WE are public school educators.
This is OUR union.
This is what WE do!
Dear Attendees:

Welcome to MEA’s largest annual conference—the 2017 Bargaining, Public Affairs and Professional Development Conference.

It is a testament to our strength and unity that Michigan educators have endured years of relentless attacks on public education and we are still standing strong together! More than ever, we are working together to promote and strengthen public education, for the sake of our students and the sake of our members. We have more newer members joining at record rates—and more first time conference attendees. This is how we connect and learn from one another—and it is a large part of what makes us powerful.

Together, in unity, we achieve so much more than we can standing alone. Together we can fight a six year legal battle over pensions costing hundreds of thousands of dollars. Together we can oppose anti-public school and anti-labor laws. Together we can fight unjust terminations. Together we can work to eliminate the “hard cap” on insurance the state legislature imposed. Together we can help reduce the staggering student debt that is drowning so many of our members and their families. Together, we can do anything!

*We Are Public School Educators. This is Our Union. And This Is What We Do! Together!*

Gretchen Dziadosz
Executive Director
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FURTHER INFORMATION

www.mea.org/bpa

Contact: Carolyn Cortright, Conference Registration
  ccortright@mea.org
  FAX: 517-336-4009
  Phone: 800-292-1934, ext. 5491; 517-337-5491

Address: Bargaining, Public Affairs & Professional Development Conference
  Michigan Education Association
  P.O. Box 2573
  East Lansing, MI 48826-2573

LOCATIONS

DETROIT MARRIOTT
  400 Renaissance Center
  Detroit, MI 48243
  313-568-8000

COBO CONFERENCE CENTER
  One Washington Boulevard
  Detroit, MI 48226
  313-877-8777
DAVID J. JOHNS is the executive director of the White House Initiative on Educational Excellence for African Americans. The Initiative works across federal agencies and with partners and communities nationwide to produce a more effective continuum of education programs for African American students.

Prior to joining the Department, Johns was a senior education policy advisor to the Senate Committee on Health, Education, Labor and Pensions (HELP) under the leadership of Sen. Tom Harkin, D-Iowa. Before working for the Senate HELP committee under Chairman Harkin, Johns served under the leadership of the late Sen. Ted Kennedy, D-Mass. Johns also was a Congressional Black Caucus Foundation Fellow in the office of Congressman Charles Rangel, D-N.Y.

Johns has worked on issues affecting low-income and minority students, neglected youth and early childhood education and with Historically Black Colleges and Universities (HBCUs). His research as an Andrew W. Mellon Fellow served as a catalyst to identify, disrupt and supplant negative perceptions of black males within academia and society. Johns is committed to volunteer services and maintains an active commitment to improve literacy among adolescent minority males.

Johns obtained a master’s degree in sociology and education policy at Teachers College, Columbia University, where he graduated summa cum laude while simultaneously teaching elementary school in New York City. He graduated with honors from Columbia University in 2004 with a triple major in English, creative writing and African American studies. Johns was named to the Root100 in both 2014 and 2013, selected as a member of the Ebony Power 100 in 2015 and received an early career award from Columbia University, Teachers College in 2016.
STEVEN B. COOK became the first education support professional ever to be elected MEA president in 2011, and he’ll retire this August having achieved another distinction: longest-serving officer among all the state NEA affiliates in the country.

Cook first assumed statewide office in 1991 with his election as Secretary-Treasurer, a position he served in for 15 years. During that time, he worked to translate a previously hard-to-understand budget into “plain English,” so directors could make better-informed decisions.

He was elected Vice President in 2006, where he served for five years until taking over the top post.

“Becoming the first support staff member to be president of this union has been a huge honor,” he says. “It’s also a strong symbol that all of us in public education stand together as union brothers and sisters.”

His legacy will include a titanic shift in relations between MEA and AFT Michigan. Under his leadership, the state’s two largest education unions transformed from adversaries to partners—combining the power of 185,000 preK-16 education employees from all corners of the state.

“That’s only going to help us going forward,” he says. “Working together, we can improve learning conditions for students by helping ensure our schools get the resources they need and our education employees are treated as valued professionals.”

Cook has faced unprecedented challenges during his tenure as president, which began not long after a hostile Republican leadership took control of all branches of government in Michigan. Yet MEA is still here despite efforts to destroy us, Cook points out.

“We’re still a going concern,” he says. “We’re still standing, we’re still fighting, and we’ll never give up the fight—because public education is too important. You get quality public education when school employees are allowed to get together and have an impact on how education is delivered.”

President of the Lansing Educational Assistants from 1981 to 1993, Cook was a paraprofessional for 15 years in the Lansing Public Schools, working as a community school coordinator, home/school liaison in the elementary attendance project and in alternative education. He holds a bachelor’s degree from Michigan State University with emphasis in history, economics and political science.
2017 CONFERENCE SCHEDULE

WEDNESDAY, FEBRUARY 1
5–9 p.m. ................. Registration; Detroit Marriott, Level 3

THURSDAY, FEBRUARY 2
7–8:30 a.m. ................. Breakfast; Detroit Marriott
7–8:30 a.m. ................. Local Presidents Academy (LPA) Participant Breakfast; Detroit Marriott
7:30 a.m.–5:30 p.m. ............. Registration; Cobo Center
7:30 a.m. ................... Bus Shuttle to Cobo Begins
8 a.m.–5:30 p.m. ............. Exhibits; Cobo Center
9–10:30 a.m. ................. 100 Series Sessions
10:30–10:45 a.m. ............. Break
10:45 a.m.–12:15 p.m. ......... 200 Series Sessions
12:30 p.m. ................... Lunch; Cobo Center
         Speaker: David J. Johns
2–3:30 p.m. ................. 300 Series Sessions
3:30–3:45 p.m. ............. Break
3:45–5:15 p.m. ............. 400 Series Sessions
5:30–6:30 p.m. ............. PAC Reception; Hosted by MEA Member and Political Engagement; Detroit Marriott
         6 p.m. ................. Last Bus Departs to Detroit Marriott
         9–Midnight. ................. Reception; Hosted by MESSA

FRIDAY, FEBRUARY 3
7:30 a.m.–4 p.m. ............. Registration; Cobo Center
7:30 a.m. ................... Bus Shuttle to Cobo Begins
7–8:30 a.m. ................. Breakfast; Detroit Marriott
8 a.m.–2:30 p.m. ............. Exhibits; Cobo Center
9–10:30 a.m. ................. 500 Series Sessions
10:30–10:45 a.m. ............. Break
10:45 a.m.–12:15 p.m. ......... 600 Series Sessions
12:30 p.m. ................... Lunch; Cobo Center
         Speaker: Steven B. Cook
2–3:30 p.m. ................. 700 Series Sessions
4:30 p.m. ................... Last Bus Departs to Detroit Marriott

CONFERENCE SHUTTLES

Thursday, February 2
Continuous shuttle 7:30 a.m.–6 p.m.

Friday, February 3
Continuous shuttle 7:30 a.m.–4:30 p.m.

Times are subject to change. Please check your conference program upon registration.
CONFERENCE REGISTRATION FEES AND DEADLINES (ONLINE, MAIL OR FAX):

REGISTRATION FEES

<table>
<thead>
<tr>
<th>Type</th>
<th>Fee</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Regular</td>
<td>$290</td>
<td>Registration postmarked or faxed no later than Friday, January 13, 2017.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Registrations will not be accepted at MEA Headquarters after Friday, January 13. Members must register on-site at the conference.</td>
</tr>
<tr>
<td>Online</td>
<td>$190</td>
<td>Online registration will be available through Friday, January 13, 2017.</td>
</tr>
<tr>
<td>Late/On-site</td>
<td>$350</td>
<td>For any registration received on-site at the conference.</td>
</tr>
</tbody>
</table>

WHERE TO MAIL OR FAX THE FORM

Mail to: Carolyn Cortright  
Member Engagement Department  
P.O. Box 2573  
East Lansing, MI 48826-2573

Fax to: 517-336-4009  
Attn: Registration Coordination

PAYMENT IN FULL MUST ACCOMPANY THE REGISTRATION FORM

- Check or money orders—Make payable to Michigan Education Association
- Credit card payment—Complete all information on the form

ON-SITE REGISTRATION DATES/TIMES:

Wednesday, February 1, 5-9 p.m. at the Detroit Marriott  
Thursday, February 2, 7:30 a.m.–5:30 p.m. at the Cobo Center

HOW TO REGISTER ONLINE:

To register online for the 2017 Bargaining, Public Affairs and Professional Development Conference, go to www.mea.org/bpa. Find the conference registration information at www.mea.org under Upcoming Events. Online registration must be paid with a credit card.

TECHNICAL QUESTIONS?

Should you have technical questions, please email MEA IT at meait@mea.org.

HOW TO REGISTER BY MAILING OR FAXING YOUR REGISTRATION FORM:

Select your first, second and third choice for each of the session series. This is to assure that if some sessions are filled before your registration request is processed, you will be assigned sessions that interest you.

PLEASE NOTE: Some session continue into the next time block (e.g., 106-206); some may even last a half-day; please check all time blocks that cover each session and look for conflicting times.

If you do not plan to attend a session during a time slot or a meal, mark “Not Attending.” PLEASE DO NOT LEAVE ANYTHING BLANK.

ADDITIONAL INFORMATION

Plan to register early since some sessions have limited enrollment. Substitutions and/or session/meal changes may be made by contacting the registration coordinator up until Friday, January 13 or at on-site registration.

Changes received by January 13 will be reflected in the registration packet.  
All cancellations must be in writing. No refunds will be made for cancellations received after January 20.

EARNING CREDITS

Some sessions qualify for State Continuing Education Clock Hours (SCECH) credits and are marked with SCECH. See information on page 13. Attendance must be verified by the presenters at the close of each SCECH-approved session.

