

MEA

MICHIGAN EDUCATION ASSOCIATION

Winter Conference

2020

FEBRUARY 6-7, 2020

RENAISSANCE CENTER, DETROIT





Greetings, MEA members and leaders!

Welcome to MEA's biggest conference of the year! Over the next two days, you will connect with colleagues from near and far and learn more than ever before.

Our lineup of presenters and sessions has never been more dynamic. You can always expect to find the latest and greatest information on bargaining strategies, legal issues, organizing initiatives, lobbying priorities, and member benefits at the MEA Winter Conference.

But there's also much to explore in professional and personal development. How can you and your members become influencers in your community? What is mindfulness, and how can it help you in your work? What are "high-leverage practices" that can boost your teaching effectiveness? How can you help students with traumatic experiences?

It's exciting to be at the helm of MEA as we build on our classic strengths with new programs and initiatives. But you know, some things never change.

Our union's strength resides in you—that has always been true.

Leaders and members joining together in solidarity make MEA an unwavering voice for school employees' rights, working conditions, and benefits; for best practices; for healthy neighborhood schools; and for social justice across our most vulnerable communities.

We face many challenges, but together we can meet them with courage and vision. Together we have the strength and capacity to improve lives by protecting and strengthening public education for our students and communities.

Enjoy MEA's Winter Conference 2020!

A handwritten signature in black ink that reads "Paula J. Herbart".

Paula J. Herbart
President

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Further Information

www.mea.org/winterconference

Contact: Carolyn Cortright, Conference Registration *conferences@mea.org*

FAX: 517-336-4009

Phone: 800-292-1934, ext. 5491; 517-337-5491

Address: Winter Conference

Michigan Education Association

PO Box 2573

East Lansing, MI 48826-2573

Location

DETROIT MARRIOTT

400 Renaissance Center

Detroit, MI 48243

313-568-8000

Printing sponsored by MEA Financial Services.

2020 Conference Schedule

ID REQUIRED AT REGISTRATION: For the security and safety of our members and the organization, conference participants will need to show a government issued photo ID in order to get their packet on-site. Please make a note to bring your driver's license (or other picture ID) when you arrive at the conference. We apologize for any inconvenience this may cause.

WEDNESDAY, FEBRUARY 5

4 – 8:30 p.m. Registration at the Detroit Marriott, Level 3, Ontario Foyer

7:30 – 9 p.m. New Educator Reception; Detroit Marriott

New Educator Reception (for those in their first six years of employment—see page 5 for more details)

THURSDAY, FEBRUARY 6

7 – 8:30 a.m. Breakfast

7 a.m. – 4 p.m. Registration Open

8 a.m. – 4 p.m. Exhibit Area Open

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

Speaker: Paula Herbart, MEA President

MEA Human Rights Awards Presentation for: David McMahon Human Rights Award and Gender Equity Award

2 – 3:30 p.m. 300 Series Sessions

3:30 – 3:45 p.m. Break

3:45 – 5:15 p.m. 400 Series Sessions

9–11:30 p.m. Afterglow Reception; Hosted by MESSA

FRIDAY, FEBRUARY 7

7 – 8:30 a.m. Breakfast

7 a.m. – 2 p.m. Registration Open

8 a.m. – 2 p.m. Exhibit Area Open

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

1:30 – 3 p.m. 700 Series Sessions

Awards for Human Rights & xcellence



Two awards will be presented during lunch on Thursday, February 6.

David McMahon Human Rights Award

Outside individual or group accepting the challenge of more and ethical leadership in the field of human and civil rights.

This award recognizes individuals or groups outside the MEA which distinguish themselves by courageously accepting the challenge of moral and ethical leadership in the field of human and civil rights.

David McMahon, as a teacher-leader, a MEA Board member, and as a MEA President, acted on his beliefs and initiated policies that resulted in an organizational commitment to protecting and enhancing the human and civil rights of all MEA members.

Gender Equity Award

Committed to the development of a project, program or study that promotes the value and talents of women.

This award honors individuals committed to the development of a project, program or study that promotes the value and talents of women. The work must contribute to gender equity in education and must be adaptable to the classroom.

MEA New Educator Welcome Reception

Open for EA and ESP members with six years or less in education.

Join your colleagues for a fun evening.

Wednesday, February 5, 2020 7:30 – 9 p.m.

Please note your attendance on the registration form.

700 Series In Your Session Prize Giveaway

Each 700 series session will draw a winner of a \$100 Visa gift card at the conclusion of the session.

1 chance to win in each session!

*Must be present to win.



For the 2020 Winter Conference, if you **bring your own conference bag** to use while at the conference, you will be entered into a drawing for some great prizes.

Don't worry if you don't have a bag from a previous MEA conference, any bag will do.

There will be a limited supply of bags available for those that forget their bag, or don't have one.

