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In this issue

4 Page Election Special

State Board of Education Takes Aim at Racial Bias in Schools

Embracing Anti-Racism in Our K-12 Communities

Steps to Request & Vote an Absentee Ballot

NEA Micro-Credentials Has a Course for You

We Are Builders, Not Destroyers

Greetings!

Adrienne M. Bowden (Pickerington EA) Central President

This year we are still celebrating Central OEA/NEA's 150th anniversary. I am excited to be continuing our strong history of advocacy and support for our members during this very challenging and ever-changing time.

I know that many of you spent the summer in quarantine preparing for the various unknown situations this school year may bring. Some of you are hopeful. Some of you might be fearful. I have experienced a range of emotions, but now is the time to reunite as a school community to provide the best learning experiences for our students. I am proud to represent 23,000 educators, teachers and ESPs, which make our schools safe, just, and enjoyable learning environments that allow our students to thrive and be successful.

While our focus has been on getting the school year started safely, we need to begin to focus on election 2020 and what the results can mean for public education. Regardless of where you stand on the issues, the threats to our students and public education must finally be addressed.

We need to have people in positions of power and influence that believe in the same values as our Association. Having a strong voice to advocate for safer and just schools where every student can succeed is critical. Too often people who don't experience what we experience in the classroom are going to try to tell us what to do. We have seen the devastation of the likes of Betsy DeVos and we cannot stand by quietly and allow four more years of her attacks.

This is why our union is needed: to protect members and advocate for the rights and safe and just learning conditions of our students and schools. We need all members to stand united to advocate for great public schools for all our students. We must stand together with a united voice on issues important to education and social/racial equity for all our students. This summer we saw a wave of activism to bring attention to issues of equity and justice in our communities.

We need to continue to harness that energy all the way to the ballot box. We must be social, racial, and equity justice warriors!

Throughout the coming days, we are going to need each member to find his/her voice to advocate for our union and its importance in public education. We need each of you to vote this November to protect public education and elect leaders who will advocate for racial and social justice and just schools for all our students.

We need Central members to join us in this fight. We have many challenges ahead. It is our job to be the champions for safe, just, and equitable public schools. It is our duty as professionals to lead the way. The nation is watching so now is the time that we as educators join together to advocate for our students, our schools, and our profession. Central helps to organize our efforts. Please visit the website (www. centraloeanea.org/ace) and sign up to become an ACE for more details.

I wish each of you a safe and enjoyable school year. Remember while you are advocating for your students, take some time to care for yourself. Be safe!

Become an Educator for Joe

educationvotes.nea.org/become-an-educator-for-joe



Steady, informed, compassionate leadership has never been more importantour schools and our nation deserve nothing less. That's why NEA is proud to stand with Joe Biden and Kamala Harris.



Learn ways to create and support just schools for all students

neaedjustice.org neaedjustice.org/take-action



Join the NEA EdJustice League & build power in your community neaedjustice.org/league



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State Board of Education Takes Aim at Racial Bias in Schools

Brittany Alexander (Hilliard EA)

At its July meeting, the Ohio State Board of Education considered a Resolution to Condemn Racism and to Advance Equity and Opportunity for Black Students, Indigenous Students, and Students of Color. Following much debate and discussion, the resolution ultimately passed with a vote of 12-5 and 1 abstention. This resolution is a critical step in improving educational outcomes for all of Ohio's students because our destinies are indeed bound together as Dr. Martin Luther King, Jr. so eloquently expressed. It marks a new beginning and an opportunity to both be and do better as educators, individually and collectively.

The resolution as passed by the State Board contains action steps for its board members, the Ohio Department of Education (ODE), and local school districts. These include engaging board members in self-reflection and examination through implicit bias training, requiring this training for ODE employees, directing ODE to reexamine standards, model curriculum, and all state-administered tests for racial bias, and

recommending that local school districts begin/continue to engage staff in reflection and examination of bias in policies and practices.

The State Board is not alone in affirming its commitment to affecting an equitable educational system for students. Many local districts in Central Ohio have taken an array of actions toward this same goal. As of this writing, Columbus, Hamilton Local, Reynoldsburg, South-Western City, Westerville, and Worthington Boards of Education passed racial justice resolutions. In Hilliard, the Board appointed a full-time Diversity and Inclusivity Director and created a task force to review district policies and practices. In Olentangy Local, district leaders have engaged staff and community members in town halls centering around equity and inclusion.

