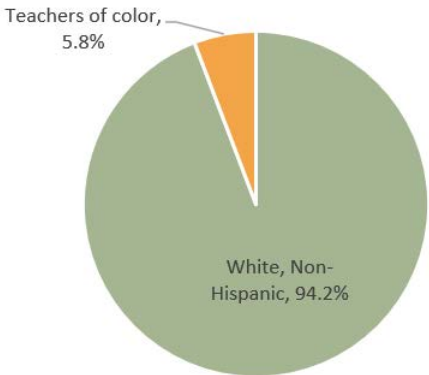
Ohio's Students, 2019 - 2020



Research has established the importance of diversity and equity in improving students' academic and behavioral outcomes. Issues of race, social, and economic justice and equity are important to our members, particularly to our members who are new to the education profession. Mobilizing these members in discussions and actions focused on racial, social, and economic justice in their communities is a way to start dismantling systems that have marginalized certain student communities.

As OEA members work to make public education more just and equitable, they need strategies and tools to ensure that every student feels safe at school. The resources below are meant to provide members with information on how to understand and teach about the differences we face in our classrooms and buildings every day. Whether about race, religion, language, immigration status, culture, sexual orientation, gender identity, class, or disability, or a combination of these, we know that our students deserve to be honored and respected for who they are.

Ohio's Teachers, 2019 - 2020



NEA Resources and Training

10 Ways NEA Supports Members

<http://www.nea.org/home/10-ways-nea-supports-members.html>

Become part of a 3.1 million member organization working on behalf of our nation's students and educators. A voice at the table – There's power in numbers. Joining the association gives you greater influence over the decisions that affect your classroom and career.

Ten Living Wage Communications Tips

<http://www.nea.org/home/16931.htm>

It's All About ESPs Telling Their Own Stories To win a living wage for education support professionals (ESPs), you've got to "win the hearts and minds" of the community they serve.

Professional Development Webinar Training Archives

<http://www.nea.org/home/70358.htm>

Did you miss one of our live webinar sessions? View our past webinars here! *Note: Due to current technology limitations, participation in webinar trainings can only be verified during live sessions.

Professional Development for Educational Support Professionals

<http://www.nea.org/home/30998.htm>

NEA believes that professional development should be required throughout the career of education support professionals.

Leadership Development Resources

<http://www.nea.org/home/67780.htm>

The NEA Leadership Competencies Modules articulate the specific skills and knowledge that contribute to effective leadership at every level. These modules use real stories from NEA leaders to illustrate each of the competencies. The competencies themselves were developed by NEA Leaders, for NEA Leaders.

NEA Community Advocacy and Partnership Engagement (CAPE)

<http://www.nea.org/home/MinorityCommunityOrganizingandPartnerships.html>

Resources for engaging in community advocacy and partnerships in your area over critical issues for educators and students.

Principles for a Successful Salary Campaign

<http://www.nea.org/home/13487.htm>

There is no single way to run a campaign for professional pay. However, NEA offers the following advice based on our affiliates' successes: Build broad unity within the affiliate for a salary campaign to ensure that members, UniServ staff, and elected leaders support it.

NEA Partnership Funding

<http://www.nea.org/grants/58935.htm>

Grant Opportunities for NEA Members. Learn about resources available for the following needs: Legislative Crisis Ballot Measure, Organizing, Read Across America Event Grant, Local President Release Time Program (LP RTP), Center for Great Public Schools, State & Local Project Grants, Great Public Schools Fund (GPS Fund) etc.

National Council of Urban Education Associations

<http://www.nea.org/home/66472.htm>

The National Council of Urban Education Associations (NCUEA) is an advocacy organization of local affiliates of the National Education Association (NEA is dedicated to strengthening member advocacy and making the NEA more responsive).

The following trainings may require state president recommendation in order to be a participant.

HCR: Professional Development

<http://www.nea.org/home/64761.htm>

HCR: Professional Development NEA Human and Civil Rights understands that education advocacy and social justice advocacy go hand in hand. In our work to achieve equal opportunity and social justice for all students and school staff, we provide student-centered, research-based, and educator-driven training.

NEA ESP Leaders for Tomorrow Overview and Guidelines

<http://www.nea.org/home/37956.htm>

For the last 11 years, the NEA ESP Leaders for Tomorrow (LFT) program has supported the development of nearly 200 ESP leaders in 45 states across the country. The LFT program has been instrumental in helping ESP members acquire skills.

Building Educator Led Community Schools

<http://www.nea.org/grants/71247.htm>

Milwaukee Teachers' Education Association (MTEA) is the largest teachers union local in the state of Wisconsin. Currently, MTEA's Center for Teaching, Learning and Public Education leads the work around Community Schools and is proud to host the Community Schools Institute. This Institute is a three and a half day training that will provide participants with an opportunity to engage in an interactive adult learning environment focused on developing campaigns to grow and sustain high quality community schools and developing the organizing and social justice frames to build membership and union strength.

Minority Leadership and Women's Leadership Training Conferences

<http://www.nea.org/home/64769.htm>

Check this link for upcoming dates for East and West Conferences. Preparing early career educators and emerging leaders to be powerful advocates for their students, their profession, and their Association.

Commonly Requested NEA Member Benefits Presentations

All presentations can be modified to meet the specific needs/concerns of a local, district, region or service council. The approximate time given can also be modified to some degree by adjusting the content and/or detail. If a local would like information on a topic not listed, NEA Member Benefits likely has the ability to put most any requested presentation together.

CONTACT:

Guy Kendall-Freas, Affiliate Relations Specialist
NEA Member Benefits
Ohio/Kentucky/West Virginia Regional Office
1217 Monterey Dr.
Mansfield, OH 44907
1-888-749-7380 (office)
419-610-3211 (cell)
gkendall-freas@neamb.com

The Three R's of Membership: Recruit, Retain, Reclaim (approx. 2 hrs.)