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.–4 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

2020 Conference Registration Information

CONFERENCE REGISTRATION FEES AND DEADLINES (ONLINE, EMAIL OR US MAIL):

REGISTRATION FEES

Regular \$200 Registration received/processed by Friday, January 10, 2020.

Late/On-site \$350 For any registration received on-site at the conference or after January 10, 2020.

Registrations can be done by individual members online (credit card is required), emailed in if paying by credit card, or mailed to MEA headquarters for processing if paying with either a check or credit card.

WHERE TO SUBMIT THE FORM

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

Email: Send scanned registration form with payment information to conferences@mea.org

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. Be sure to print the information clearly.

ON-SITE REGISTRATION DATES/TIMES:

Wednesday, February 5, 4–8:30 p.m.

Thursday, February 6, 7 a.m.–4 p.m.

Friday, February 7, 7 a.m.–2 p.m.

HOW TO REGISTER ONLINE:

To register online for the 2020 MEA Winter Conference, go to www.mea.org/members-only

Find the conference registration information under Upcoming Events. Online registration must be paid with a credit card. Each member must sign into the system separately in order to register. Because of the way the system works one person can't register multiple people; each person has to sign in to register themselves and pay at that time.

When registering online, you will be selecting your sessions and meals, so you do not need to put in more than one option (like you do on the actual registration form when mailing in). If a session is not listed for you to select, it is full and no longer available.

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

HOW TO COMPLETE REGISTRATION FORM TO SUBMIT VIA EMAIL OR US MAIL:

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

PLEASE NOTE: Some sessions continue into the next time block (e.g., 112-212); please check all time blocks that cover each session to avoid 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** as this will result in a delay in processing your registration form.

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 at conferences@mea.org.

CONFIRMATION EMAIL

All participants will receive a confirmation email. This is to confirm the sessions/meals you have registered to attend, as well as provide a receipt for payment at the bottom of the email.

If you do not receive a confirmation email—no matter how you register—please contact Carolyn Cortright at conferences@mea.org.

CANCELLATIONS

In the event you must cancel your registration for the conference, send request via email to conferences@mea.org with a quick explanation of why you are cancelling. All cancellation requests must be in writing.

Hotel Reservations & Parking

2020 MEA Winter Conference

February 6-7, 2020

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 \$163, plus 15% room tax for a total of \$187.45.

This rate is **only guaranteed for reservations made through 6 p.m. on Friday, January 10, 2020**. 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://book.passkey.com/go/MEAWinterConf2020>, or by calling 1-877-901-6632 and mentioning you are with the MEA Winter Conference.

Reservations must be made no later than 6 p.m., Friday, January 10, 2020. After January 10, 2020, reservations will be accepted on a space and rate availability basis only. The above rate will no longer be guaranteed.

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:

PARKING FEES ARE SUBJECT TO RATE INCREASE.

Parking facilities are not owned or operated by the Detroit Marriott at the Renaissance Center.

VALET PARKING

GM WINTERGARDEN AND MARRIOTT HOTEL ENTRANCE

\$25.00 for 0-8 hours

\$35.00 for 8+ hours

For additional parking information please call Metropolitan Parking Services at 313-568-5676 (Monday-Friday from 8 a.m. to 5 p.m.)

PORT ATWATER PARKING 313-259-3595

ACCESSIBLE FROM BEAUBIEN ST. NEAR TOWER 200. PLEASE NOTE: THESE DOORS MAY BE LOCKED ON EVENINGS AND WEEKENDS.

\$2.00 for every 20 minutes

\$20.00 maximum per day per 24 hours (Monday-Friday)

\$10.00 maximum per 24 hours (Saturday and Sunday)

BEAUBIEN PLACE GARAGE 313-568-5676

ACCESSIBLE FROM BEAUBIEN ST. OR ST. ANTOINE. OPEN 24 HOURS PER DAY, 7 DAYS A WEEK, INCLUDING HOLIDAYS.

\$20.00 per day maximum

\$2.00 per 30 minutes until maximum of \$20.00 (weekdays)

\$3.00 per hour until maximum of \$15.00 (weekends beginning after 5 p.m. Friday)

\$3.00 per hour until maximum of \$15.00 (standard holidays)

CENTER GARAGE 313-259-2186

LOCATED DIRECTLY ACROSS FROM THE MARRIOTT HOTEL LOBBY ENTRANCE.

\$26.00 per day maximum

\$6.00 for 0-1 hour

\$12.00 for 1-3 hours

\$18.00 for 3-4 hours

\$20.00 for 4-8 hours

\$26.00 for 8-24 hours

\$80.00 lost ticket fee

2020 MEA Winter Conference

DETROIT MARRIOTT • FEBRUARY 6-7, 2020



Please read page 7 before filling out registration form on pages 9 and 10.