This moment in history demands that we as educators commit ourselves to the work of dismantling systems of oppression wherever they are found.

Only When It's Safe

Brittany Alexander (Hilliard EA)

Central Ohio educators joined in the Only When It's Safe Columbus Car Caravan, organized by Ohio BATs. While most school boards in the area had already decided on a remote start to 2020-2021, protest organizers contended that the personal safety of all students, staff, and communities is of the utmost importance.

The stated goal of the protest was to urge state and local elected officials to require remote learning until the county records no new cases of COVID-19 for 14 consecutive days. Once assembled in the staging area, complete with masks and social distancing, protestors decorated cars and spoke with the news media. The caravan traveled to downtown Columbus, with participants honking "jeers" for entities not taking a lead for the safety of our community, and "cheers" for those that are.

"We've got only one chance to get this correct," explained one organizer. "We can open our schools' doors ONLY WHEN IT'S SAFE."





Embracing Anti-Racism in Our K-12 Communities

by Daniel Redman (Hilliard EA)

This summer, I had the pleasure of joining my fellow members Tiffany Thomas, Pam Antos, and Lane Vanderhule in teaching a special professional development course for Hilliard City Schools, entitled "Embracing Anti-Racism: Let's Get to Work." Over six weeks, we engaged 60 of our colleagues in challenging but important conversations about how racism and discrimination of all kinds have impacted our schools, and how we could work together to address those problems.

We worked with several different sources, including an excellent webinar from the Kirwan Institute's Lena Tenney, Ava DuVernay's celebrated documentary "13th," and Robin DiAngelo's popular book "White Fragility," which for many can serve as an important early step into doing the heavier work of anti-racism by first examining ways they may have unintentionally upheld White Supremacy in their thinking. The course was very well received by participants, and they left eagerly awaiting future classes that would challenge them even more, as we move beyond those first baby steps of Robin DiAngelo and into the work of powerful Black Activists like Dr. Ibram X. Kendi.

Providing these classes over Zoom allowed for deep connections between teachers all across the district, and our sessions were even attended by some administrators who wanted to learn how they could better serve their buildings. In addition to the sources we used, we also provided space for people to share their own stories of how racism and discrimination have impacted their personal and professional lives, and the door was opened for many tough but important conversations. Digging into these topics over a sustained period of several weeks, breaking out of the confines of a half-day PD or other typical approaches, helped to transition these things away from being "divisive" or "political" topics, and transformed them into thoughtful discussions of building and district culture.

These conversations have left many of our participants feeling much more empowered to speak up, and no longer afraid of the district or administrative backlash when addressing social justice issues in their classrooms. In doing so, these budding activists across the district are working to open up opportunities for more meaningful work, and the popularity of the course has allowed district leadership to see the want and the need for these more substantive PD opportunities.

Not only did staff members want these challenging opportunities, but they were also highly pleased with their experiences, and that satisfaction showed in the feedback we received. "It is no exaggeration that this class was the most thought-provoking, well-led PD opportunity I've ever had in my 19 years here," one member said. Other comments included that "thanks to your work, my family has begun a little anti-racism group where we can learn and hold ourselves accountable," and "I feel that there was so much time for reflection and engagement. I walked away every week with so much to reflect on, and feel that I grew throughout the meetings."

Given these overwhelming successes, we eagerly anticipate our upcoming follow-up, in which we'll explore Dr. Kendi's celebrated book "How to Be an Anti-Racist." Based on our powerful experiences, we highly recommend expanding the work of Anti-Racism in our K-12 Communities to include these deeper and more challenging opportunities for educators and encouraging our school districts to commit to substantive, culture-changing work against White



What Is the Process for Recommending Candidates for Office?

The screening process is bipartisan, objective, transparent, inclusive of members, and thorough. Candidate recommendations are not based on issues unrelated to public education or party affiliation.

Candidates for Statewide office are interviewed by the OEA Fund for Children and Public Education (FCPE) State Council, which consists of representatives from each of OEA's 10 districts, OEA's Retired affiliate, and the OEA Board of Directors.

Candidates are invited to complete a written questionnaire and participate in an interview to discuss their views on a variety of educational issues, including school funding, employee rights, retirement, and privatization. Recommendations for endorsement are made based on the candidates' records in office and positions on those issues. Candidates who choose not to participate in the screening process are not eligible for endorsement.

Candidates for Ohio House and Ohio Senate are interviewed by district-level interview teams that include representatives from each OEA local and a five-member District Screening Council.

