



January 2013

Northwestern Ohio Education Association

NEWSLETTER



www.nwoea.org

Over 9,200 Members

101 West Sandusky – Suite 302 • Findlay, Ohio 45840 • Tel: 800-366-9632 • Fax: 419-422-3417

New Faces on NWOEA Board of Directors



*Perry Lefevre
Unit I Representative*



*Donald Jones
Unit III Representative*

The NWOEA Board of Directors filled several vacancies at its September meeting. Appointed to the Board for the first time were Perry Lefevre as a Unit I Representative and Donald Jones as a Unit III Representative. Jerry Oberhaus was also appointed to fill the Unit II seat on the OEA Board of Directors, vacated by Tim Myers who was elected as the OEA Secretary-Treasurer. All three appointees will serve until the next NWOEA RA to be held April 11, 2013 when elections will be held for these positions.

Perry Lefevre currently serves as the President of the Sylvania Education Association, a role he held previously from 2000 to 2006. He has taught social studies at Sylvania Northview High School for the past twenty-five years. Having served on his local's negotiations team for twenty-two years, NWOEA

was pleased to recruit Perry to serve as the NWOEA Representative on the OEA Collective Bargaining Core Function Committee. He has been a local delegate at the OEA RA's for twenty years.

Donald Jones has been a member of the Carey Education Association for his entire fifteen-year teaching career as a 2nd grade teacher at Carey Elementary School. He is currently the secretary for his local association, a position he has held for eleven years, and a member of the negotiations team for the past two contracts. Out of the twelve years Don has been the Carey EA Representative for the AIWyDin UniServ Council, he has served eight of those years as the council secretary. Don is a member of the NWOEA Scholarship Committee and an alternate for the Internal Affairs Committee. ■

2012 OEA Fall RA *The Future of Ohio - Our Opportunity and Our Mission*

The 2012 Ohio Education Association Fall Representative Assembly was held December 1, 2012, at Veterans Memorial Auditorium in Columbus. The theme of this year's RA was *The Future of Ohio - Our Opportunity and Our Mission*.

Delegates overwhelmingly voted to join forces with the Strong Schools, Strong Communities Campaign. This campaign is a citizen-driven, non-partisan movement dedicated to informing and engaging Ohioans to tell the stories of excellence and achievement in public schools throughout Ohio - schools that deserve support from their communities and from state government.

Delegates gave a warm reception to eleven OEA member candidates who ran for the Ohio House, Ohio Senate, and the State Board of Education in the Fall 2012 election. "OEA is committed to electing representatives who understand and support public education in Ohio," said OEA President Patricia Frost-Brooks. As John Patterson of Painesville, our newly elected member legislator told the RA, "Each of you, each and every one of you, possesses the potential to take the challenge as we did in running for office." Brooks promises members that a tremendous amount of training, planning, and resources await members who decide to throw their hat in the ring.

The OEA President also outlined some of the many new changes and mandates in the education profession such as the new teacher evaluation process, the Common Core curriculum

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NWOEA Representative Assembly

Thursday, April 11, 2013

Findlay High School

February 1, 2013 - Deadline for Election of NWOEA Delegates & Alternates

February 8, 2013 - Deadline for submission of NWOEA Delegate Election Results to NWOEA Center



*Notes from
NWOEA
President
Jerry Schlick*

The Importance of FCPE

FCPE... Do these letters look familiar to you? Have you ever heard of this? Does anyone ask you about FCPE or ask you to contribute? If you answered “no” to these questions, read the following:

In order for our members to see a need for an FCPE drive, they need to know the *what* and the *why* of the program. FCPE, Fund for Children and Public Education, is our way of supporting those in state government and OEA programs who advocate strong public education. Everything in public education from the chalk or dry erase board markers to your retirement benefits and health care is dictated by the state legislature in Columbus. Through FCPE, we are able to support those who support us. OEA does not support one party over another; rather

there is a screening process that is used to determine which candidates are truly education friendly.

The fact is that every local in NWOEA and every member should be contributing to FCPE. There are approximately 80 locals in NWOEA that show “zero” for contributions. If you want TO CONTRIBUTE TO THE FUND, ASK YOUR PRESIDENT. If a local wants to have an FCPE drive and needs help, ask your LRC. Every OEA office in our district has a member developed FCPE manual with best practices and ideas. Ask your LRC for a copy.

Many members of NWOEA contribute and have even qualified for the various state awards that are presented at the OEA Fall and Spring RA’s.

