



OASNP

Ohio Association of Special Needs Professionals
An affiliated department of the Ohio Education Association

<http://oasnp.ohea.us/>

Important Dates

January 9, 2021

Board Meeting

10:30-1:00

Zoom

February 27, 2021

Annual Conference and

Membership Meeting

Zoom

May 7, 2021

Delegate Meeting

After the OEA RA

Place to be announced

July 24, 2021

Board Meeting

Place & Time to be

announced

OASNP Executive Board and OEA Delegates Hold Virtual RA Delegate Luncheon

Continuing a tradition that goes back to the beginnings of OASNP, delegates to the OEA Representative Assembly held a Delegate Luncheon, although virtually. Previously, the luncheon would be held during the lunch break of the OEA RA. This year the RA was virtual and there was no lunch break so OASNP met at the end, virtually as well.

The Delegate Luncheon is an opportunity for OEA delegates involved in special education to get together to visit with colleagues from across the state and share events in their locals. Also important is sharing our impressions of the RA and OEA's attention to special education issues. The delegate luncheons have been a great source of inspiration for OASNP projects, programs, and messaging.

OASNP regularly hosts a hospitality table at each OEA RA and many OEA District RAs. This year being virtual, OEA created an "Online Exhibitor Marketplace" to enable groups to connect with delegates. Click on the OASNP logo at

<https://www.ohea.org/representative-assembly-vendors/>

ONE for OHIO

By: Rachel Grabowski
Crestwood Education Association

Being a new educator can be both exciting and overwhelming. Lucky for us in Ohio, we have Ohio's New Educators (ONE)!



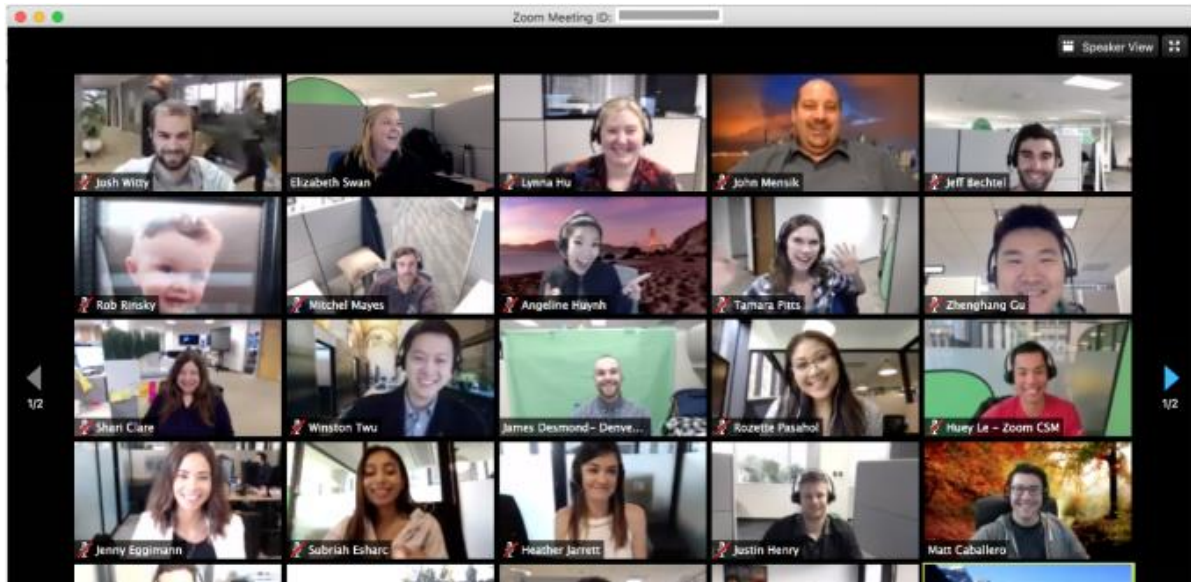
ONE is a unique community within the Ohio Education Association (OEA) supporting early career educators. The statewide network engages and empowers educators in the first 10 years of their career to become successful, active, and visible in their profession and community

through collective action. This group is member led and driven by 37 Member Ambassadors - Ohio educators in their first 10 years of the profession. ONE has continued their work in providing supports throughout the pandemic.