As with statewide candidates, interviews cover educational issues, and candidates must participate in the process to be eligible for endorsement.

Contributions to candidates' campaigns are made only to candidates who have earned an endorsement, and such contributions come from voluntary donations by members to the OEA or NEA Fund for Children and Public Education. By law, members' dues dollars may not be used for contributions to candidates for office.



Ohio Supreme Court Justice Recommended Candidates

When voters cast their ballots this year in the critically-important Ohio Supreme Court races, the Ohio Education Association (OEA) strongly believes Judge John O'Donnell and Judge Jennifer Brunner are the best choices for the future of public education in the state.

"Ohio's next Supreme Court justices are likely to make important decisions that will impact public education in Ohio," said OEA President Scott DiMauro. "OEA believes Ohio students and educators would be well-served by having Jennifer Brunner and John O'Donnell on the state's highest court."



Judge Jennifer Brunner

Brunner, a former Ohio Secretary of State, has decades of legal experience in private practice and on the bench as both a state trial court judge and as a Tenth District Court of Appeals judge, where she wrote a dissenting opinion concerning the law (HB 70) that allows the state through an appointed "CEO" to decide when and how to take over troubled school districts.

She urged that this law was unconstitutionally adopted and has the potential for irreparable harm to students, the teachers who teach them, and Youngstown City School District. Judge Brunner said in her decision, "Stability is prudent in protecting the educational interests" of students and the teachers who teach them in communities such as Youngstown.



Judge John O'Donnell

Cuyahoga County Court of Common Pleas Judge John O'Donnell will also be a strong ally for quality public education if elected to the Ohio Supreme Court. Furthermore, he is committed to upholding a fair redistricting process when new legislative and political boundaries are drawn.

"Redistricting could be a contentious issue in Ohio," said DiMauro, "and if legal challenges arise, the composition of the Supreme Court will be key to ensuring that Ohio's voters will have a fair shake in deciding who should represent them in the legislature and Congress, regardless of what neighborhood they call home."

Fall 2020 5

NEA Recommends Joe Biden for President

NEA Delegates endorsed Joe Biden by the largest margin in 24 years with 89.6 percent of the vote. With NEA representing 1 in 100 Americans, and with 1 in 39 voters coming from an NEA household, members carry a great weight of responsibility.

Biden's plan for public education, released in May 2019, was praised by NEA for highlighting the need to address racial injustice, fully fund IDEA, triple the funds for Title I schools, and invest in children starting from birth, including high-quality, universal pre-kindergarten. Biden's outreach to educators has been led in part by his wife, Dr. Jill Biden, an educator and NEA member.

You can see Joe Biden's education plan here: **joebiden.com/education**

On this policy page you can learn that as President, Joe Biden will:

- Invest in resources for our schools so students grow into physically and emotionally healthy adults, and educators can focus on teaching.
- Support our educators by giving them the pay and dignity they deserve.
- Ensure that no child's future is determined by his/her zip code, parents' income, race, or disability.
- Provide every middle and high school student a path to a successful career.
- Start investing in our children at birth.

"Biden is also committed to attracting and retaining the best educators by paying them as professionals they are and increasing funding for support staff and paraprofessionals," NEA President Lily Eskelsen García recently said. "And he will fire Betsy DeVos and replace her with an Education Secretary who comes from a public-school classroom and believes that educators must have a seat at the table when crafting education policy."

"Simply put, the Biden-Harris ticket is the 'Dream Team' for our public schools and our students — one that respects educators and will listen to those who know the names of the kids in the classrooms when it comes to deciding what is best for our students. Educators know Joe Biden is a tireless advocate for public education and is the partner who students and educators need in the White House. With Kamala Harris as Biden's running mate, we have another proven leader who will continue being a champion for our students and public schools. And, with Dr. Jill Biden, an educator and longtime NEA member, as First Lady, educators will have a friend and colleague in the White House."

Joe Biden's Roadmap to Reopening Schools Safely

Joe Biden has a comprehensive plan for schools to operate safely **joebiden.com/school-reopening**.

First, get the virus under control

- Implement nationwide testing-and-tracing, including doubling the number of drive-through testing sites;
- Establish a sustainable supply chain for PPE, including fully utilizing the Defense Production Act to ensure enough masks for every school in America every day;
- Protect older Americans and others at high risk;
- Provide small businesses with the resources they need to reopen safely.