Some sessions qualify for Michigan ESP Center of Professional Learning (MECPL) credit, in accordance with MEA-approved guidelines. Those sessions that qualify for the ESP Certificate Program are marked with ESP. See pages 13-14.
FEBRUARY 2-3, 2017

Please read page 9 before filling out registration form on pages 11-12. To register online go to: https://netforum.mymea.org/members

ALL payment information for the conference MUST accompany this registration form. Please complete the ENTIRE registration form. All information is necessary to process the registration.

Member’s Name:

Last

First

Initial

Previous/Maiden Name

Last 4 Digits of Soc. Security #

Badge Name: (First Name Preference)

Profession: __________________________

First time attending this conference? □ Yes □ No

Are you a local president? □ Yes □ No

☐ EA Instructional ☐ EA Non-Instructional ☐ ESP Instructional ☐ ESP Non-Instructional ☐ Higher Ed Instructional ☐ Higher Ed Non Instructional ☐ Other

School District:

Home Address: Number

Street

Lot/Apt. #

City / Town

State

Zip Code

School Phone: Area Code and Number

Home Phone: Area Code and Number

Home Email Address: (You will be receiving a confirmation letter at this address)

<table>
<thead>
<tr>
<th>TYPE OF REGISTRATION</th>
<th>REGISTRATION</th>
<th>DEADLINE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Online</td>
<td>$190</td>
<td>January 13, 2017</td>
</tr>
<tr>
<td>Regular</td>
<td>$290</td>
<td>January 13, 2017</td>
</tr>
<tr>
<td>Late/On-site</td>
<td>$350</td>
<td>after January 13, 2017</td>
</tr>
</tbody>
</table>

All registrations after January 13, 2017 will be completed on-site; fee is $350

CANCELLATIONS/CHANGES DEADLINE: JANUARY 20, 2017

Amount Enclosed: $ ____________________________

Number of forms included with payment __________________

PAYMENT METHOD:

☐ Check (payable to MEA)  Check # ____________________________

Received from: ____________________________

☐ VISA  ☐ MasterCard  ☐ Discover  ☐ AmEx  Exp. Date ____________________________

Card Number

Printed Name of Authorized Signer

Authorized Signature

MEMBER INFORMATION:

☐ MEA (>5 years)

☐ MEA (≤5 years)

☐ MEA Staff

☐ MEA-Retired

☐ Student MEA

☐ Non-member

Mail Form and Payment to:

Carolyn Cortright
Michigan Education Association
P.O. Box 2573
East Lansing, MI 48826-2573

OR

FAX Credit Card Registration to:

517-336-4009

Registration Coordinator:

Carolyn Cortright
800-292-1934, ext. 5491
ccottright@mea.org

Conference information on the web at www.mea.org/bpa

Registration for Sessions

For Accounting Use Only

BPAPI
Name: ___________________________________________________________________________________________________

To prevent unnecessary follow-up, **PLEASE DO NOT LEAVE ANYTHING BLANK.**

**SECTIONS:**
Please select three choices for each series. If you do not plan to attend a session during a time slot, please mark “Not Attending.”

<table>
<thead>
<tr>
<th>SERIES</th>
<th>TIME</th>
<th>FIRST CHOICE</th>
<th>SECOND CHOICE</th>
<th>THIRD CHOICE</th>
<th>NOT ATTENDING</th>
</tr>
</thead>
<tbody>
<tr>
<td>100 Series</td>
<td>Thursday 9-10:30 a.m.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>200 Series</td>
<td>Thursday 10:45 a.m.-12:15 p.m.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>300 Series</td>
<td>Thursday 2-3:30 p.m.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>400 Series</td>
<td>Thursday 3:45-5:15 p.m.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>500 Series</td>
<td>Friday 9:10:30 a.m.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>600 Series</td>
<td>Friday 10:45 a.m.-12:15 p.m.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>700 Series</td>
<td>Friday 2-3:30 p.m.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**MEALS:**
Please make your choice for each meal. If you do not plan to attend a meal, please mark “Not Attending.”

<table>
<thead>
<tr>
<th>MEALS</th>
<th>TIME</th>
<th>CHOICE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Thursday Breakfast</td>
<td>Thursday 7-8:30 a.m. Full Breakfast</td>
<td>☐ Yes ☐ Not Attending</td>
</tr>
<tr>
<td>Thursday Lunch</td>
<td>Thursday 12:30 p.m.</td>
<td>☐ Salad/Sandwich Lunch Buffet <em>(including salads, sliced meats and cheeses and chips. There will be vegan and gluten free options available on the buffet.)</em> ☐ Not Attending</td>
</tr>
<tr>
<td>Thursday Dinner</td>
<td>On your own</td>
<td></td>
</tr>
<tr>
<td>Friday Breakfast</td>
<td>Friday 7-8:30 a.m. Full Breakfast</td>
<td>☐ Yes ☐ Not Attending</td>
</tr>
<tr>
<td>Friday Lunch</td>
<td>Friday 12:30 p.m.</td>
<td>☐ Belle Isle Barbecue <em>(including salads, baked beans, pulled port, chicken sandwiches. There will be vegan and gluten free options available on the buffet.)</em> ☐ Not Attending</td>
</tr>
<tr>
<td>Friday Dinner</td>
<td>On your own</td>
<td></td>
</tr>
</tbody>
</table>

*Before submitting, please make sure you have completed pages 11-12.*

*Please make a copy of completed registration form for your file.*

If you need hotel accommodations, find the Hotel Information included in this packet on page 15.
MECCEH & MECPL ESP Certificate Programs

DO YOU WANT/NEED SCECHS OR ESP CERTIFICATION CREDIT?

Please note the changes made to our procedures to participate:

CHANGE NUMBER 1: Registration to participate

YOU NO LONGER HAVE TO PRE-REGISTER TO RECEIVE SCECH OR ESP CERTIFICATION CREDIT.

Each conference attendee will receive a SCECH and ESP Certification form with their conference materials. It’s that simple.

CHANGE NUMBER 2: Completion/Submission of the Cards Documenting Attendance

Most of the procedures to document attendance in approved sessions remain the same, that is, until you get to the final step. Please note the following:

1. Give your card (SCECH or ESP) to the presenter or facilitator, if one is assigned, when you arrive at your SCECH or ESP Certification approved session. (That way he/she knows you are taking the course for credit.) We suggest you arrive at your session a few minutes before the start of the session;

2. Attend the full session;

3. Pick up your signed card from the presenter/facilitator as proof you have attended that session for the entire allotted time;

4. Return your completed card to the registration area at the end of the conference or before leaving the conference. Due to Michigan Department of Education regulations, ALL SCECH AND ESP CERTIFICATION FORMS MUST BE TURNED IN BEFORE LEAVING THE CONFERENCE. The forms will no longer be accepted via U.S. Mail after the conference.

We hope that by streamlining this process, more members will be able to take advantage of the opportunity to receive free SCECH and ESP Certification credit.

We look forward to seeing you at the conference!
### STATE CONTINUING EDUCATION CLOCK HOURS (SCECH)

ELIGIBLE SESSIONS

| 108-208 | A Tool for Dealing with Workplace Violence, Threats, and Harassment |
| 115 | Preparing to Blend Your Instruction |
| 205 | Update on Priority Schools |
| 216 | Engaging Members in 3-Dimensional Science Teaching: Carbon TIME |
| 308-408 | A Tool Kit for Dealing with Workplace Violence, Threats and Harassment |
| 314-414 | Using Standards Based Instruction with English Language Learners |
| 407 | Communities In Schools: What Is It and How Can CIS Help Address Barriers to Learning In Your School |
| 508 | Transgender Students and Public Schools: Providing A Safe and Fair Learning Environment |
| 512-612 | Crisis Prevention and Intervention on Campus |
| 605 | ESSA: Everything You Need to Know |
| 613 | Creating an Inclusive Educational Environment for LGBTQ Students |

### ESP CERTIFICATE PROGRAM ELIGIBLE SESSIONS

The sessions listed below have been certified as part of the ESP Certificate Program.

#### CORE–Communication

| 303-403 | Put On Your Big Girl Parties and Deal With It! |
| 412 | Organizing through Social Media: Find the Heartbeat of Your Membership |
| 507-607 | True Colors for Bargaining Teams |
| 606 | Media Relations 101 for Local Leaders |
| 705 | Crafting Member Communications the Get Heard and Build Strength |

#### CORE–Legal/Ethical

| 110 | Due Process in Discipline and Discharge |
| 203 | Legislative Update |
| 205 | Update on Priority Schools |
| 210 | The Fair Labor Standards Act and Michigan’s Wage Laws |
| 310 | Grievance Processing |
| 311 | MERC Update |
| 411 | Free Speech Rights of Union Members, Advocates & Leaders |
| 506 | FMLA, ADA, and Leaves |
| 508 | Transgender Students and Public Schools: Providing A Safe and Fair Learning Environment |
| 605 | ESSA: Everything You Need to Know |
| 608 | Hot Topics: A Legal Update |
| 706 | Grievance Processing |
| 707 | School Employees Gone Wild: The Internet, Social Networking Sites, Email, and the First Amendment |
| 708 | The Mandatory Reporting Requirements of Public School Employees |

#### CORE–Behavior Management

| 108-208 | A Tool Kit for Dealing with Workplace Violence, Threats, and Harassment |
| 308-408 | A Tool Kit for Dealing with Workplace Violence, Threats and Harassment |

#### CORE–Growth/Development/Psychology

| 407 | Communities In Schools: What Is It and How Can CIS Help Address Barriers to Learning In Your School |
| 416 | Working With First-Generation Professionals |
| 613 | Creating an Inclusive Educational Environment for LGBTQ Students |