To register online go to: <https://www.mea.org/members-only>

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 Middle Initial

Previous/Maiden Name Last 4 Digits of Soc. Security # Badge Name: (First Name Preference)

Profession

- ☐ EA Instructional or Non-Instructional
(i.e., teacher, paraprofessional, counselor, etc.)
- ☐ ESP Instructional or Non-Instructional
- ☐ Higher Ed Instructional or Non-Instructional
- ☐ Other _____

MEMBER INFORMATION:

- ☐ MEA Member (Less than 6 years)
- ☐ MEA Member (6 years or more)
- ☐ MEA-Retired
- ☐ AEM Member
- ☐ Non-member
- ☐ MEA Staff

School District: _____

Home Address: Number Street Lot/Apt. #

City / Town State Zip Code

Cell Phone: Area Code and Number Home Phone: Area Code and Number

Please send my confirmation email to: _____

TYPE OF REGISTRATION	REGISTRATION	PAYMENT METHOD:
Regular/Online	\$200	<input type="checkbox"/> Check (payable to MEA) Check # _____
Late/On-site	\$350	Received from: _____
All registrations after January 10, 2020 will be completed on-site; fee is \$350		<input type="checkbox"/> VISA <input type="checkbox"/> MasterCard <input type="checkbox"/> Discover <input type="checkbox"/> AmEx Exp. Date _____
Online registration will be available through January 10, 2020.		Card Number _____
Mail form and payment to:		Printed Name of Authorized Signer _____
Carolyn Cortright		Authorized Signature _____
Michigan Education Association		Total Amount Enclosed/ Authorized to Charge: \$ _____
PO Box 2573		Number of forms included with payment _____
East Lansing, MI 48826-2573		
— or —		
Credit card registrations to:		
conferences@mea.org		

2020 MEA Winter Conference

Name: _____

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

SESSIONS:

Please select three choices for each series. If you do not plan to attend a session during a time slot, please mark "NOT ATTENDING."

SERIES	DAY/TIME	FIRST CHOICE	SECOND CHOICE	THIRD CHOICE	NOT ATTENDING
New Educator Reception	Wednesday 7:30-9 p.m.	<input type="checkbox"/> Yes, I have been in the education field less than 6 years and will attend this reception. <input type="checkbox"/> Not Attending			
Breakfast	Thursday 7-8:30 a.m.	<input type="checkbox"/> Yes – Breakfast Buffet Smoothies, juice, fruit, banana nut bread, croissants, scrambled eggs, bacon, chicken sausage and breakfast potatoes. <input type="checkbox"/> Not Attending			
100 Series	Thursday 9-10:30 a.m.				
200 Series	Thursday 10:45 a.m.-12:15 p.m.				
Lunch and Human Rights Awards Presentations	Thursday 12:30 p.m.	<input type="checkbox"/> Yes – Southwest Buffet <input type="checkbox"/> Not Attending			
300 Series	Thursday 2-3:30 p.m.				
400 Series	Thursday 3:45-5:15 p.m.				
Thursday Dinner	On Your Own				
Afterglow Reception	Thursday 9-11:30 p.m.	<input type="checkbox"/> Yes <input type="checkbox"/> Not Attending			
Breakfast	Friday 7-8:30 a.m.	<input type="checkbox"/> Yes – Breakfast Buffet Smoothies, juice, fruit, banana nut bread, croissants, scrambled eggs, bacon, chicken sausage and breakfast potatoes. <input type="checkbox"/> Not Attending			
500 Series	Friday 9-10:30 a.m.				
600 Series	Friday 10:45 a.m.-12:15 p.m.				
Lunch	Friday 12:30 p.m.	<input type="checkbox"/> Yes – Chef Deli Buffet (Build Your Own Sandwich) <input type="checkbox"/> Not Attending			
700 Series	Friday 1:30-3 p.m.				

Before submitting, please make sure you have completed pages 9 and 10.


Please make a copy of the completed registration form for your records.

If you need hotel accommodations, find the Hotel Reservations information included in this packet on page 8.

MEA SCECHs & ESP Certificate Program Credit

DO YOU WANT/NEED SCECHS OR ESP CERTIFICATE PROGRAM CREDIT?

Select sessions that qualify for State Continuing Education Clock Hours (SCECH) credit are marked with .

Select sessions that qualify for ESP Certificate Program credit, in accordance with MEA-approved guidelines, are marked with ESP logo. .

See page 12 for qualifying sessions. Attendance must be verified by the presenter(s) or facilitator(s) at the close of each approved session.

For both types of credit, please note the procedures:

1: Pick up attendance form

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

Each conference attendee must pick up a SCECH & ESP Session Attendance form from the registration area on-site. It's that simple. Look for the sign that says "SCECH & ESP Session Attendance Forms available here".