Then set national safety guidelines, empower local decision-making, provide emergency funding for public schools and child care providers, ensuring high-quality learning during the COVID-19 pandemic, and close the COVID-19 educational equity gap





The choice of President made by fellow members was overwhelming, and the case for the election of Joe Biden is clear.

Central OEA/NEA recommends the NEA endorsed candidate for President, Joe Biden.

Ohio State Board of Education Recommended Candidates

District 6: Antoinette Miranda

Dr. Antoinette Miranda is Professor and Director of the School Psychology Program at The Ohio State University and holds the Casto Professorship in Inter-professional Education. She is seeking her second term after having been an outstanding advocate for students and public education issues on the State Board over the past four years.

She has spent well over 35 years in education both K-12 and post-secondary. She has worked as a school psychologist in urban, suburban, and rural districts in New York City, Ohio, and Kentucky.

During her tenure at OSU, she has consistently worked with school districts in a variety of capacities including providing Professional Development and college courses on site. She has had a life-long passion for making schools work for school-age children, especially those most vulnerable.

District 9: Michelle Newman

Michelle believes our schools need a creative, inclusive, collaborative voice at the state level that will serve the community by letting ALL public-school districts' concerns be heard and addressed.

She wants to be the voice for the Ninth District on the State Board of Education, with an eye to reviewing curriculum, hiring practices, disciplinary action, class resources, and development opportunities. This will ensure that the ongoing struggle for equality is accurately and effectively addressed for all staff and students, especially as we are juggling economic realities and an array of family pressures unique to each household, at this pivotal time.

District 10: Mary Binegar

Mary spent her teaching career as a member of the union. She has served as a local President, and on the Central, OEA and NEA boards.

She is now a candidate for the State Board of Education District 10 representative. District 10 includes all of Allen, Brown, Clark, Clermont, Clinton, Fayette, Galia, Greene, Highland, Jackson, Lawrence. Madison, Pike, Ross, and Scioto counties and portions of Pickaway and Vinton counties.

She is running for office because she truly believes that our public education system is the foundation of democracy. The current pandemic has brought to the forefront many inequities in our current system which must be addressed. These inequities added to charter schools, inadequate funding, over-testing and other issues need a strong voice to advocate for Ohio's public-school students, and Mary has proven she is that voice.

Her entire professional career of 35 years has centered around advocating for the educational needs of students. As a special education teacher, union activist and leader, gaining the knowledge and skills needed to work with other State Board members to craft policies and procedures that best meet the educational needs of all students no matter where they live in Ohio.

The Franklin County Council of Education Associations (FCCEA) Endorsements

The Franklin County Council of Education Associations (FCCEA) consists of locals within Central OEA's Area 5. During this election cycle, candidates for the Franklin County positions of Commissioner, Prosecutor, Treasurer, Court of Common Pleas Judge, and Clerk of Courts were considered for endorsement. Nineteen of the 26 candidates invited to participate, did so. The committee, composed of members from the following locals: Canal Winchester, Gahanna-Jefferson, Hamilton Local, Hilliard, Reynoldsburg, South-Western, and Upper Arlington, recommends:

Commissioner

Kevin Boyce

Prosecutor

Gary Tyack

Treasurer

Cheryl Brooks Sullivan

Common Pleas General Division

Carl Aveni Sheryl Munson David Young Chris Brown

Common Pleas Domestic Relations Division

Lasheyl Stroud

Common Pleas Probate Division

Robert Montgomery

Common Pleas Court Clerk

Maryellen O'Shaughnessy

Sample Ballot of OEA Recommended Candidates

Log on to **www.ohioballot.com** today. See how your candidates measure up and who educators across Ohio recommend as a "Champion of Public Education."

Candidates in Central recommended by fellow members of OEA and NEA are listed below.