#### Elective–Cultural Diversity/Equity

| 303-403 | Put On Your Big Girl Parties and Deal With It! |
| 314-414 | Using Standards Based Instruction with English Language Learners |
| 416 | Working With First-Generation Professionals |
| 508 | Transgender Students and Public Schools: Providing A Safe and Fair Learning Environment |
| 613 | Creating an Inclusive Educational Environment for LGBTQ Students |

#### Elective–Technology

| 412 | Organizing through Social Media: Find the Heartbeat of Your Membership |
| 707 | School Employees Gone Wild: The Internet, Social Networking Sites, Email, and the First Amendment |

#### Elective–Work Environment/School Organization

| 108-208 | A Tool Kit for Dealing with Workplace Violence, Threats and Harassment |
| 308-408 | A Tool Kit for Dealing with Workplace Violence, Threats and Harassment |
| 407 | Communities In Schools: What Is It and How Can CIS Help Address Barriers to Learning In Your School |
| 513 | Understanding Workplace Bullying |
| 605 | ESSA: Everything You Need to Know |

#### Elective–Safety

| 108-208 | A Tool Kit for Dealing with Workplace Violence, Threats and Harassment |
| 308-408 | A Tool Kit for Dealing with Workplace Violence, Threats and Harassment |
| 512-612 | Crisis Prevention and Intervention on Campus |

If you have any questions about the MECPL program or what is required of you, please call 517-333-6260.
RESERVATIONS & PARKING

2017 Bargaining, Public Affairs and Professional Development Conference
February 2-3, 2017

HOTEL RESERVATIONS

A block of rooms has been set aside at the Detroit Marriott at the Renaissance Center. Available rooms are King or Two Queens at the negotiated rate of $151, plus 15% room tax for a total of $173.65. This rate is only guaranteed for reservations made through 6 p.m. on Friday, January 13. After that time, the Detroit Marriott does not guarantee this rate.

Check-in time is 3 p.m. Check-out time is noon.

Reservations may be made online at: https://resweb.passkey.com/go/MEABargainingConf2017, or by calling 1-877-901-6632 and mentioning you are with the MEA Bargaining, Public Affairs & Professional Development Conference.

Reservations must be made no later than 6 p.m., Friday, January 13, 2017. After January 13, 2017, reservations will be accepted on a space and rate availability basis only.

Detroit Marriott requires your credit card number to accompany your reservation.

Full refund of deposit will be made upon cancellation of your room reservation if it is received by 6 p.m. on the day of your scheduled arrival.

PARKING INFORMATION

Valet Parking—GM Wintergarden and Marriott Hotel entrance, the maximum rate is $25 per day, Monday-Sunday

<table>
<thead>
<tr>
<th>Time</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-1 Hours</td>
<td>$5.00</td>
</tr>
<tr>
<td>1-3 Hours</td>
<td>$10.00</td>
</tr>
<tr>
<td>3-8 Hours</td>
<td>$20.00</td>
</tr>
<tr>
<td>8-24 Hours</td>
<td>$25.00</td>
</tr>
</tbody>
</table>

(rates subject to change at any time)

For additional parking information please call Metropolitan Parking Services at 313-568-5675 (M-F, 8 a.m.-5 p.m.), or the Marriott Hotel Entrance 24 hours/7 days a week 313-568-8000

Beaubien Place Garage 313-568-5676—Accessible from Beaubien Street or St. Antoine. Parallel to Port Atwater parking structure. Open 24 hours per day, 7 days a week, including holidays.

<table>
<thead>
<tr>
<th>Time</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>day maximum</td>
<td>$15.00</td>
</tr>
<tr>
<td>per hour</td>
<td>$3.00</td>
</tr>
<tr>
<td>until</td>
<td>$3.00</td>
</tr>
<tr>
<td>maximum</td>
<td>$3.00</td>
</tr>
<tr>
<td>$15 weekdays</td>
<td></td>
</tr>
<tr>
<td>$9 weekends</td>
<td></td>
</tr>
<tr>
<td>$8 standard</td>
<td></td>
</tr>
<tr>
<td>holidays</td>
<td></td>
</tr>
</tbody>
</table>

Port Atwater Parking 313-259-3595—Accessible from Beaubien Street near Tower 200. Please note: Evenings and weekends these doors may be locked. Access would be by the Tower 300 doors or Wintergarden doors on Atwater.

<table>
<thead>
<tr>
<th>Time</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
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<td>$15.00</td>
</tr>
<tr>
<td>per hour</td>
<td>$3.00</td>
</tr>
<tr>
<td>until</td>
<td>$9.00</td>
</tr>
<tr>
<td>maximum</td>
<td></td>
</tr>
<tr>
<td>weekdays</td>
<td></td>
</tr>
<tr>
<td>weekends</td>
<td></td>
</tr>
<tr>
<td>holidays</td>
<td></td>
</tr>
</tbody>
</table>

`Center Garage—Miller Parking 313-259-2434—Located directly across from the Marriott Hotel lobby entrance.

<table>
<thead>
<tr>
<th>Time</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>day maximum</td>
<td>$20.00</td>
</tr>
<tr>
<td>first half-hour</td>
<td>$1.50</td>
</tr>
<tr>
<td>half to two hours</td>
<td>$5.00</td>
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<tr>
<td>2-5 hours</td>
<td>$10.00</td>
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<tr>
<td>5-10 hours</td>
<td>$15.00</td>
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<tr>
<td>10-24 hours</td>
<td>$20.00</td>
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<tr>
<td>lost ticket fee</td>
<td>$20.00</td>
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Millender Center Garage—Self Parking Rates 313-568-5676
331 E. Larned Street, Detroit 48226
Monday through Friday 6:30 a.m.—5:30 p.m.

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<tr>
<th>Time</th>
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<td>day maximum</td>
<td>$15.00</td>
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<tr>
<td>every 20 minutes up to $15 maximum weekdays</td>
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<td>every 20 minutes up to $10 maximum weekends</td>
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Parking facilities are not owned or operated by the Detroit Marriott at the Renaissance Center. All parking fees are subject to rate increase.

See pages 32-33 for maps and listings.
<table>
<thead>
<tr>
<th>100 SERIES 9:00 – 10:30 AM</th>
<th>200 SERIES 10:45 AM–12:15 PM</th>
<th>12:30 PM</th>
<th>300 SERIES 2:00 – 3:30 PM</th>
<th>400 SERIES 3:45 – 5:15 PM</th>
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<td><strong>215</strong> Going It Alone: Don’t Buy What the Propaganda Machine is Selling</td>
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<td>Best Practices for Controlling Your Members’ Out of Pocket Insurance Costs Under the Rules of Public Act 152</td>
<td><strong>Why Can’t We All Just Get Along?</strong></td>
<td><strong>Crafting Member Communications that Get Heard and Build Strength</strong></td>
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| 503 | Alternative Compensation |
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| 707 | School Employees Gone Wild |
| 708 | The Mandatory Reporting Requirements of Public School Employees |

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- **207** PAC FUNdraising
- **316** Using Community Connections While Bargaining
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#### PRIVATIZATION
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- **316** Using Community Connections While Bargaining

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- **115** Preparing to Blend your Instruction
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- **712** Pre-Retirement Information meeting: Basic and MIP Plans

#### PROTECTING PUBLIC EDUCATION
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- **705** Crafting Member Communications that Get Heard and Build Strength
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#### SCHOOL REFORM
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- **205** Update on Priority Schools
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- **704** Why Can’t We All Just Get Along?

#### TECHNOLOGY
- **412** Organizing through Social Media: Find the Heartbeat of Your Membership
## 2017 BARGAINING CONFERENCE SESSION LISTING

### Thursday, February 2, 2017

### 100 SERIES

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<th>Session</th>
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<tr>
<td>101</td>
<td>CONQUERING THE NEWBIE JITTERS</td>
<td>9–10:30 AM</td>
<td>Are you a new member and/or a first-time conference attendee? This session will acclimate you to the conference “personality,” who’s who, AND what you can do to ensure a great MEA experience!</td>
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<td><strong>Audience:</strong> First-Time Conference Attendees; All Education Employees</td>
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<td><strong>Presenter:</strong> Wendy Heinig, MEA Anti-Privatization/Organizing Consultant</td>
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<td>102-202</td>
<td>A BEGINNER’S BARGAINING PRIMER</td>
<td>9 a.m.–12:15 p.m.</td>
<td>This is a 3-hour session which continues into the 200 series. This session is designed to introduce new bargainers to the bargaining process, the dos and don’ts of bargaining, and how to prepare for bargaining.</td>
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<td><strong>Audience:</strong> All Education Employees</td>
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<td><strong>Presenters:</strong> Melvina Gillespie, MEA UniServ Director, Deb Lotan, MEA UniServ Director, Tim Smith, MEA UniServ Director, Joe Washington, MEA UniServ Director</td>
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<th>Session</th>
<th>Title</th>
<th>Time</th>
<th>Description</th>
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<tr>
<td>103</td>
<td>HIGHER EDUCATION FINANCIAL ANALYSIS</td>
<td>9–10:30 a.m.</td>
<td>How many times have you sat down at the bargaining table only to be told the college is broke? Learn how to respond by pointing to the right numbers in the audited financial statement. The session will cover the analysis of community colleges and universities using the audits from your institution. It will help you discover unrestricted funds, those that the board can spend any way it wants for wages and benefits. See how much every school in the state has in the bank, something available only to MEA members. The schools themselves don’t have this data.</td>
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<td><strong>Audience:</strong> Higher Education Members</td>
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<td></td>
<td><strong>Presenter:</strong> Greg Steimel, MEA Research Analyst</td>
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<tr>
<th>Session</th>
<th>Title</th>
<th>Time</th>
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<tbody>
<tr>
<td>104</td>
<td>UNDERSTANDING TEACHER EVALUATIONS AND THE LAW</td>
<td>9–10:30 a.m.</td>
<td>This session will update participants on where we have been and where we are going with the current laws surrounding teacher evaluations. Participants will understand the requirements under the law regarding teacher evaluations.</td>
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<td><strong>Audience:</strong> Teachers</td>
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<td><strong>Presenter:</strong> Tom Greene, MEA Field Services Consultant</td>
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### 105 NEGOTIATION GENIUS

