



Artificial Intelligence: The Licensure, Data Security, and Employment Implications of Being Human

Category: General Interest

Description:

Is the use of Artificial Intelligence (AI) just like working with regular data, or are there specific considerations under the Code of Conduct, local SB 29 policies, and FERPA that must be addressed? Attendees will review current legal requirements, brainstorm the growing areas of AI's use in education, and will create an identification matrix tool to help determine when federal or state laws may apply to the use of AI in the future. In this session, all questions and answers will be provided by humans, no bots allowed!

Building Local Political Power: School Board and PAC Formation

Category: Political Action

Description:

Learn how locals can build political power and strengthen relationships with school board members by actively engaging in local school board elections. This session will explore current trends in school board campaigns, effective candidate recruitment, campaign finance rules, best practices, and how to form a political action committee. Participants will also learn about OEA resources available to support efforts to elect pro-public education, pro-labor school board members.

Constitution and Bylaws: Your Contract with Your Members

Category: Leadership Development

Description:

A local's constitution and bylaws is the second most important document after your collective bargaining agreement. This session will review the important provisions of a local's C&B and provide guidance utilizing OEA's Model Constitution and Bylaws. To maximize participation, locals are asked to bring a laptop that contains an electronic version of their current Constitution and Bylaws. If a laptop is not available, please contact the trainer at yevincya@ohea.org to request one be provided.

Everything You Need to Know about the School Employees Retirement System (SERS)

Category: General Interest

Description:

This training session provides a comprehensive look at the Ohio State Employee Retirement System (SERS), designed specifically for classified members. Participants will gain a clear understanding of SERS structure, eligibility requirements, retirement benefits, and options for maximizing retirement income.

Legal Issues

Category: Legal

Description:

Find out about the latest developments on the legal front from the OEA General Counsel's Office who are versed in the latest ways to protect yourself and your members.

New to Bargaining

Category: Advocacy

Description:

This double length session is designed for members that have never participated in the collective bargaining process or attended an OEA Bargaining Boot Camp and want to learn more about the process. The session will explore what it means to collectively bargain and will offer practical, real-world examples that will allow participants to be actively engaged as a member of their bargaining team.

Past Practice: Because We've Always Done It That Way is Apparently a Legal Argument

Category: Advocacy

Description:

This session provides a comprehensive look at past practice; what it is, what it is not, and how it functions within labor-management relationships. Participants will learn how past practice is established, when it can and cannot be relied upon, and strategies for stopping or challenging an improper practice. The session will also explore how grievances based on past practice are developed, argued, and evaluated, offering practical guidance for determining when a claim is supported and when past practice does not apply.

Relational 1-on-1s: The Key to Member Engagement

Category: Organizing

Description:

Not all 1-on-1s are the same. This session focuses on 1-on-1 conversations as a tool for relational organizing, the core of meaningful member engagement and the foundation of a strong, effective local association. Participants will learn how intentional, relational 1-on-1s support transparent communication and form a critical pillar of a successful bargaining campaign.

Exploring the State Teachers Retirement System (STRS)

Category: General Interest

Description:

This training session offers an in-depth exploration of the Ohio State Teachers Retirement System (STRS), tailored specifically for Ohio educators. Participants will gain a strong understanding of STRS benefits, retirement eligibility, and how to make the most of their retirement options.

Understanding Fiscal Oversight

Category: Advocacy

Description:

This session breaks down the fiscal oversight process for public schools, explaining who determines when a district is in fiscal distress and the criteria used to make that determination. Participants will also learn about the practical implications of each stage of fiscal oversight, what they mean for districts, for local associations, and for the bargaining and decision-making environment.

Beyond The Classroom: From Intimidated to Impactful: Your Path to Advocacy.

Category: Advocacy

Description:

Step into the fight for Ohio's public schools with confidence! This session will break down the basics of advocacy into clear, practical strategies that anyone, no matter your experience or comfort level, can make their own. Together, we'll uncover how your unique strengths and personality can fuel powerful action, from one-on-one conversations to influencing policy. You'll leave not only knowing where you fit in the movement but also feeling energized to step up without fear or hesitation. Our schools and communities are at a critical crossroads. The more of us who rise to the challenge, the greater our impact will be. Let's take the mystery (and the intimidation) out of political action and turn your voice into real change.