President of the United States

Joe Biden for President Kamala Harris for Vice President

Ohio Supreme Court Justice

Judge Jennifer Brunner Judge John O'Donnell

Ohio House

HD 17	Adam Miller*	HD 71	Mark Fraizer
HD 18	Kristin Boggs*	HD 74	No Position
HD 19	Mary Lightbody*	HD 77	Melissa Wilde
HD 20	Richard Brown*	HD 78	Charlotte Owens
HD 21	Beth Liston	HD 79	Cindy Richards
HD 22	David Leland*	HD 83	John Cross
HD 23	Nancy Day-Achauer	HD 85	No Position
HD 24	Allison Russo	HD 86	Tracy Richardson
HD 25	Dontavius Jarrells	HD 87	No Position
HD 26	Erica Crawley*	HD 91	Scott Dailey
HD 67	Rachael Morocco	HD 92	Beth Workman
HD 68	Rick Carfagna*	*- Endorsed as friendly incumbent	

Ohio Senate

SD 10 No Position SD 16 Crystal Lett SD 20 Christian Johnson

Ohio State Board of Education

District 6

Antoinette Miranda

District 9

Michelle Newman

District 10

Mary Binegar

Join Central's Outreach Circle

As Central's members look towards November 3rd, we are excited to bring engaged members information and the ability to get involved in campaign 2020.

Step one is to join OutreachCircle. You can join TODAY at outreachcircle.com/IMP784

Using this simple app, you will be able to get information, share that information with colleagues and friends, engage in campaign activities, and ultimately ensure that campaign 2020 is a success for educators.

Using OutreachCircle is simple, but to make it even easier, below you will find links for OEA training sessions on Thursdays and Saturdays:

Thursday mobilize.us/ohea/event/300924

Saturday

mobilize.us/ohea/event/300937



NEA Micro-Credentials Has a Course for You

Jillian Kalb (Hilliard EA), Communications Committee chair

Professional development requirements stop for no one, and not even a global pandemic can stop teachers on their quest for self-improvement. To help educators meet the need for quality professional development, NEA has a program that allows educators to earn micro-credential certificates. Whether you want to learn about bully-free schools, restorative practices, exceptional learners, English Language Learners, or 80 other topics of interest: NEA micro-credentials has a course for you.

The micro-credential program has the benefit of being personal, flexible, and performance-based for the educator. There won't be boring lectures to sit through or "sit-and-get" overload. At the end of the course, you will be required to prove your mastery of the topic by uploading the required evidence to the website. Approximately two weeks later, you will hear back from a reviewer with your results.

You learn at your own pace and in your own home or create a PLC with other members of your local union and work through it together. Once you start the micro-credential, you have six months to complete the certification. According to the website, a course averages about 10 hours to complete. To help with time management, each micro-credential stack gives you an estimated time for completion to help you decide which course fits your time constraints.

You might be wondering how much does it cost to obtain a micro-credential certificate? That is the best part, for NEA members there is no cost; it is offered absolutely free.

The other question you may have is does it count for Continuing Education Units (CEU's)? For that, please check with your local professional development committee to verify eligibility before starting your certificate.

So what are you waiting for? Find the right course and start learning today.





We Are Builders, Not Destroyers

Kevin Griffin (Dublin EA), Central Vice President

A little over a year ago I wrote about Anti-Union think-tanks, like the Buckeye Institute and their relationship to the State Policy Network and Betsy DeVos. Their message was and still is, an insincere attempt to convince you they care about you. This summer those groups upped their game here in Ohio.

In August, OEA members across the state received a nice glossy mailing urging members to drop their union membership. Their backward logic claimed that by doing so, you'd "take back your voice."

I can't be the only one dumbfounded as to why these do-gooders will not disclose their donors. Surely, if they believe what they are doing is good, and honest, and sincere, there's no reason to hide behind multiple 501(c)(4) "foundations." Just come out and say, "Hi! My name is Betsy DeVos. I believe your life will be better if you don't belong to your union because of X, Y, and Z."

The thing is, there is no "X, Y, and Z." Their "voice" argument is a total joke because everyone knows you don't gain your voice by burying your head in the sand.

I know a handful of teachers who left charter schools, which were not unionized. Every one of those teachers couldn't wait to sign their membership form. How many teachers do I know that left their public school for a union-free charter? Zero. Think about it.

The uber-wealthy in the United States just continue to chip away at public education. They outsource ESP positions, give districts impossible goals like NCLB, open the doors for cheap labor with Teach for America, make the school experience unpleasant for students with increased testing and age-inappropriate standards. I don't know what's going on in their little billionaire-bubble-minds, but it's definitely not the well-being of students and educators.