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<th>Time</th>
<th>Description</th>
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<tr>
<td>9–10:30 a.m.</td>
<td>Based on the book <em>Negotiation Genius</em>, we will explore the primary concepts of becoming a better negotiator. This includes concepts such as anchoring your proposals, preparations, analyzing your zone of potential agreement, and much more. Every bargainer can become better. This session is only for experienced bargainers.</td>
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<tr>
<td><strong>Audience:</strong></td>
<td>All Education Employees</td>
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<tr>
<td><strong>Presenters:</strong></td>
<td>Craig Culver, MESSA Insurance Strategy &amp; Development Consultant, Gretchen Dziadosz, MEA Executive Director</td>
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### 106-206 POWER OF WE: GUARDIANS OF THE UNION AND PUBLIC EDUCATION

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<th>Time</th>
<th>Description</th>
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<tr>
<td>9 a.m.–12:15 p.m.</td>
<td>This is a 3-hour session which continues into the 200 series. Actively engage your members and empower your local to be stronger than ever. Participants will learn a sequence of methods for connecting with members and potential members to increase the strength of their local. Modules include:</td>
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<td>Understanding your WHY and getting to members’ WHY—the Key to Organizing</td>
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<td></td>
<td>The Five Steps of Organizing</td>
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<td></td>
<td>Identifying Member Relationships and Emerging leaders—tracking/trending</td>
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<td></td>
<td>Community Organizing</td>
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<td></td>
<td>Developing and Implementing an Action Plan for your Local</td>
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<td></td>
<td>Overcoming Objections</td>
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<tr>
<td><strong>NOTE:</strong></td>
<td>This session is limited to 50 participants.</td>
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<tr>
<td><strong>Audience:</strong></td>
<td>All Education Employees</td>
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<tr>
<td><strong>Presenters:</strong></td>
<td>Renaye Baker, MEA UniServ Director, Deb Larson, MEA UniServ Director, Rulesha Payne, MEA UniServ Director, June Pettyplace, MEA UniServ Director, Tanya Pratt, MEA UniServ Director</td>
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### 107 ELECTION 2018, 2020 AND BEYOND

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<tr>
<td>9–10:30 a.m.</td>
<td>Was 2016 a mere warm-up to the colossal and more consequential battles to come? Learn about the importance of the 2018 and 2020 elections and why we need to start planning now, including finding and recruiting candidates, raising funds, and engaging members in politics. Every MEA vote matters—maybe more than you think.</td>
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<td><strong>Audience:</strong></td>
<td>All Education Employees</td>
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<tr>
<td><strong>Presenters:</strong></td>
<td>Andy Neumann, MEA Member and Political Organizer, Doug Pratt, Director of Public Affairs</td>
</tr>
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</table>
108-208 A TOOL KIT FOR DEALING WITH WORKPLACE VIOLENCE, THREATS AND HARASSMENT
9 a.m.–12:15 p.m.
This is a 3-hour session which continues into the 209 series.
This session will provide you with information on dealing with violent students or adults in the workplace as well as in social media. Learn what remedies you have if attacked by a student, as well as language you can include in the contract, board policy or student code of conduct.

Audience: All Education Employees
Presenters: J. Helen Brish, MEA Field Services Consultant
Marcy Felegy, MEA UniServ Director
Jen Miller, MEA UniServ Director

109-709 NEA BARGAINING BEHAVIOR MODULES 1 AND 2
9 a.m.–5:15 p.m. Thurs. AND 9 a.m.–3:30 p.m. Friday
This session is a two-day training which continues for the entire conference.
The Bargaining Behavior Modules offered provide an interactive learning environment to explore the Basics of Bargaining (foundations of the process and law) and the Dilemmas of Bargaining (Goals, Trust, Honesty and Openness, Cooperation/Competition, and Information Exchange) and their impact on achieving success at the negotiations table. The learning format will include small group work, lecturettes, role plays, sharing, and non-threatening analysis. This training is the foundation for all local association negotiators and field staff in all states.
NOTE: This session will be limited to 25 Participants.

Audience: All Education Employees
Presenter: Charles Shaffer, Pennsylvania EA UniServ Director

110 DUE PROCESS IN DISCIPLINE AND DISCHARGE
9–10:30 a.m.
This session will focus on basic member protections and rights involving the investigation of matters which could lead to discipline and/or discharge, including but not limited to: procedural due process, substantive due process, dealing with allegations which could be criminal in nature, the right to remain silent under the Fifth Amendment, the right to representation under Weingarten, the “just cause” standard, the “arbitrary and capricious” standard, etc.

Audience: All Education Employees
Presenter: Dan Zarimba, MEA Staff Attorney

111 STUDENT LOAN FORGIVENESS
9–10:30 a.m.
This session will repeat as session 211.
Familiarize members and leaders on a variety of options for student loan debt reduction and elimination. Leaders will receive information on forgiveness programs to take back to their members.

Audience: All Education Employees
Presenters: Kevin Marvin, MEA UniServ Director
Jon Toppen, MEA UniServ Director
Melanie Waltz, MEA UniServ Director

112 SAVE YOUR DUES USING MEA AND NEA BENEFITS
9–10:30 a.m.
This session will repeat as session 212.
If you have a computer or cell phone, you should be saving money by using your MEA and NEA benefits. Come join us and see how easy it is to save money. If you go out to restaurants or if you are buying a car, you absolutely should attend!
NOTE: This session is limited to 40 participants.

Audience: All Education Employees
Presenters: Alex Bates, MEA Help Center Supervisor
Michele Israel, MEA UniServ Director
Jason Long, NEA Member Benefits

113 WHY MESSA?
9–10:30 a.m.
MESSA is the only health insurance company created by educators for educators. Since 1960, we’ve had a successful and stable track record. Join us to learn about what makes MESSA unique, from our responsible business practices to our strong member focus.

Audience: All Education Employees
Presenters: Terry Scharf, MESSA Field Services Representative
Renee Szurma, MESSA Field Services Representative
Tara Wilbur, MESSA Field Services Representative

114 LEADERS ARE LAST IN LINE
9–10:30 a.m.
Learn what simple acts can boost your leadership style. Put yourself last in line, as simple as eating last. If you are in a leadership role and want to become a stronger leader, this session is for you.
NOTE: This session is limited to 30 Participants.

Audience: All Education Employees
Presenter: Charles Shaffer, Pennsylvania EA UniServ Director

115 PREPARING TO BLEND YOUR INSTRUCTION
9–10:30 a.m.
This session will review basic blended philosophy, build a common understanding, and guide educators in designing their own blended instruction. Please bring your own device.

Audience: Teachers and Higher Education Members
Presenter: Christopher Thomas, Ann Arbor EA

116 RECRUITING & RETAINING MEMBERS
9–10:30 a.m.
How do you hook new members and keep them once you have them? This session focuses on strengthening your local—how to approach and sign up new hires, how to keep members engaged and how to make sure member needs are met. You will network and share ideas with others.
NOTE: This session is limited to 50 participants.

Audience: All Education Employees
Presenters: Rebecca Drayton, Gobles EA President
Amanda Miller, Kalamazoo EA President
Jacob Oaster, Hopkins EA President

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NOTE: This session is limited to 50 participants.

Audience: All Education Employees
Presenters: Rebecca Drayton, Gobles EA President
Amanda Miller, Kalamazoo EA President
Jacob Oaster, Hopkins EA President
201 HOW-TO PR BARGAINING
10:45 a.m.–12:15 p.m.
How we “talk” bargaining to our members, the public and the media can be a key determiner of our success at the bargaining table. This session will help you create a public relations program that will get results at the table, with members, in the community and with the media.

NOTE: This session is limited to 50 participants.

Audience: All Education Employees
Presenter: David Crim, MEA Communications Consultant

203 LEGISLATIVE UPDATE
10:45 a.m.–12:15 p.m.
Budget cuts, bargaining rights, retirement issues, evaluation, employee rights, reading (retention) legislation, etc. are all topics of legislation affecting higher education, K-12, and pre-K education. Meet with the MEA lobbyists for the current update on the issues, as well as pointers and discussion on how to communicate with legislators.

Audience: All Education Employees
Presenters: Christina Canfield, MEA Lobbyist
David Michelson, MEA Lobbyist

204 BUZZ WORD ...ORGANIZE!
10:45 a.m.–12:15 p.m.
We’ve all heard it—“Don’t Mourn, ORGANIZE!” But what does that really mean? Tips and tricks on motivating your local members to come together over an issue, bargaining, building and sustaining membership, and anything else that people are passionate about.

NOTE: This session is limited to 50 participants.

Audience: All Education Employees
Presenter: Wendy Heinig, MEA Anti-Privatization/Organizing Consultant

205 UPDATE ON PRIORITY SCHOOLS
10:45 a.m.–12:15 p.m.
This session is for MEA staff and members who are working with or in a district that has a Priority School. What does this mean when looking at the School Reform Office plans and what changes will take place based on the implementation of ESSA?

NOTE: This session is limited to 40 participants.

Audience: All K-12 Members (Teachers and ESP)
Presenter: J. Helen Brish, MEA Field Services Consultant

207 WHAT THE LABOR MOVEMENT CAN LEARN FROM THE FIGHT FOR MARRIAGE EQUALITY
10:45 a.m.–12:15 p.m.
Just 15 years ago, no state allowed same-sex couples to marry, and support for same-sex marriage hovered around 30 percent. Now, marriage equality is the law of the land. This session will explore the legal, political, and organizing strategies involved in winning the marriage equality fight and what the labor movement can learn from the movement’s eventual triumph.