We know what happens when we become committed to a cause (defeat of SB 5). We know that there is strength in numbers. We know that the fight is just beginning not ending. Please consider contributing to FCPE.

Thanks for all that you do for the children in the NWOEA district! ■

2012 OEA Fall RA

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with new standards and tests, the newly adopted Third Grade Reading Guarantee, new legislation raising the bar for school district report cards and the punitive attitudes hanging on from No Child Left Behind.

As Congress prepares for a political showdown in Washington, OEA Executive Director Larry Wicks addressed the delegation, warning that the looming fiscal cliff has dire consequences if Congress fails to act for Ohio’s students. The fiscal cliff includes \$147.6 million in cuts to education in Ohio, and that means 60,000 Ohio students would lose learning opportunities, ranging from Head Start and preschool to adult literacy education and higher education.

During the RA lunch break, delegates had the opportunity to attend a colloquium on teacher evaluation, *Navigating OTES - Fall 2012 OEA RA*. This presentation highlighted the requirements for the Ohio Teacher Evaluation System and outlined approaches to member advocacy. To accommodate the wide interest in the evaluation procedures, OEA had to move the presentation to the big auditorium at Vets Memorial. To view the power point presentation presented at the colloquium, visit the OEA website, www.ohea.org. ■

OEA Fall RA Highlights

Of the 986 registered delegates in attendance at the 2012 OEA Fall Representative Assembly, 64 were from NWOEA, representing 28 local associations and the NWOEA-Retired. Contributions to the Fund for Children and Public Education totaled \$33,535.54.

Delegates elected Robin Jeffries from Columbus EA to fill the NEA Director #6 position. They adopted the proposed 2012-2013 Legislative Policies for Achieving Excellence in Education (including the addendum) and the 2012-2013 proposed Systemic Policy Agenda of the OEA. They also adopted Proposal 1 to amend OEA Bylaws 8-1, Divisions, to apply the Bylaws to the proper Divisions. The amendment restates the language regarding the structure of the Divisions of Higher Education, Ohio Student Education Association, and OEA Retired to conform to longstanding practices.

Delegates approved the following three new business items:

- OEA shall create a committee comprised of governance, staff, and members to form a strategy, organizing, and messaging plan to defeat any potential Right-to-Work

legislation and/or ballot initiative; with a comprehensive plan to be presented by the next OEA RA.

- The OEA shall provide a tool kit to all locals that will enable locals to actively engage in the Strong Schools Strong Communities organization. The toll kit should include a sample resolution the local can adopt, a sample news release for the local to send to media, recommended ways to engage the local community as well as other education stakeholders in this effort to secure proper funding for public education and to demonstrate through education success stories how Strong Schools create Strong Communities. This effort shall be started as soon as possible.

- The OEA, through appropriate leaders and staff, shall develop and promulgate among local affiliates a set of collective bargaining recommendations including model policy and contract language and specific bargaining strategies on implementation of the Ohio Teacher Evaluation System and Reduction-in-Force provisions related to HB 153 in order to maximize protection of member rights and the best interest of students. ■

Visit the NWOEA Website

www.nwoea.org



Leaders Wanted for NWOEA Positions

Get to know other leaders in the district, learn what is going on in other locals, and find out about opportunities at the state level. The following positions are up for election at the NWOEA Representative Assembly on April 11, 2013:

- NWOEA Recording Secretary, two-year term from 9/1/2013-8/31/2015
- NWOEA Board of Directors, Unit I, three-year term from 9/1/2013-8/31/2016
- NWOEA Board of Directors, Unit I Vacancy to fulfill a term ending 8/31/2013
- NWOEA Board of Directors, Unit II, three-year term from 9/1/2013-8/31/2016
- NWOEA Board of Directors, Unit III, three-year term from 9/1/2013-8/31/2016
- NWOEA Board of Directors, Unit III Vacancy to fulfill a term ending 8/31/2014
- NWOEA At-Large Education Support Professionals Representative, three-year term from 9/1/2013-8/31/2016
- OEA Board of Directors, Unit II, three-year term from 9/1/2013-8/31/2016
- OEA Board of Directors, Unit II Vacancy to fulfill a term ending 8/31/2013

Please note that a candidate may run for either or both NWOEA Board of Directors, Unit I positions. This is also true for anyone interested in running for the OEA Board of Directors, Unit II positions.

If you are interested in running for any of the NWOEA offices listed above, send a letter of intent stating the position(s) for which you are declaring yourself a candidate to the NWOEA Center, 101 W. Sandusky St., Suite 302, Findlay, OH 45840. The deadline for filing letters of intent is February 8, 2013.