Blueprinting Your Way to Bargaining Success: How to Prioritize Your Bargain

Category: Collective Bargaining

Description:

Bargaining is about representing and getting the most for your members. But how do you know if you've done that successfully? It is critically important to make sure that your local knows what the priorities are, what you're willing to take, and whether you're truly meeting member needs and goals, or if you're just reaching agreement to "be done". This interactive session will do a start-to-finish look at a process designed to ensure that you reach your goals at the table.

Discipline, Nonrenewal, and Termination: Everything You Need to Know

Category: Legal

Description:

This session is designed to provide a comprehensive understanding of the legal and practical aspects of discipline, nonrenewal, and termination for educators in Ohio. The course will cover the procedural framework for disciplining unionized educators in Ohio, including topics like Weingarten Rights, Loudermill or "pre-disciplinary" hearings, "Just Cause," and progressive discipline. We will also highlight the legal requirements for nonrenewing contracts and the legal and contractual requirements of terminating educators. Participants will leave the session empowered with practical information to effectively assist our members when they are confronted with a discipline, nonrenewal, and termination situation in their local.

Mills, Levies, Assessments, Oh My: A Guide to Talking School Property Tax Revenue

Category: Advocacy

Description:

As some legislators push proposals that would force public schools to absorb the cost of property tax breaks for Ohio homeowners, it is increasingly clear that school property tax revenue is under attack. This session explains how property taxes fund public education, which communities would be most affected by the legislation recently passed at the Ohio Statehouse, and what is at stake for students and schools. Attendees will receive a community-facing FAQ on school property tax revenue, designed for use in parent and community organizing (including levy campaigns), and will learn best practices for effectively communicating about property tax issues.

Special Education Hot Topics for Union Leaders and Members

Category: Advocacy

Description:

This session highlights current hot topics in special education including workload and caseload, specially designed instruction, safety and behavior concerns, staffing challenges, and recent federal and state guidance affecting working conditions. Participants will also receive a summary of the work from the OEA Special Education Workgroup, including OEA legislative policy and resolutions updates, updates from the OEA Special Education Convening held in December, and advocacy strategies centered on improving working and learning conditions for everyone working in special education.

Collective Strength: Women Transforming the Future of Education through Leadership, Power, and Advocacy

Category: Advocacy

Description:

This session brings together women who lead with courage, creativity, and purpose. A dynamic panel of accomplished leaders will share stories of the projects and initiatives they have championed in education, union leadership, and community organizing, offering inspiration and practical strategies you can apply in your own work. Women are encouraged to join us for this interactive session to strengthen your confidence, deepen your connections, and grow your leadership skills.

Educator Rights and Responses to Classroom Violence

Category: Advocacy

Description:

Violence and threats of violence in schools are top areas of concern for members. This session will offer a comprehensive review of the legal implications of, and how members can respond to, violence and threats in their classrooms. Participants will also learn about advocacy and bargaining strategies they can use to ensure their schools are a place of learning for all students.

I Am a Building Rep...Now What?

Category: Leadership Development

Description:

Being a Building Representative is more than posting information on a bulletin board or helping members locate contract language. By the end of this session, you will be a trained Building Association Representative equipped to advocate for colleagues and support your association's leadership. We will cover how to assist a member who is called into a meeting, how to help write grievances, and other key ways to support and empower your colleagues and members.

Legislative Issues

Category: Political Action

Description:

This session will provide participants up-to-date information on the current happenings at the Ohio Statehouse, including recently passed and pending legislation that impacts school funding, testing, teacher evaluations, charter school reform and ESP issues such as school transportation and food service.

Seeds to Strategy: Organizing for Change

Category: Leadership Development

Description:

Every local has the power to create meaningful change. This session supports participants in digging deep to identify local concerns and develop strategic campaigns grounded in equity and member engagement. Together, we will examine how issues in education, the workplace, and the community can be transformed into powerful organizing opportunities. Attendees will leave prepared to apply for a \$2,500 NEA Campaign Lab grant, should they choose to do so.

Paint 'n Sip

Category: Wellness

Description:

The OEA Wellness Cadres invites you to join them for an hour or two of fun, laughter, and creativity! Grab a glass of wine, or a mocktail, at the AOI reception (light refreshments and cash bar) and head down the hall to join Shelby Gonzales, Columbus EA Art Teacher, for some relaxing painting fun! There will be prizes!

Black History Movie Night Experience

Category: General Interest

Description:

Join fellow OEA members for a movie night experience featuring a thoughtful provoking film that will challenge the way you think about race and culture. Kristie Lewis, School Counselor, Twinsburg EA will lead us in a lively discussion about how we can use information from the film to educate, advocate, and organize around issues of race and social justice in education. Popcorn, snacks, and drinks will be provided. There will be prizes!