Audience: All Education Employees
Presenters: Frank Burger, MEA Board Member; Carman-Ainsworth EA President
Lisa Harrison, MEA Arbitration Specialist
Michael Shoudy, MEA General Council

210 THE FAIR LABOR STANDARDS ACT AND MICHIGAN’S WAGE LAWS
10:45 a.m.–12:15 p.m.
This session with provide an overview of the Fair Labor Standards Act, including the newly enacted federal overtime regulations which double the salary threshold required to be exempt under the law. This session will also review Michigan’s wage and fringe benefit law and its requirements and discuss ways to bargain and otherwise protect our members.

NOTE: This session is limited to 50 participants.

Audience: All Education Employees
Presenters: William “Burt” Burleson, MEA UniServ Director
Doug Wilcox, MEA Staff Attorney

211 STUDENT LOAN FORGIVENESS
10:45 a.m.–12:15 p.m.
This session will repeat as session 111.
Familiarize members and leaders on a variety of options for student loan debt reduction and elimination. Leaders will receive information on forgiveness programs to take back to their members.

Audience: All Education Employees
Presenters: Kevin Marvin, MEA UniServ Director
Jon Toppen, MEA UniServ Director
Melanie Waltz, MEA UniServ Director

212 SAVE YOUR DUES USING MEA AND NEA BENEFITS
10:45 a.m.–12:15 p.m.
This is a repeat of session 112.
If you have a computer or cell phone, you should be saving money by using your MEA and NEA benefits. Come join us and see how easy it is to save money. If you go out to restaurants or if you are buying a car, you absolutely should attend!

NOTE: This session is limited to 40 participants.

Audience: All Education Employees
Presenters: Alex Bates, MEA Help Center Supervisor
Michele Israel, MEA UniServ Director
Jason Long, NEA Member Benefits
213 MESSA: NEW LOWER-PREMIUM PLAN OFFERINGS
10:45 a.m.–12:15 p.m.
This session will repeat as session 710.
If your group is exploring ways to reduce the amount deducted from employee paychecks for health care, you’ll want to attend this session to learn about MESSA’s newest options. We have options with lower premiums, including new deductible options, coinsurance riders and prescription drug riders.
Audience: All Education Employees
Presenters: Robert Kwiatkoski, MESSA Field Services Representative
Heather Scott, MESSA Field Services Representative

214 HEART 2 HEART: CONVERSATIONS THAT BUILD TRUST & UNITY
10:45 a.m.–12:15 p.m.
Members say that the people they trust the most in their union are their local leaders; are you making the most of this opportunity? Learn about how to have the conversations and make those personal connections that build unity and trust. It’s what your members have been waiting for!
NOTE: This session is limited to 40 participants.
Audience: All Education Employees
Presenter: Paula Herbart, Fraser EA, Local 1 Chairperson and MEA Board Member

215 GOING IT ALONE–DON’T BUY WHAT THE PROPAGANDA MACHINE IS SELLING
10:45 a.m.–12:15 p.m.
This session will give an in-depth look at the contract and salary schedule losses by the last MEA education association to leave and go off on their own, and how their experience exposes the lies being sold to your members by radical right-wing propaganda machines like the Mackinac Center, and their secret-dark-money funders and affiliates.
Audience: All Education Employees
Presenter: Rick Trainor, MEA Secretary/Treasurer

216 ENGAGING MEMBERS IN 3-DIMENSIONAL SCIENCE TEACHING: CARBON TIME
10:45 a.m.–12:15 p.m.
Are 3-D science teaching, the MSS, and the new state science assessment on your mind? Join us to learn for yourself and support your members. The session includes information on MEA’s Carbon TIME (Transformations In Matter and Energy) Networks, which offer 3-D curriculum and professional development for middle and high school science teachers.
Audience: Teachers
Presenters: Liz Ratashak, MEA Board Member and Vicksburg EA President
Christie Morrison Thomas, MEA Carbon TIME Network Leader

300 SERIES

301-401 ASSESSING YOUR EMPLOYER’S FINANCES AND CREATING THE BEST POSSIBLE FINANCIAL PROPOSAL
2–5:15 p.m.
This is a 3-hour session which continues into the 400 series.
Do you ever ask how big of a raise your district can afford while staying financially healthy? Are concessions really needed for your district to remain financially sound? Are you in deficit and looking for alternatives to drastic pay cuts that will help you get your district financially stable? This training will focus on the analysis and understanding you need in order to answer these and other critical questions related to bargaining money.
NOTE: This session is limited to 25 participants.
Audience: All Education Employees
Presenters: Bruce Beckman, MEA UniServ Director
Brad Gibson, MEA UniServ Director
Mara Wirtz, MEA UniServ Director

302-402 TO BE OR NOT TO BE A LEADER
2–5:15 p.m.
This is a 3-hour session which continues into the 400 series.
This session is designed to inform school employees and union leadership how to become a better local leader and a powerful advocate for public schools at the state and local levels.
NOTE: This session is limited to 35 participants.
Audience: All Education Employees
Presenters: Melvina Gillespie, MEA UniServ Director
Deb Lotan, MEA UniServ Director
Tim Smith, MEA UniServ Director
Joe Washington, MEA UniServ Director

You’re invited to the MESSA Information Center where you can talk with MESSA Field Representatives and other staff to get answers to your questions.

CENTER HOURS:
Thursday: 8 a.m.–3:45 p.m.
Friday: 8 a.m.–2 p.m.

We look forward to seeing you—we’re here to help!

Hosted by MESSA Field Representatives
303-403 PUT ON YOUR BIG GIRL PANTIES AND DEAL WITH IT!
2–5:15 p.m.  
This is a 3-hour session which continues into the 400 series.
Do you hate to talk to your supervisor or superintendent about union issues? Are you worn out from trying to make everyone happy? Do you feel like your administrators talk down to you? Do you feel out of your league at the bargaining table? Being a woman advocate involves social expectations that need to be recognized and dealt with. Come to this session to find out how to effectively represent and engage your members and command respect. This session will cover power in communication, male/female interaction, verbal and nonverbal communication, and how to be more assertive. It is a fun, high-energy session!
**NOTE:** This session is limited to 50 participants.

**Audience:** Women; All Education Employees  
**Presenters:**  
Krista Abbott, MEA UniServ Director  
Melvina Gillespie, MEA UniServ Director  
Wendy Heining, MEA Anti-Privatization/Organizing Consultant  
Rulesha Payne, MEA UniServ Director  
Tanya Pratt, MEA UniServ Director

304 K-12 SCHOOL FINANCE
2–3:30 p.m.  
This session will repeat as Session 702.
This session will review the latest State School Aid Act and the basics of K-12 school finance.  
**Audience:** All K-12 Members (Teachers and ESP)  
**Presenter:** Ruth Beier, MEA Labor Economist

305 ASSERTIVENESS AND BARGAINING: A POWERFUL COMBINATION
2–3:30 p.m.  
Participants will complete a negotiation style assessment. This assessment offers a simple framework for thinking about one’s negotiating style and the likely effect of that style in a negotiating situation. Understanding how assertive behavior and one’s negotiating style preference work together for the purpose of bargaining will be explored.  
**NOTE:** This session is limited to 30 participants.

**Audience:** All Education Employees  
**Presenter:** Tom Greene, MEA Field Services Consultant

306 PREPARATION, PREPARATION, PREPARATION: GETTING PREPARED TO BARGAIN SUCCESSFULLY
2–3:30 p.m.  
The session will provide the fundamental steps to bargain successfully. It includes an introduction to bargaining surveys, financial analysis, bargaining team selection, developing interests and creating proposals, member messaging and other resources.  
**NOTE:** This session is limited to 50 participants.

**Audience:** All Education Employees  
**Presenters:** Christine Anderson, MEA UniServ Director  
George Przygodski, MEA UniServ Director  
Linda Kato, MEA E-dues SNAP

307 PAC FUNDRAISING
2–3:30 p.m.  
In order to be successful in influencing policymakers at the local, state and national levels, an organization like MEA must have money—Political Action Committee (PAC) money. This session will help to explain why PAC is so important and how to raise PAC money in your local—and have fun while you’re doing it!

**Audience:** All Education Employees  
**Presenters:** Andy Neumann, MEA Member and Political Organizer  
Doug Pratt, Director of Public Affairs

308-408 A TOOL KIT FOR DEALING WITH WORKPLACE VIOLENCE, THREATS AND HARASSMENT
2–5:15 p.m.  
This is a 3-hour session which continues into the 400 series.
This session will provide information on dealing with violent students or adults in the workplace as well as in social media. Learn what remedies you have if attacked by a student, as well as language you can include in the contract, board policy or student code of conduct.

**Audience:** All Education Employees  
**Presenters:**  
J. Helen Brish, MEA Field Services Consultant  
Marcy Felegy, MEA UniServ Director  
Jen Miller, MEA UniServ Director

310 GRIEVANCE PROCESSING
2–3:30 p.m.  
This session will repeat as Session 706.
This training is designed to assist association representatives and grievance chairs with the art of processing grievances, including contract language, member representation, the actual writing of a grievance and grievance advancement.  
**NOTE:** This session is limited to 30 participants.

**Audience:** All Education Employees  
**Presenters:** Suzanne Clark, MEA Arbitration Specialist  
Lisa Harrison, MEA Arbitration Specialist  
Michelle Pollok, MEA Arbitration Specialist

311 MERC UPDATE
2–3:30 p.m.  
This session will discuss recent developments under our public bargaining law, the Public Employment Relations Act, including the new amendments to the bargaining law addressing prohibited topics of bargaining for teachers, such as layoff and recall, evaluation and discipline, and cases issued by MERC. Strategies on how to best continue advocating for our members will also be addressed.