If you are interested in the OEA Board of Directors position(s), contact your local president or Carol Price at OEA Headquarters, (1-800-282-1500 or pricec@ohea.org) and request a Declaration of Candidacy Form. The OEA form must be received in Columbus no later than January 26, 2013, and a copy of the form should be sent to the NWOEA Center. ■

NWOEA RA Schedule Includes Delegate Orientation

First-time delegates attending the NWOEA Representative Assembly at Findlay High School in Findlay on April 11, 2013, are encouraged to attend a brief orientation session prior to the RA. Local presidents are asked to mark first-time attendees on the NWOEA delegate verification form so that the new delegates will receive notification of the orientation session. This session is also open to veteran

delegates, if they wish to attend.

Doors open at 5:00 PM and sandwiches and snacks will be available at this time. The tentative start time for the orientation is 5:15 PM. The first RA session begins at 5:45 PM and registration closes at 6:00 PM. Deadline for submission of New Business Items and Resolutions is 6:30 PM. The OEA Delegate Briefing will be held concurrently with the NWOEA RA. ■

The Role of the NWOEA RA Delegate

The Association is governed by Representative Assemblies (more commonly called RAs) at all levels - national, state, and district. Delegates to these meetings elect officers, adopt budgets, approve governing documents, and set the policies that determine the direction of the Association. Locals that do not send delegates to the Representative Assemblies are forfeiting the rights they have as a member of a democratic organization.

OEA delegates attend the OEA RA in the fall and in the spring. They are also automatically seated as delegates at the NWOEA Representative Assembly. In addition to a local's OEA delegates, each local is entitled to elect delegates who attend only the NWOEA RA on April 11, 2013. Attendance as a NWOEA delegate to the NWOEA RA is an excellent way

to introduce and involve new leaders in the democratic process. Some locals have their OEA alternates become NWOEA delegates. This way the OEA alternates who are also NWOEA delegates are seated at the NWOEA RA and are prepared to go to Columbus in the event that their OEA delegate cannot fulfill their obligations.

Locals must report their NWOEA delegates to the NWOEA Center. Certifying state delegates to OEA does not certify NWOEA delegates. The deadline for the election of NWOEA delegates and alternates is Friday, February 1, 2013. The deadline for submitting names of NWOEA delegates and alternates to the NWOEA Center is Friday, February 8, 2013.

For more information about electing NWOEA delegates, please call the NWOEA Center at 1-800-366-9632. ■

NWOEA Scholarship Available for Graduate Study

Applications for the \$1,000 NWOEA Graduate Memorial Scholarship are available to NWOEA members pursuing graduate study in the education field, excluding administration. This scholarship provides Northwestern Ohio Education Association the opportunity to assist members, who are involved in their local and district associations and are pursuing their education goals in the field of teaching. To obtain a copy of the application form, visit the NWOEA web site at www.nwoea.org or call the NWOEA Center at 1-800-366-9632. The deadline to submit the completed form to the center is Friday, February 1, 2013. Finalists will be interviewed on Tuesday, March 12, 2013, and the recipient will be recognized at the NWOEA Representative Assembly on Thursday, April 11, 2013, at Findlay High School. ■

Engage Grant Provides Funding to OEA Spring RA

NWOEA is offering again this year the Local Delegate Assistance to OEA Spring RA Engage Grant. This grant helps locals to become involved in the Association at the state level by providing funding to a local that has not sent delegates to an OEA RA in the previous two school years. One delegate from an eligible local can receive reimbursement of \$100 for overnight lodging and \$50 for mileage to the OEA Spring RA. Funding will be given on a first-come, first-serve basis until funding is exhausted. Preference will be given to delegates who attended the OEA Fall RA and whose local has the highest percentage of member participation in the Fund for Children and Public Education (FCPE) as of December 31, 2012. Receipts would be required for reimbursement of up to \$150. Any delegate interested in applying for this grant should submit a letter of interest including delegate contact information and local association president's signature. Letter should be sent by March 1, 2013, to the NWOEA Center, 101 W. Sandusky Street, Suite 302, Findlay, OH 45840. ■



By **Tim Myers**,
STRS Board
Member and
Past Chair

Retirement Update

Pension Reform Legislation Passed; Retirement Board Eyes Next Steps

For many months I have been providing updates on pension reform legislation that would impact all public school educators in Ohio. In September, the Ohio Legislature passed Substitute Senate Bill 342, along with four other pension bills that will affect most public sector workers in the state. As I've noted before, these difficult, but necessary changes will improve the funding position of STRS Ohio.