A broad based training focusing on various strategies to recruit, reclaim, and retain members using a year round membership campaign. Where multiple locals are involved and as time permits, there is an activity in which participants begin to design a campaign.

Reaching Higher Up The Tree: Membership after the low hanging fruit has been picked (approx. 60 – 90 minutes)

This session takes a closer look at some past strategies used in membership promotion, explores compelling reasons to join the Association and examines the changing needs of members in the 21st Century. Participants will be able to integrate new (and some old) concepts into local membership campaigns.

NEA M Bingo! (approx. 30 minutes – very flexible)

A simple NEA MB overview designed for Uniserv Councils or local association meetings where there is likely to be little knowledge of NEA MB programs and services, presented in a BINGO format so everyone's a winner. A nice introductory piece!

NEA Retired Membership: What's in it for me? (approx. 45 – 60 minutes)

Designed to promote membership in NEA-R (retired or pre-retired), this session shares the value of continuing membership and focuses on NEA Member Benefits, Liability, Representation on legislative issues, and more.

When Can I Afford to Retire... or will I Just Die at My Desk? (approx. 60 minutes)

Designed generally for members with 15 or more years of service, this presentation increases members' awareness their retirement system, their pension payout options, health care costs and more. Participants will be able to determine if they are on the right track in their retirement preparations and, if not, what are their options, including sheltering severance pay and purchasable service credit options.

WEP, GPO and Other Issues Which May Effect Your Retirement (approx. 60 minutes.)

This presentation helps members understand the impact of the Windfall Elimination Provision, Government Pension Offset, IRS regulations for 403(b) plans and more.

20 Financial Mistakes You Can't Afford to Make (approx. 60 minutes, alternate versions for various timeframes)

This presentation helps members understand many financial mistakes commonly made by Americans in areas including home financing, life insurance selection, retirement savings, high-debt interest, taxes, auto purchasing, and many more.

Liar, Liar, Pants on Fire (approx. 60 - 90 minutes)

Identity Theft, Credit Fraud, and Consumer Scams are increasingly common events. In fact one in four people in the U.S. will fall victim. If it happens to you, what are the first things you would do? If you don't know, you need to attend this session. Tips on protecting yourself against identity theft and fraud as well as steps to take to minimize damage if you should become a victim.

Achieving the American Dream: First Time Homebuyers Workshop (approx. 60 - 90 minutes)

Designed for first-time homebuyers but also helpful for those who haven't been in the mortgage market for a while, this workshop guides folks through the process of selecting a prospective home, the mortgage process (application, documentation, underwriting, filings, closing), and provides strategies for folks who may be having a tough time with qualifying or saving a down payment.

What Do We Do With Mama? (approx. 60 - 90 minutes)

Long-term care is something that most folks will need at some point in their life. In fact, you are 4 times more likely to become disabled before the age of 45 than to die; and one in five Americans over age 50 is at risk of needing long-term care in the next 12 months. But paying for that care can be financially devastating. This presentation helps members understand the value of LTC insurance which may cover the costs of nursing home care, home health care, assisted living facilities, adult day care, respite care, and/or hospice. Designed not only for member's own considerations, but for their parents, in-laws, grandparents, siblings, and other family members.

What I Want My Loved Ones To Know: A practical look at life and family preparedness (approx. 60 minutes)

This presentation is designed to help members think about matters which will be important to them and their loved ones in the event of an accident, illness, or death. Discussion includes the importance of having a will; a durable power of attorney for health care; the kinds of medical treatment you may or may not want; life, disability, and long-term care insurance; making sure your loved ones know where to find your important papers; and much more.

Extra Credit – All you need to know about your credit file (approx. 45 – 60 minutes)

What goes into your credit file and how it is used are just some of the questions answered in this workshop, designed for members of all ages. Some of the mystery around the contents, the use of your file, the process for correcting errors, and ways to re-establishing good credit are explored.

Shopping with NEA Member Benefits (approx. 30 – 45 minutes)

A live shopping trip to the NEA's virtual mall NEA Click and Save and the more than 700 merchants which provide exclusive savings to NEA members. Most commonly done in November and December around a holiday shopping theme, but members can save lots of money shopping any time of the year.

Erasing Student Loans and Debt: Student loan repayment, cancellation, forgiveness, and management options (approx. 60 – 90 minutes)

Now that national student loan debt exceeds credit card debt in America, the burden of such debt for young educators can be near overwhelming. This session focuses on how the problem developed, its impact, new repayment and forgiveness options, strategies to manage debt and missteps members will want to avoid.

Who's Got Time For a Breakdown? Strategies to reduce stress in the lives of education employees (approx. 60 – 90 minutes)

Education employees are more likely to leave the profession within the first five years than they are to earn continuing contract status/tenure. The top reasons they cite are STRESS, STRESS, and STRESS! This session explores the causes of stress in the lives of education employees and offers some strategies to reduce it.

Transitioning From Student to Teacher (60 – 90 minutes)

This presentation was created for student members, but could be used with early career teachers, too. While college prepares students to teach, experience—and the Association—prepare them to survive. In this session, members will participate in a structured conversation to better understand the role of the Association in bargaining and non-bargaining states; features in a collectively bargained agreement; gripes, grievances, and strikes; components of compensation including salary schedule structures (and why merit pay won't work), employee contributions for insurance and retirement, graduate tuition assistance, hours and days of work; and more! With this understanding, surviving the transition from student to teacher becomes easier.

The National Education Association: Our Proud History and Legacy (approx. 60 minutes)

The story of the NEA, from its inception in 1852 and through some of the major events that shaped the Association into what it is today. It is a rich history every member will be proud of.