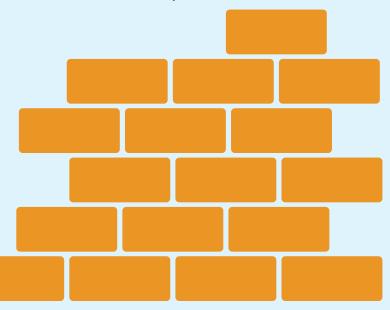
While the so-called "Freedom" Foundation sings their same anti-union tired tune, my response hasn't changed either:

"They won't bargain your next contract or lobby for opportunities for your students. They won't protect your pension or advocate for smaller class sizes and a well-rounded curriculum. They won't offer you CEU's, help with RESA, or enforce fair working conditions. The think tanks won't take a stand on school funding, failing charter schools, or school safety. Nor will they advocate for student loan forgiveness and meaningful changes to OTES. The think tanks don't care how standardized tests affect your students or school. And the think tanks won't stand beside you when that normally supportive administrator succumbs to parental pressure and disciplines you for something you couldn't control."

The Freedom Foundation isn't building anything. They're tearing down. When you need a voice, when you need to advocate, when you need assistance, is the Freedom Foundation going to be there for you? Heck no! They want you to decline membership and then it's "good riddance." You're on your own.

You not only belong to the union, you are the union. Reach out to your local leader and ask how you can become more involved, more informed, and more active. There are loads of opportunities and union is always looking for hard-working educators to make schools a better place for students, educators, and the entire community.

We are builders, not destroyers.



Steps to Request & Vote an Absentee Ballot

Ty Tatman (Zane Trace EA President), OEA Board of Directors

October 5, 2020 – Voter Registration Deadline
October 6, 2020 – Early In-person and By-mail Voting Begins
November 3, 2020 – Election Day (Polls Open 6:30 a.m. – 7:30 p.m.)

With the stakes as high as they've ever been for a Presidential Election mixed with the precariousness of the COVID pandemic combined with a United States Postal Service that has been facing economic uncertainty for decades; mail-in voting has been at the forefront of a great many headlines.

Whether you were voting for Abraham Lincoln or George McClellan in 1864, soldiers on the battlefield of the Civil War were offered a chance to vote away from home and that right is still ours today. In Ohio, a vote by mail is indeed an absentee vote.

- 1. Complete the absentee ballot request form www.ohiosos.gov/publications/#abr
- 2. Once you have completed your application by providing all of the required information print and sign it.
- 3. Mail the request form back to your own county board of elections.

 Board mailing addresses are available at

 www.ohiosos.gov/elections/elections-officials/county-boards-of-elections-directory.
- **4.** Wait to receive your ballot in the mail from your county board of elections. If you have questions about your absentee ballot request, you should call your county board of elections **www.ohiosos.gov/elections/elections-officials/county-boards-of-elections-directory** or you can track the status of your ballot request as well as your voted absentee ballot through the Voter Toolkit **www.ohiosos.gov/elections/voters/toolkit**.
- **5.** Return your voted ballot. You can send it by U.S. Mail or deliver it in person to your county board of elections, but the return envelope containing your marked ballot must either be received by your county board of elections prior to the close of the polls on Election Day, or postmarked no later than the day before the election and received by the board of elections no later than 10 days after the election.

To make sure your absentee ballot is counted, it must be received by your board of elections by 7:30 p.m. on Election Day OR be postmarked by the day before Election Day.

The U.S. Postal Service (USPS) estimates that it may take two to five days for your voted absentee ballot to be delivered to your board of elections by mail.

If you are returning your voted ballot during the week before Election Day, you should take it to USPS no later than the day before Election Day and ensure it receives a postmark as follows:

- If you use a postage label purchased at a USPS customer service window or vending machine, the date on the label is the postmark. This is the USPS-recommended way to postmark your ballot.
- If you use postage stamps, ask that it be postmarked.

In my 43 years on earth, I've never had a utility bill that I mailed not find its destination. I've also never been late for a bill. My point? The United States Postal Service is as safe, sacred, and reliable as any US institution but if you want your vote to be counted please don't wait until the last minute to mail out either the request for the absentee ballot or the ballot itself.

Fall 2020 11



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FOR BEING A MEMBER OF Central OEA/NEA

You are the true expert in education!

You deserve a voice in how best to educate our students.

We are here to support you.

Adrienne & Kevin, Central Leadership



Association Benefits

Free College Benefits
Liability Protection
Year-Round Legislative Advocacy

Upcoming Events

10/5/20 Voter Registration Deadline

10/6/20 Early In-person and

By-mail Voting Begins

11/3/20 Election Day

(Polls Open 6:30 a.m. - 7:30 p.m.)

11/6/20 Central OEA/NEA Virtual RA

12/5/20 OEA RA