You can see the group in action and witness the perks of being a member via the workshops and virtual events that continue to run thanks to the organization of fellow Ohio early career educators. Be sure to follow ONE on social media outlets @OHNewEducators and their website

<https://www.ohea.org/ONE> to see what's new and get upcoming event details.

Yes, Virginia – there IS an OASNP Annual Conference in 2021!



Although we won't be gathering in person, we expect the 2021 OASNP Annual Conference to contain many of the features we all look forward to during this yearly event. Plans are in the works to offer legislative and legal updates, an inspiring keynote speaker, and a useful professional topic. There might even be a social hour!

The conference will be held February 27, 2021, on Zoom. Past conferences always get excellent ratings from participants and this year will surely be worth attending – different venue, sure, but same great information.

Look for registration materials in your snail mail and on the website, <http://oasnp.ohea.us>, in mid-January.



Years in the Making...

By Hank Haynes
OASNP Business Manager

The OASNP Executive Board was pleased to present the "OASNP Issues Report" this past July. The report was prepared to inform the OEA Officers and Board of Directors about issues identified by members of this group dedicated to serving the needs of those members working with special needs individuals. It is the culmination of work begun in April by the OASNP Executive Board and OASNP members serving on OEA Standing Committees.



The report summarizes and expands on concerns expressed at our Annual Conferences, in surveys of attendees and other members, and surveys of delegates at OEA and District Representative Assemblies in 2016 and 2017. Those concerns lead to the Fall 2017 OEA Representative Assembly passing a New Business Item (NBI) to "Create an OEA Special Education Work Group to develop recommendations for professional development programs, sample contract language, OEA Resolutions, and OEA Legislative Policies that would address the needs of OEA members involved in or supporting education programs for students with special needs."

Concerns fell into four broad areas: Classroom/Worksite Issues, Workload/Caseload, Professional Development, and Student/Adult Client Behavior. These have been ones consistently expressed by OEA members working with students and adults with special needs for many years. Members working at county boards of DD brought many of these issues to OEA and district associations as far back as 1983, when the forerunner of OASNP was formed. Now with county board programs being eliminated or downsized, most students served by those programs have been transferred to their local school districts. However, the challenges of serving those students have followed them to their local schools, but without the necessary funding and appropriate supports. Estimates are that 15% of OEA members are directly involved in serving students with special needs; however, virtually every staff member of every local district is indirectly affected. Additionally, significant numbers of OEA members continue to do the work of serving children and adults with special needs in county boards of developmental disabilities facilities and in the community.

Download "OASNP Issues Report July 2020" here:
<http://oasnp.ohea.us/files/2020/07/OASNP-Issues-Report-July-2020.pdf>

Then, please share it with your colleagues and submit any questions or comments to OASNP on our "Contact Us" page, <http://oasnp.ohea.us/contact-us/> or at oasnp@oasnp.org.

OASNP Public Relations Grant Program

Offering public relations grants to local is one of the major activities of OASNP. It is a visible reminder of your dues dollars at work, a way to showcase your local, and a vehicle for getting more members involved. Every local should consider applying. See the website, www.oasnp.ohea.org, for some ideas that have worked for past applicants. You will also find the application on the website; it can be submitted through the website or by mail.

The OASNP Public Relations Grant program is designed:

To support local associations in developing projects that reinforce the professional image of members serving individuals with special needs AND to enhance the image of education, work and life skills development for people with special needs.

- The project should promote a positive image of your local association and prominently display the name of the local on all materials.
- The amount of the local's grant depends on the proposal but is limited to \$250.
- The OASNP Executive Committee will review grant applications in late fall.



Public Relations Grant Requirements:

- Elect and send delegate(s) to the Fall and Spring OEA Representative Assemblies.
- Send at least one member to the annual OASNP conference.
- Submit an article and photo about your project to the OASNP Newline.
- Submit a financial statement with receipts. Grant money must be used for the benefit of your local membership.
- Application must be submitted by an OASNP member.

Leading the Way for FCPE

Three OASNP Members were recognized at the OEA Fall Representative Assembly for their contributions to the Fund for Children and Public Education (FCPE).

- Diane Gerg, Lakewood T. A. President's Club - contributing \$1,000 over eight years.