The key components of the new law were outlined in STRS Ohio's October newsletters and are also detailed on the system's website at www.strsoh.org. The changes include:

- Increasing age and service requirements for retirement;
- Reducing the benefit formula for years of service;
- Increasing member contributions;
- Increasing the period for determining final average salary; and
- Changes to the cost-of-living adjustment

The new law is effective on January 7, 2013, but most of STRS Ohio's changes will take effect July 1, 2013, or later. If you are approaching retirement and need more specific information about how these new provisions affect you, I encourage you to set up a one-on-one counseling appointment with an STRS Ohio benefits counselor. Appointments are available in the Columbus office, in field counseling locations throughout Ohio, or through a TeleConference that you can participate in from your own home. You can schedule

a counseling appointment via the system's website or by calling STRS Ohio toll-free at 1-888-227-7877.

Now that the new law has passed, the Retirement Board is turning its attention to health care strategic planning, as well as how pension reform will affect members in STRS Ohio's Defined Contribution and Combined Plans. Pension reform laws primarily addressed STRS Ohio members who are enrolled in the Defined Benefit Plan, but members who are enrolled in STRS Ohio's Defined Contribution (DC) Plan or Combined Plan will also be affected.

The Retirement Board is reviewing potential changes to the DC and Combined Plans that recognize the need to fund the system's unfunded accrued liability. STRS Ohio will communicate any changes to these plans through its newsletters and website.

On the health care front, the board's focus is how to extend the solvency of the Health Care Stabilization Fund - trying to balance plan solvency and a plan that offers meaningful benefits, while continuing to attract and retain healthy members to the plan.

The board has identified three primary goals for its health care strategic plan:

- Establish Medicare as the health care program's cornerstone, to help the largest number of retirees for the longest period of time;
- Achieve 30 years of solvency for the health care program by 2016 (the program is now projected to be solvent until 2039); and
- Extend forecasted solvency to 65 or more years by 2025.

As STRS Ohio looks for ways to extend the solvency of the Health Care Stabilization Fund, it is also important to evaluate just how the Affordable Care Act (ACA) will shape the health care

landscape. Health care exchanges - a key component of the ACA - are expected to provide guaranteed issue coverage for pre-Medicare individuals, but it is still unclear how these exchanges will develop in Ohio and how they might impact the STRS Ohio Health Care Program. STRS Ohio staff will monitor the ACA and how we might use it to have a positive effect on the long-term strength of the health care program.

STRS Ohio will continue to use its website, newsletters and eUPDATE email news service to keep its members, employers and stakeholders informed about pension and health care issues.

As a closing note, I would like to remind you that the State Teachers Retirement Board election will be held this spring for one contributing member seat and two retired members seats. If you are an active member, you can only vote for the contributing member seat, and retirees can only vote for the retiree seats. Please watch for your ballot in April and exercise your right to vote. ■

FCPE Contributions Acknowledged at OEA Fall RA

The following NWOEA members were recognized at the 2012 OEA Fall Representative Assembly for their continued donations to the OEA Fund for Children and Public Education (FPCE):



Executive Club Award
(\$500 in 5 years)

Miki Hodge
Rossford Association of
Classroom Teachers

Legacy Award
(\$12,000 Life)

Tim Myers
Elida Education Association

The following local associations in the Northwestern District were recognized for contributions made by their members as a whole in 2010-2011. Awards are determined on a per capita basis:

- Liberty Center CTA - \$26.04 per member**
- Seneca East EA - \$16.97 per member**
- Pandora Gilboa EA - \$15.63 per member**
- Bath EA - \$12.68 per member**

Congratulations to All!

Local President's Meeting

March 11, 2013

Dinner 5:30 PM

Meeting 6:00-8:00 PM

Findlay Inn & Conference Center





200 East Main Cross

Findlay, OH 45840

All local presidents are encouraged to attend! There is no registration nor dinner cost, and the information and materials are priceless! Confirm your attendance by **contacting Jane Gorka no later than February 15, 2013** at 419-884-3980 or 1-800-325-6244 or via email at gorkaj@ohea.org. It is important that you RSVP in order to ensure an accurate count for meals and materials.