**Audience:** All Education Employees  
**Presenter:** Douglas Wilcox, MEA Staff Attorney
312 FINALLY, SOMEBODY ASKED ME: THE VALUE OF HAVING ONE-ON-ONE CONVERSATIONS WITH YOUR MEMBERSHIP
2–3:30 p.m.
Participants will learn how to have natural one-on-one conversations with members that are less contrived and more useful in the local. As a result, leaders will discover local member values, motivations to action, and feelings about the union in general to help get a better understanding from their members about what they need from their union. This session will give leaders useful examples of how to have conversations with natural conversation starters and then how to use the information obtained afterwards to get members engaged and activated when necessary.

NOTE: This session is limited to 50 participants.

**Audience:** All Education Employees  
**Presenters:** Renaye Baker, MEA UniServ Director  
Linda LaVictor, MEA UniServ Specialist-Field Organizer  
Anthony Panneck, MEA UniServ Specialist-Field Organizer

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313 COACH SMITTY’S HABITAT HOME
2–3:30 p.m.
The Algonac Education Association is partnering with Habitat for Humanity and building a home for one of our own members. We will describe the process and how it has both built relationships in the unit and in the community.

**NOTE:** This session is limited to 50 participants.

**Audience:** All Education Employees  
**Presenters:** Scott Barnhart, Algonac EA  
Lisa Bacsikin, Algonac EA  
Michele Israel, MEA UniServ Director

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314-414 USING STANDARDS BASED INSTRUCTION WITH ENGLISH LANGUAGE LEARNERS
2–5:15 p.m.
This is a 3-hour session which continues into the 400 series.

This newly revised NEA ELL component introduces members to the use of Standards Based Instruction when working with English Language Learners including strategies to support ELL learning and achievement within a standards-based curriculum, lesson planning, teaching strategies and support of content standards at all levels.

**Audience:** All Education Employees  
**Presenters:** Ann Marie Borders, Ann Arbor EA  
Angela Waiters, NEA Cadre Member  
Elizabeth Kelly-Sell, Ann Arbor EA

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315 ADDING VALUE FOR MEMBERS WITH ANCILLARY BENEFITS
2–3:30 p.m.
Negotiated ancillary benefits like vision/dental and long-term disability insurance can provide peace of mind and mitigate some bargaining concessions. Learn about ancillary benefits, including cost drivers, and develop a deeper understanding for why these benefits matter.

**Audience:** All Education Employees  
**Presenters:** Kim Chappel, MESSA Marketing Research Consultant  
Danielle Fell, MESSA Competitive Market Research Consultant  
Mark Middlewood, MESSA Field Services Representative

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316 USING COMMUNITY CONNECTIONS WHILE BARGAINING
2–3:30 p.m.
We will share ways local ESP and EA associations, along with the SWAP team and MEA, work together to combat local and statewide threats by presenting the NEA-endorsed ASCD Whole Child approach and messaging of how all educators, EA and ESP alike are critical members of the education workforce, and how we can work together to build community support, gaining respect for our roles in education.

We will cover our organizing strategies, research and communication resources, and our victories and challenges.

**Audience:** All Education Employees  
**Presenters:** Jen Almassy, MEA Board Member, Reese EA President  
Troy Beasley, MEA Board Member, Waterford EA President  
Percy Brown, MEA Board Member, Ann Arbor P President  
Frank Burger, MEA Board Member, Carman-Ainsworth EA President  
Drew Campbell, MEA Board Member, Waterford CMT, ESP Caucus President  
Roy Freeman, MEA Board Member, Dowagiac Union CMT President  
Maury Koffman, MEA Board Member, MSU-APA E/ESP President
404 THE CORPORATE TAKEOVER OF YOUR PUBLIC SCHOOL
3:45–5:15 p.m.
How did Right to Work suddenly become law? Why does the ban on payroll dues deduction only apply to public schools? Right to Work, the banning of dues deduction, expanding charter schools, ever-more cyber schools, are all steps toward converting public schools to for-profit corporations. Learn about the corporate interests that were behind all of this and what they intend to do next. And most importantly, find out what you can do about it.

Audience: All Education Employees
Presenters: Christina Canfield, MEA Lobbyist
Greg Steimel, MEA Research Analyst

405 FINANCIAL ABCS OF BARGAINING
3:45–5:15 p.m.
Finding financial information to support bargaining can be as easy as A-B-C. What state and federal aid does your district receive? What is the budget to audit change in your district’s finances? Where do you find information on college finances and expenditures? Know what your district or college knows about its finances and how that can build strength for your bargaining proposals.

NOTE: This session is limited to 30 participants.

Audience: All Education Employees
Presenter: Deb Larson, MEA UniServ Director

406 ON YOUR MARKS, GET SET, GO! PREPARING YOUR MEMBERS FOR THE CHALLENGES OF BARGAINING
3:45–5:15 p.m.
This session will help beginning bargainers raise their awareness of the bargaining process and the issues that impact bargaining. Fundamentals for messaging members before, during, and after bargaining will be presented.

NOTE: This session is limited to 50 participants.

Audience: All K-12 Members (Teachers and ESP)
Presenters: Christine Anderson, MEA UniServ Director
George Przygodski, MEA UniServ Director
Linda Kato, MEA E-dues SNAP

407 COMMUNITIES IN SCHOOLS: WHAT IS IT AND HOW CAN CIS HELP ADDRESS BARRIERS TO LEARNING IN YOUR SCHOOL
3:45–5:15 p.m.
Communities In Schools is the largest and most effective organization dedicated to keeping students in school and helping them succeed in life. Learn how CIS partners with school staff to assess students’ needs and provide resources to help them succeed. Leaders from districts who have been working with CIS will provide real-life examples.

NOTE: This session is limited to 50 participants.

Audience: All Education Employees
Presenter: J. Helen Brish, MEA Field Services Consultant

410 AMPLIFYING YOUR MESSAGE TO ORGANIZE AND BRAND YOUR LOCAL
3:45–5:15 p.m.
Polling shows that many MEA members belong to the union primarily to have a voice in the larger policy conversation around public education. What can you do to play offense instead of defense with the media? What actions can you take to increase your members’ visibility in the public arena? Where does social media come in? Learn how and where you can tell your local story to build strength, influence public perceptions, and achieve goals!

NOTE: This session is limited to 50 participants.

Audience: All Education Employees
Presenters: David Crim, MEA Communications Consultant
Brenda Ortega, MEA Editor
Doug Pratt, Director of Public Affairs

411 FREE SPEECH RIGHTS OF UNION MEMBERS, ADVOCATES & LEADERS
3:45–5:15 p.m.
What can you say or do as an elected leader or advocate for your members? What will get you in trouble? Recent court decisions show just how limited the free speech rights of public employees really are. This session will examine the limits of free speech for public employees, and the more expansive rights of association leaders and member advocates.

Audience: All Education Employees
Presenter: Jeff Murphy, Staff Attorney

412 ORGANIZING THROUGH SOCIAL MEDIA: FIND THE HEARTBEAT OF YOUR MEMBERSHIP
3:45–5:15 p.m.
How do your members communicate? How do you get members to show up to a board meeting? How do you quickly communicate what’s going on in Lansing? This session will explore how to use social media like Facebook, Instagram, and Twitter to organize and engage members. This session will also cover apps that can be used to effectively communicate.

NOTE: This session is limited to 25 participants.

Audience: All Education Employees
Presenters: Aesha Baldwin, MEA UniServ Director
Adam Bingman, MEA Arbitration Specialist
Dorian Prier, MEA UniServ Director
413 HEALTH BENEFITS BARGAINING: A LEGAL UPDATE  
3:45–5:15 p.m.
Bargainers will receive essential information about state and federal laws impacting health benefits, including:

- the Affordable Care Act
- Public Act 152, the Publicly Funded Health Insurance Contribution Act
- Recent amendments to the Public Employment Relations Act.
- Section 125 plans (including tips for maximizing the tax advantages)
- Public Act 54

NOTE: This session is limited to 50 participants.

**Audience:** All Education Employees  
**Presenters:** Joe Firestone, MESSA Legal & Compliance Director  
Jeff Nyquist, MESSA General Counsel

415 MAKING MICHIGAN A TOP 10 STATE IN 10 YEARS  
3:45–5:15 p.m.
The Top 10 in 10 Years Strategic Plan is a Michigan plan, not an MDE plan. Michigan is going to be a Top 10 education state in 10 years. We need you. Learn more about this strategic plan and how you can be a part of this work.

NOTE: This session is limited to 50 participants.

**Audience:** All Education Employees  
**Presenters:** Norma Jean Sass, Chief Deputy Superintendent of Schools, Michigan Department of Education  
Stephen Best, Assistant Director of the Office of Education Improvement and Innovation

416 WORKING WITH FIRST-GENERATION PROFESSIONALS  
3:45–5:15 p.m.
Being a “first-generation professional” presents specific challenges when trying to learn how to navigate the hidden rules of the professional world. Participants who attend this session will leave with an understanding of, and useful tips for, helping other first-generation professionals learn the rules and become successful leaders.

NOTE: This session is limited to 40 participants.

**Audience:** All Education Employees  
**Presenter:** Madonna Jackson, Mott Community College

Friday, February 3, 2017

500 SERIES

501 USING MEA RESEARCH PRODUCTS IN BARGAINING  
9–10:30 a.m.
This session will review the MEA Research products including Profiles, Financial Analysis, and the new Bargaining Unit Cost Calculator.