Morning Slow Flow Yoga

Category: Wellness

Description:

Join the OEA's Wellness Cadre for a Morning Slow Flow Yoga session with Danica Hall, Columbus EA teacher and Yoga Instructor. In this session we will awaken the body and mind by focusing on the breath, engaging in gentle movements, and keeping our awareness in the present moment. All levels of experience welcome. Water bottles and yoga mats provided. There will be prizes!

A.I. in the Classroom and the Contract

Category: Collective Bargaining

Description:

On November 30, 2022 OpenAI launched ChatGPT and made an immediate impact on our personal and work lives. Recent surveys show a majority of students and educators are now using A.I. in one way or another in their work. This session will discuss the recently adopted model A.I. policy for schools, how you should be addressing A.I. in your union, and tips for using A.I. at school.

Am I Okay? Cultivating Calm in the Chaos

Category: Wellness

Description:

Educators are expected to remain polite, positive, and productive, even when facing personal or professional challenges. This session offers a space to reflect on the emotional toll of that expectation and provides tools to navigate it. Participants will explore common stressors and triggers, complete a self-assessment of their emotional regulation practices, and engage in breath-work, mindfulness, and self-reflection activities. Attendees will leave with practical strategies to maintain professionalism and support student success, even in the midst of chaos.

Beyond the Classroom: Local Engagement Tactics – Make-it Take-it Model

Category: Leadership Development

Description:

Join us for an interactive session with a “make-it, take-it” twist! Together, we’ll explore engagement tactics you can use in your local while also refreshing (or introducing) your Year-Round Organizing (YRO) knowledge. The session begins with whole group learning about the workshop model, followed by hands-on activities. You’ll leave with practical ideas and resources to take back to your local, strengthening your efforts to support early career educators and experienced members alike.

Organizing and Bargaining for Safe and Healthy Workplaces

Category: Collective Bargaining

Description:

Most public employees are exempt from the federal Occupational Safety and Health Act (OSHA), but that doesn't mean that OEA members have no recourse when it comes to health and safety issues on the job! This session will provide real-life examples of successful organizing and bargaining from OEA locals who've won health and safety improvements at work. We'll also introduce participants to their rights and recourses under the Bureau of Workers Compensation's Public Employee Risk Reduction Program (PERRP), which regulates health and safety in our public workplaces.

Staying Strong Through Cuts: The Power of Solid RIF Language

Category: Collective Bargaining

Description:

As student enrollment declines and school district revenue streams face increasing threats, it is essential to take a fresh look at the reduction-in-force (RIF) language in our contracts. This session will outline the key components every RIF procedure should include and explain why proactive planning is critical, so locals are prepared to protect members’ rights and respond effectively if layoffs occur.

The Bargaining World Cafe

Category: Collective Bargaining

Description:

Learn about the World Cafe and how to use it in the context of a comprehensive bargaining campaign to increase your members' engagement in the union, to build your local's power, and to improve your outcomes in bargaining.

This is how WE do it: The Practice of Union Leader Mentorship

Category: Organizing

Description:

Nearly every successful union leader can point to a mentor who nurtured their growth, and many can recall the exact Ask that propelled them into leadership roles. This session explores the qualities and practices of strong union mentors and examines how we can build both formal, and informal, mentorship structures across our association. The session will also serve as the launch point for OEA's pilot ESP mentorship program, OEA LEAD, helping to identify, prepare, and connect mentors and mentees as they begin their leadership journey.

Planning for Victory: Successful Organizing for Bargaining Crises & Strikes

Category: Organizing

Description:

Most leaders and locals are not "planning" to end up in a bargaining crisis or strike. But if you think your local might end up there, or seem to be headed in that direction, you definitely want to WIN! No matter where you are, there are a number of key components to successful crisis organizing that you and your local need to plan for--and not just in a "last-minute scramble" when you are in desperate need. Come engage with us and get you and your members ready for anything!

The Pre-Retirement Pathway: Purpose, Planning, and Possibility

Category: General Interest

Description:

Retirement is not just an ending, it's a transition into new opportunities. This interactive session will guide pre-retired educators through "The Three P's": Purpose, Planning, and Possibility. Participants will reflect on the legacy they've built, explore practical strategies for financial and lifestyle readiness, and envision exciting new roles and experiences beyond the classroom. Together, we will create space to reframe retirement as a pathway toward growth, contribution, and fulfillment.