2012 NWOEA FALL WORKSHOP

Sixty-eight members representing twenty-eight locals plus NWOEA-R attended the NWOEA Fall Workshop at the Findlay Inn and Conference Center on October 2. During the dinner OEA Vice President Bill Leibensberger gave a legislative report and an update on the campaign to support Issue 2, the Voters First Amendment. This amendment would establish an independent commission to approve political district boundaries that are fair and balanced. Following the meal members attended one of the following break-out sessions:

-  **Teacher Evaluation: What It Means To You**
Denise Carmack, OEA LRC from Holland Office
-  **Local Leaders Training: Working with the Administration & Grievance Process**
Annette Kubiske, OEA LRC from Defiance Office
-  **Grant Writing 101**
Sam Radel, OEA LRC from Tiffin Office
-  **STRS Update: Where Are We Going**
Tim Myers, Member and Past-Chair of STRS



From left: Dawn Sanders (Elida), Stephanie Myers (McComb), and Lynn Lawrence (Leipsic) surf the internet to learn about grants available to educators.



Congratulations to Cori Wagner (Maumee) winner of the gift certificate door prize, Jim Pierce (McComb) winner of the Share of the Wealth Drawing, and Dan Corfman (Gibsonburg) winner of the Fund Raising Basket Drawing.



From left: Daniela McAfee (Defiance), Christina Bowden (Ada), and Miki Hodge (Rossford) are among the many teachers trying to understand the many changes educators are facing with the new teacher evaluation.

Options for Gaining Delegate Status for 2013 NEA RA

Take an active part in NEA's highest decision-making body and join over 9,000 delegates in the world's largest democratic, deliberative body. Become a representative to the 2013 NEA Representative Assembly to be held in Atlanta, Georgia from July 1-6, 2013. There are several options for gaining delegate status.

State At-Large Delegates: These delegates are determined by election in each of the three Northwestern Units. The declaration of candidacy form for state delegates is sent to local presidents and is also available through OEA. The form must be filed with OEA no later than January 31, 2013. State delegates will receive a stipend of approximately \$1,500 from OEA to

offset expenses at the NEA RA.

Cluster Delegates: Local associations with 75 or fewer members may join together (cluster) with other locals of like-size within the same electoral unit to elect cluster delegates. OEA will determine the "clusters" upon receiving the cluster delegate forms. Interested members may request a Cluster Delegate Declaration Form from OEA. The deadline for filing this form is April 10, 2013. NWOEA provides approximately \$1,500 for each of three cluster delegates (one per unit) and one at-large cluster delegate.

Local Association Delegate Status: Local Associations with 76 or more members may elect local delegates to the

NEA RA based upon the formula of one delegate per 150 active members or major fraction thereof. NEA will mail official election report forms to presidents of locals with 76 or more members in early February. This official report form must be received at the OEA Office by April 10, 2013. Funding is determined by the local association's funding policies.

To find more information on how to become a delegate to the NEA RA, visit the NWOEA website at www.nwoea.org. Select the "Special Events" button and then select "NEA RA." Information can also be obtained by calling the NWOEA Center at 1-800-366-9632. ■

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NWOEA President Jerry Schlick presents the gift cards from the NWOEA Fund Raising Drawing held at the OEA Fall RA to the Christmas Shopping Spree winner Renee Burkhart (NEOEA). Thanks go to Sue Cramer (Northeastern) for obtaining the gift cards from various sponsors.

TWENTY-NINTH ANNUAL AWARDS BANQUET



Come celebrate with NWOEA at the 29th Annual Awards Recognition Program as we honor individuals nominated by their local for their contribution to their association either on the local or district level. NWOEA will also recognize members who have received National Board Certification in the year 2012 and present certificates to locals that have increased membership by at least 5% or have 100% membership.

- DATE:** Tuesday, March 5, 2013
- PLACE:** Findlay Country Club, 1500 Country Club Drive
- TIME:** Cash Bar 6:00 - 6:30 PM • Dinner 6:30 -7:30 PM • Presentations 7:30 PM
- MENU:** Sirloin Steak, Baked Potato, Salad, Vegetable Medley and Dessert
- COST:** \$12.00 NWOEA members/\$20.00 non-members

Please complete the reservation form below and return with check to NWOEA Center, 101 W. Sandusky Street, Suite 302, Findlay, OH 45840 by Monday, February 25, 2013.

Attendance at the Awards Banquet will count as one of the two attendance requirements for a 2012-2013 PR Grant.

I would like to make _____ reservation(s) at a cost of \$12.00 per member/\$20.00 per non-member. I have enclosed a check payable to NWOEA in the amount of \$ _____.

Name _____

Local Association _____ Home Phone _____

Address _____

City _____ State _____ Zip _____

The deadline for the submission of award nomination forms is January 15, 2013. For a nomination form, please call 1-800-366-9632 or go online to www.nwoea.org.