**Audience:** All K-12 Members (Teachers and ESP)  
**Presenter:** Ruth Beier, MEA Labor Economist

502-602 A BEGINNER’S BARGAINING PRIMER  
9 a.m.–12:15 p.m.
This is a 3-hour session which continues into the 600 series. This session is a repeat of session 102-202.

This session is designed to introduce new bargainers to the bargaining process, the dos and don’ts of bargaining, and how to prepare for bargaining.

**Audience:** All Education Employees  
**Presenters:** Melvina Gillespie, MEA UniServ Director  
Deb Lotan, MEA UniServ Director  
Tim Smith, MEA UniServ Director  
Joe Washington, MEA UniServ Director

503 ALTERNATIVE COMPENSATION  
9–10:30 a.m.
A review of various options to traditional compensation plans and discussion of the pros and cons of the options. Learn how to get your administration to consider some of the plans and which plans you should not consider.

NOTE: This session is limited to 40 participants.

**Audience:** All K-12 Members (Teachers and ESP)  
**Presenter:** J. Helen Brish, MEA Field Services Consultant

You’re invited to the MESSA Information Center where you can talk with MESSA Field Representatives and other staff to get answers to your questions.

**CENTER HOURS:**  
Thursday: 8 a.m.–3:45 p.m.  
Friday: 8 a.m.–2 p.m.

We look forward to seeing you—we’re here to help!

Hosted by MESSA Field Representatives
504-604 BEST PRACTICES FOR CONTROLLING YOUR MEMBERS’ OUT OF POCKET INSURANCE COSTS UNDER THE RULES OF PUBLIC ACT 152
9 a.m.–12:15 p.m.
This is a 3-hour session which continues into the 600 series.
Feel like you’re handcuffed when it comes to insurance bargaining? Think there’s no real choice but to chase from the current cheap-enough plan to the next? This double session is designed to give you the analysis and tools to rethink this hopeless condition many bargainers are now facing in Michigan’s public schools.
Audience: All Education Employees
Presenter: Craig Culver, MESSA Insurance Strategy & Development Consultant

505 BOARDS, BONDS AND MORE: HOW TO WIN LOCAL ELECTIONS
9–10:30 a.m.
To win an election, you have to know how to run a campaign. This session is designed to help members run a successful campaign for millages, bond issues, school board candidates, and other local officials—from the original planning stages through the election and beyond.
NOTE: This session is limited to 50 participants.
Audience: All Education Employees
Presenters: Andy Neumann, MEA Member and Political Organizer
Doug Pratt, Director of Public Affairs

506 FMLA, ADA, AND LEAVES
9–10:30 a.m.
This session will cover the basics of the Family Medical Leave Act (FMLA), the Americans with Disabilities Act (ADA), and their interaction (or lack thereof) with contractual provisions. We will also provide tips on contract language that may be useful in relation to the FMLA, ADA, and leaves.
Audience: All Education Employees
Presenters: William “Burt” Burleson, MEA UniServ Director
Michelle Pollok, MEA Arbitration Specialist

507-607 TRUE COLORS FOR BARGAINING TEAMS
9 a.m.–12:15 p.m.
This is a 3-hour session which continues into the 600 series.
True Colors is a model for understanding yourself and others based on your personality temperament. The colors orange, gold, green and blue are used to differentiate the four central personality styles. Each of us has a combination of these True Colors that make up our personality spectrum, usually with one of the styles being the most dominant. Identifying your personality and the personalities of others using True Colors provides you with insights into different motivations, actions and communication approaches. This session will leave you confident in knowing your bargaining teammates as well as how to handle the folks sitting across the table from you during negotiations.
True Colors works because it is based on true principles and easy to remember and use—in all kinds of circumstances—from personal relationships to professional success.
**Please note that this session is specifically for bargaining teams, not for individual attendees.
NOTE: This session is limited to 40 participants.
Audience: All Education Employees
Presenter: Wendy Heinig, MEA Anti-Privatization/Organizing Consultant

508 TRANSGENDER STUDENTS AND PUBLIC SCHOOLS: PROVIDING A SAFE AND FAIR LEARNING ENVIRONMENT
9–10:30 a.m.
Both the media and politicians have devoted much attention as of late regarding the issue of transgender students and restrooms. In this session we will provide an overview of important issues related to transgender students, including restrooms, participation in school activities, school dress codes, school records, privacy, and bullying. We will also provide an overview of both the state of the law regarding transgender student issues and guidance that has been provided by both the federal government and the Michigan State Board of Education.
Audience: All Education Employees
Presenters: Frank Burger, MEA Board Member; Carman-Ainsworth EA President
Jay Kaplan, LGBT Legal Project Staff Attorney, ACLU of Michigan

510 TEACHER TENURE ACT UPDATE: RECENT TENURE DECISIONS AND DEVELOPMENTS
9–10:30 a.m.
The 2011 Tenure Reform Package changed the tenure rights of K-12 teachers. Decisions of the State Tenure Commission and the courts continue to flesh out those changes. This session will review recent decisions interpreting the Tenure Act and explain the practical impact of those decisions on our members.
Audience: Teachers
Presenter: Jeff Murphy, MEA Staff Attorney

You’re invited to the MESSA Information Center where you can talk with MESSA Field Representatives and other staff to get answers to your questions.

CENTER HOURS:
Thursday: 8 a.m.–3:45 p.m.
Friday: 8 a.m.–2 p.m.
We look forward to seeing you—we’re here to help!

Hosted by MESSA Field Representatives
511-611 HOW TO ENGAGE MEMBERS IN A BRAVE NEW WORLD
9 a.m.–12:15 PM
This is a 3-hour session which continues into the 600 series.
This session will provide local leaders with the tools they need to engage their members and show them the importance of continuing to maintain a strong voice in the employment setting. Discussion will focus on how to deal with the new laws, how to address the loss of payroll deduction, e-dues, and governance issues at the state and local level, plus provide solid practical advice and tips on how to connect with and engage members.

NOTE: This session is limited to 50 participants.

Audience: All Education Employees
Presenters: Renaye Baker, MEA UniServ Director
Sue Rutherford, MEA UniServ Director
Saun Strobel, MEA UniServ Director
Doug Wilcox, MEA Staff Attorney

512-612 CRISIS PREVENTION AND INTERVENTION ON CAMPUS
9 a.m.–12:15 PM
This is a 3-hour session which continues into the 600 series.
This session will discuss various types of crisis that occur on campus and how to prepare and respond, including information on how to prepare for and respond to an active shooter event.

NOTE: This session is limited to 50 participants.

Audience: Higher Education Members
Presenters: Suzanne Clark, MEA Arbitration Specialist
Cheryl Conklin, Central Zone Director

513 UNDERSTANDING WORKPLACE BULLYING
9–10:30 a.m.
Bullying in the workplace can come in many forms, and although such misconduct can sometimes be overt, it can also be subtle or even concealed. This training provides information on recognizing bullying in the workplace, as well as tips on protecting yourself and your members if victimized by a bully on the job.

NOTE: This session is limited to 50 participants.

Audience: All Education Employees
Presenters: Aasha Baldwin, MEA UniServ Director
Chad Williams, MEA UniServ Director

514-614 MESSA WORKSITE WELLNESS WORKSHOP
9 a.m.–12:15 PM
This is a 3-hour session which continues into the 600 series.
Worksite wellness programs target people where they spend a lot of time— at work. MESSA health promotion consultants will inspire you to create or re-energize a worksite wellness program in your district or building. You’ll learn about MESSA wellness report cards, program planning tools and wellness activities. Come prepared for an interactive session. Dress for movement and comfort.

Audience: All Education Employees
Presenters: Rhonda Jones, MESSA Health Promotion Consultant
Mona Tropf, MESSA Health Promotion Consultant

515 INVESTING: MAKING EDUCATED CHOICES
9–10:30 a.m.
Retirement planning can be confusing. This session is designed to help public school employees make educated choices about their retirement and investment options. Strong planning makes for strong leadership!

NOTE: This session is limited to 50 participants.

Audience: All Education Employees
Presenter: Jason Diotte, MEA Financial Services Representative

600 SERIES

601 CHAT WITH A LOBBYIST
10:45 a.m.–12:15 p.m.
This is your chance to participate in an interesting session to get background information on current legislation, educational issues, future ballot issues, and election politics “straight talk” only heard by MEA lobbyists’ ears! This INFORMAL GROUP SESSION will whet the appetite of any MEA political junkie or pundit. Join us and experience “real politics” the way we see and hear it at the Michigan Capitol. This session will provide valuable information as you discuss MEA legislative programs.

NOTE: This session is limited to 40 participants.

Audience: All Education Employees
Presenters: Christina Canfield, MEA Lobbyist
David Michelson, MEA Lobbyist

603 BY THE NUMBERS
10:45 a.m.–12:15 p.m.
The basic fundamental principles of financial analysis, cost analysis, and how to use this data in bargaining will be covered in this session. Basic terminology of school finance, introduction to the information in a financial audit, and discussion on how to use this information will be covered in this session. The session will also demonstrate how to determine the cost of your proposal.

NOTE: This session is limited to 50 participants.

Audience: All K-12 Members (Teachers and ESP)
Presenters: Christine Anderson, MEA UniServ Director
George Przygodski, MEA UniServ Director
Linda Kato, MEA E-dues SNAP

605 ESSA: EVERYTHING YOU NEED TO KNOW
10:45 a.m.–12:15 p.m.
Learn about the changes brought about by the implementation of ESSA at the federal level and state level so you can work with your district to develop its local implementation plan around issues related to student testing, staff evaluation, professional development and other reforms to improve student learning.

NOTE: This session is limited to 40 participants.

Audience: All K-12 Members (Teachers and ESP)
Presenter: J. Helen Brish, MEA Field Services Consultant
606 MEDIA RELATIONS 101 FOR LOCAL LEADERS

10:45 a.m.–12:15 p.m.