- Marchell Josie, East Cleveland E. A.
- Hasheen Wilson, YSU-ACE Lifetime Achievement - contributing \$3,000 during their time with OEA

Donate with a credit card.
<https://www.ohea.org/donate/>

Local Focus...Streetsboro City Schools

By: Sandy Smith Fischer, OASNP Treasurer
Streetsboro City Schools Intervention Specialist

It all started a year ago...

Streetsboro City Schools serve 2,169 students, Preschool through twelfth grade, with 278 teachers and support staff in two unions. The Streetsboro Education Association (SEA) and Streetsboro Support Staff Personnel Association (SSSPA's) began negotiations in November 2019 with the Administrative team. The SEA and SSSPA's attempted negotiations before COVID began, and continued to attempt negotiations during the summer to include the reopening plan with COVID. The administrative team refused to meet in person with our bargaining team without giving a reason.

The main issues the unions wanted to address in the contract included health and safety, class sizes, working conditions, student discipline, salary, and then the reopening plan with COVID.

What happened next...

The two Unions began to organize and show strength and unity by "work to rule" operations and wearing Union t-shirts to school. Administration took notice of the force of teachers and support staff walking in and out at the contractual times as opposed to staying late to work. The Unions also enlisted help from the Ohio Education Association (OEA) and their Labor Resource Consultant (LRC) to organize more activities and communication throughout the unions.

The President of the SEA, John Oleksa and Vice President, Holly Paterniti worked tirelessly to provide updates, pass out t-shirts, obtain pertinent information such as the 5-year forecast, create a private Facebook page for only Union members, and worked with the OEA spokesperson to share information with the media. Teams were formed for communications, power studies, and other areas. Susan Dodge from OEA organized people to be in place and helped with the yard signs.

Strike vote...

Members of both unions were encouraged to attend the board meetings to demonstrate our desire to be heard. At an October 8th school board meeting, teachers spoke on the conditions in the schools during COVID-19, as well as the declining salaries, funding, and classroom conditions over the last decade. Teachers expressed their concerns over the opening of schools in August, and expressed the desire to negotiate the learning conditions for the students, and the working conditions of staff, class sizes, as well as health and safety. Teachers spoke out about lost wages citing a zero percent raise in six out of eleven years, which will have a negative impact on retirement wages as well as the negative impact during the past several years. Class size and extra work load came to light during the board meeting as well. As COVID continues to rage, special education teachers are expected to work their regular caseloads as well as service remote learners with no additional time or pay to alleviate the burden of more work.



ABOVE: Streetsboro's two unions – the Streetsboro Education Association and the Streetsboro School Support Personnel Association – voted to approve a 10-day strike notice Monday (October 12, 2020). The unions can now file an intent to strike notice at any time. *Krista S. Kano/Record-Courier*

In May, the unions notified the district the intention of negotiating COVID related items, and again in July and August. In mid-September, the board told the unions it had "no intention to bargain over health and safety standards, including those related to COVID-19."

Finally, an agreement...

At 12:45am on November 14th, we reached a tentative agreement with the board. Following that, on Sunday, November 16th, the SEA and the SSSPA voted to rescind the strike notices. The Streetsboro Board of Education and the district's two unions reaching a tentative agreement averted a strike that was to start on November 18, 2020.

RIGHT: Lynn Rumsey, a lifelong resident of Streetsboro, came out to show her support for the Streetsboro teachers and staff during the vigil held outside the high school while negotiations took place inside. *Nicholas McLaughlin, Special for The RC*



The two unions agreed to a three-year contract. Salaries for the SEA include a 0% increase for the 20-21 school year, but will receive a \$350 stipend the first pay in December 2020 and a \$500 stipend paid by April 30 to each bargaining unit member who did not receive a step increase in the 2020-2021 school year. The following year, 21-22, the SEA will receive 2.25% on the base and the addition of a Step 30. The final year of the contract, 22-23 also included a 2.25% on the base. Health and safety, collaboration, class size, and special education issues were also addressed.

Many thanks...

The SEA and the SSSPA's acknowledge the devotion and support of the Portage County DD members and OASNP members for attending the vigils and board meetings, and supporting us throughout the ordeal. We would also like to thank the staff of OEA who helped organize and guide our members through the entire negotiations. And thank you to the Campbell Education Association who voted to send solidarity and support to us.