Whether you’re a media novice or an old pro in need of some new tips, this session will provide you with best practices in how to respond to, build relationships with, and benefit from reporters covering education in your community. Learn how to give a great quote and get your local’s message to be part of the media’s coverage of your schools.

NOTE: This session is limited to 50 participants.

Audience: All Education Employees
Presenters: David Crim, MEA Communications Consultant
           Doug Pratt, Director of Public Affairs

608 HOT TOPICS: A LEGAL UPDATE

10:45 a.m.–12:15 p.m.

Public educators and public employees are under attack at the state and federal levels. This session will review new laws, amendments, and important cases that affect public employment in education.

Audience: All Education Employees
Presenter: Michael Shoudy, MEA General Council

610 ENGAGING THE DISENGAGED: HOW TO TALK TO ANGRY, UPSET OR DISINTERESTED MEMBERS

10:45 a.m.–12:15 p.m.

A hands-on training session that will equip you with the tools to effectively engage angry, upset, or disengaged members and non-members.

NOTE: This session is limited to 40 participants.

Audience: All Education Employees
Presenters: Mary Aldecoa, MEA UniServ Specialist-Field Organizer
           Alex Bates, MEA Help Center Supervisor
           Jessica Lumbreras, MEA UniServ Specialist-Field Organizer
           Aaron Peake, MEA Help Center Specialist

613 CREATING AN INCLUSIVE EDUCATIONAL ENVIRONMENT FOR LGBTQ STUDENTS

10:45 a.m.–12:15 p.m.

As members of an educational community, our goal is to establish a safe, comfortable, and inclusive learning environment for all students. Lesbian, gay, bisexual, and transgender students face unique issues and challenges. This presentation offers information and interventions that support what we do—provide quality education to all students.

NOTE: This session is limited to 50 participants.

Audience: All Education Employees
Presenter: Julie Corey, Pinckney EA

615 UNDERSTANDING TEACHER CERTIFICATION

10:45 a.m.–12:15 p.m.

The Michigan Department of Education (MDE) has new rules and procedures regarding teacher certification. You will receive an overview of the new certification process, including how to use District Provided Professional Development (DPPD), the State Continuing Education Clock Hours (SCECH), and how to navigate the Michigan Online Education Certification System (MOECS).

Audience: Teachers
Presenter: Paul Helder, MEA Field Services Consultant

700 SERIES

701 JOIN THE MEA LOBBYING TEAM

2–3:30 p.m.

Join the MEA lobbying team. Lobbyists will share observations, techniques, and experiences with participants to use during legislative councils, legislator contacts, and written communications to promote the MEA legislative agenda. Resources including written and on-line material will be part of this presentation.

NOTE: This session is limited to 35 participants.

Audience: All Education Employees
Presenters: Christina Canfield, MEA Lobbyist
           David Michelson, MEA Lobbyist

702 K-12 SCHOOL FINANCE

2–3:30 p.m.

This session is a repeat of Session 304. This session will review the latest State School Aid Act and the basics of K-12 school finance.

Audience: All K-12 Members (Teachers and ESP)
Presenter: Ruth Beier, MEA Labor Economist

703 ORGANIZING TO LEAD ON ESSA

2–3:30 p.m.

Participants will receive information and strategies for organizing members to work with the community to make changes to evaluation, testing, professional growth, and other issues which are part of the Every Student Succeeds Act.

NOTE: This session is limited to 35 participants.

Audience: All K-12 Members (Teachers and ESP)
Presenters: J. Helen Brish, MEA Field Services Consultant
           Jana Buckhannon, Kalamazoo EA
           Deb Larson, MEA UniServ Director
           Jennifer Shelito, Tuscola ISD COPT Vice President

You’re invited to the MESSA Information Center where you can talk with MESSA Field Representatives and other staff to get answers to your questions.

CENTER HOURS:
Thursday: 8 a.m.–3:45 p.m. • Friday: 8 a.m.–2 p.m.

We look forward to seeing you—we’re here to help!

Hosted by MESSA Field Representatives
704 WHY CAN’T WE ALL JUST GET ALONG?
2–3:30 p.m.
This session is designed to illustrate how the Whitehall School District and
the Whitehall Education Association were able to reach an historic 14-year
collective bargaining agreement. Three years into this pact, an update will
be provided on how the long-term agreement is working and how it allows
student achievement to be the main focus in Whitehall.

Audience:  All Education Employees
Presenters:  Jerry McDowell, Superintendent, Whitehall School District
            John Mierz, Whitehall EA Member
            Timothy Smith, MEA UniServ Director

705 CRAFTING MEMBER COMMUNICATIONS
THAT GET HEARD AND BUILD STRENGTH
2–3:30 p.m.
What do your members want to know, and how do you get your messages
out to them? Developing a high-quality internal communications plan can
help you build membership, increase member participation, and improve
member satisfaction and retention. Learn how to create a two-way
dialogue with members, target messages for your busy audience, and
produce communications that get the results you desire.

NOTE: This session is limited to 50 participants.

Audience:  All Education Employees
Presenter:  Brenda Ortega, MEA Editor

706 GRIEVANCE PROCESSING
2–3:30 p.m.
This training is designed to assist association representatives and
grievance chairs with the art of processing grievances; including contract
language, member representation, the actual writing of a grievance, and
grievance advancement.

NOTE: This session is limited to 30 participants.

Audience:  All Education Employees
Presenters:  Suzanne Clark, MEA Arbitration Specialist
            Lisa Harrison, MEA Arbitration Specialist
            Michelle Pollok, MEA Arbitration Specialist

707 SCHOOL EMPLOYEES GONE WILD: THE
INTERNET, SOCIAL NETWORKING SITES,
EMAIL, AND THE FIRST AMENDMENT
2–3:30 p.m.
Leaders use email for communicating with their members and each
other, believing that those communications are confidential. Nearly all
teachers, and many other school employees, use online communication
to keep parents updated on the progress of their children. This session
will look at the projections that school employees have under the First
Amendment and other laws when using email and online sites and will
provide guidance on how to use these tools without creating employment
problems.

Audience:  All Education Employees
Presenter:  Michael Shoudy, MEA General Council

708 THE MANDATORY REPORTING
REQUIREMENTS OF PUBLIC SCHOOL
EMPLOYEES
2–3:30 p.m.
Public school employees are required to self-report certain criminal
charges, and may be required to report suspected child abuse or neglect.
This session will review who exactly is required to report, how the report is
made, and the consequences for failure to make a required report.

Audience:  All K-12 Members (Teachers and ESP)
Presenter:  Jeff Murphy, MEA Staff Attorney

709 MESSA: NEW LOWER-PREMIUM PLAN
OFFERINGS
2–3:30 p.m.
This is a repeat of session 213.
If your group is exploring ways to reduce the amount deducted from
employee paychecks for health care, you’ll want to attend this session
to learn about MESSA’s newest options. We have options with lower
premiums, including new deductible options, coinsurance riders and
prescription drug riders.

Audience:  All Education Employees
Presenters:  Robert Kwiatkoski, MESSA Field Services Representative
            Heather Scott, MESSA Field Services Representative

710 TURNING UP OUR COORDINATING
COUNCILS’ BRAINSTORMING
2–3:30 p.m.
Three years ago, the St. Clair County Education Association began meeting
in the summers to plan for the next year. Come hear what we have done
to improve our coordinating council and share what your coordinating
councils are doing.

NOTE: This session is limited to 50 participants.

Audience:  All Education Employees
Presenters:  Michele Israel, MEA UniServ Director
            Kathy Kuretich, Capac EA President
            Lisa Luberto, Algonac EA President

711 PRE-RETIREMENT INFORMATION MEETING:
BASICS AND MIP PLANS
2–3:30 p.m.
You’re thinking about retirement, but how do you know you’re ready? The
retirement system can be very complicated. Choosing the right retirement
option and making sure you meet all of the qualifications is critical to your
financial well-being. Make sure you understand the system, so you can
receive the full benefits that you have earned.

Audience:  All Education Employees
Presenter:  Paul Helder, MEA Field Services Consultant

712 REVIEWING YOUR GOVERNANCE
DOCUMENTS
2–3:30 p.m.
Bring your local’s constitution and bylaws and learn how to update them.

Audience:  All Education Employees
Presenter:  Lance Little, MEA Board Member and Vice Chair
            Governance Review Committee
MEA 2017 CONFERENCES

ESP Statewide Conference
March 17-18, 2017

Student MEA Conference
March 18, 2017

Summer Leadership Conference
August 1-3, 2017

Higher Education Conference
October 20, 2017

Bargaining Conference
February 8-9, 2018

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Flo Anderson  Region 17
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Kimberly Montague  Region 14
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J. Helen Brish  Field Services Consultant
Tracy Brooks  UniServ Director
Christina Canfield  Lobbyist
Cheryll Conklin  Central Zone Field Services Director
Craig Culver  MESSA Insurance Strategy & Development Consultant
Jason Diotte  MEA Financial Services Representative
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Lou Ann Vidmar  UniServ Director
Chad Williams  UniServ Director
Yvonne Williams  Northern Zone Field Services Director
Dan Zarimba  MEA Staff Attorney

CONFERENCE PLANNING STAFF

J. Helen Brish  Field Services Consultant
Carolyn Cortright  Conference Coordinator
Marcy Hartung  UniServ Director
Wendy Heinig  MEA Anti-Privatization Organizing Specialist
Kevin Marvin  UniServ Director
Cal Mott  Eastern Zone Field Services Director
Jeff Murphy  Staff Attorney
Gezelle Oliver  UniServ Director
Sandy Paesens  UniServ Director
Chad Williams  UniServ Director
J. Robin Langley  Conference Manager
The mission of the MEA is to ensure that the education of our students and the working environments of our members are of the highest quality.