2: Complete and submit attendance form at the conference

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:

- a. Give your form to the presenter or facilitator, if one is assigned, when you arrive at your qualifying session so 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.
- b. Attend the full session.
- c. Pick up your signed form from the presenter/facilitator as proof you have attended that session for the entire allotted time.
- d. **Return your completed form 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 SESSION ATTENDANCE 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 Certificate Program credit.

We look forward to seeing you at the conference!

MEA SCECHs & ESP Certificate Program Credit

STATE CONTINUING EDUCATION CLOCK HOURS (SCECH) ELIGIBLE SESSIONS

103	Hot Topics: A Legal Update	406	Understanding Cultural Differences for Parents & Families
105	Educator Evaluation & Professional Learning	408	Creating a Mindful Learning Environment to Improve Student Learning
110	Utilizing Technology in an Elementary Classroom	411	Building Resiliency and Stress Mastery for You, Your Members and Your Workplace
117-217	Overview of High Leverage Practices	503	Teacher Evaluation – Part II – Using the Charlotte Danielson Model
118-218	Mindfulness, Movement and Nutrition	516-616	Teach4Endurance: Surviving the Swim, Bike and Run in Today's Classroom
208	NEA Online Blended Learning, PD for all Members	517-617	The 7 Habits of Highly Effective People – Day 2
210	An Introduction to Trauma and Resiliency	518-618	Helping Students with Traumatic Experiences in the Classroom
302	Family Educational Rights and Privacy Act (FERPA)	603	Teacher Evaluation – Part II – Using the Marzano Model
303	Teacher Evaluation – Part I – Overview	611	LGBTQ School Issues: Scenarios, Conundrums, and Solutions
304	Student Identities in STEM Classrooms	701	Balanced Calendar: A Tale of Two Districts
307	Teacher Retention and Professional Growth	703	Teacher Evaluation – Part II – Using the 5 Dimensions Model
316-416	Community Action Poverty Simulation	712	Understanding Equity
318-418	The 7 Habits of Highly Effective People – Day 1		
403	Teacher Evaluation – Part II – Using the Thoughtful Classroom Model		

If you have any questions about the SCECH program or what is required of you, please call 517-333-6262.

ESP CERTIFICATE PROGRAM ELIGIBLE SESSIONS

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



CORE – BEHAVIOR MANAGEMENT

518-618	Helping Students with Traumatic Experiences in the Classroom
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CORE – COMMUNICATION

108	Becoming an Influencer
206	Less Complaining, More Action: Running an Effective Meeting
301-401	Ready, Set, Lead: Developing Your Personal and Organizational Leadership Skills
405	It's All About Relations
507	Getting Your Message Out—Making Community Connections!
605	Building Better Relationships at the Bargaining Table and Beyond
609	It's Time to Talk to Your Members
708	Media Relations 101

CORE – GROWTH/DEVELOPMENT/PSYCHOLOGY

118-218	Mindfulness, Movement and Nutrition
210	An Introduction to Trauma and Resiliency
316-416	Community Action Poverty Simulation
408	Creating a Mindful Learning Environment to Improve Student Learning
518-618	Helping Students with Traumatic Experiences In The Classroom
610	Recognizing Privileges & Embracing Advocacy
712	Understanding Equity

CORE – LEGAL/ETHICAL

103	Hot Topics: A Legal Update
202	The Fair Labor Standards Act and Michigan's Wage Laws
209	Section 504 – Protections for Disabled Members
302	Family Educational Rights and Privacy Act (FERPA)
312	Health Benefits Bargaining and the Law
402	MERC Update
504	FMLA, ADA and Leaves

602	Representing Members Facing Criminal Allegations in the Workplace
611	LGBTQ School Issues: Scenarios, Conundrums, and Solutions
707	Legislative Update 2020

ELECTIVE – CULTURAL DIVERSITY/EQUITY

316-416	Community Action Poverty Simulation
406	Understanding Cultural Differences for Parents & Families
610	Recognizing Privileges & Embracing Advocacy
611	LGBTQ School Issues: Scenarios, Conundrums, and Solutions
712	Understanding Equity

ELECTIVE – MEDICAL/HEALTH

118-218	Mindfulness, Movement and Nutrition
209	Section 504 – Protections for Disabled Members
210	An Introduction to Trauma and Resiliency
312	Health Benefits Bargaining and the Law
411	Building Resiliency and Stress Mastery for You, Your Members and Your Workplace

ELECTIVE – TECHNOLOGY

110	Utilizing Technology in an Elementary Classroom
306	How to Excel with Excel

ELECTIVE – WORK ENVIRONMENT/SCHOOL ORGANIZATION

108	Becoming an Influencer
206	Less Complaining, More Action: Running an Effective Meeting
210	An Introduction to Trauma and Resiliency
310	Knowledge Has Value – Promote and Advocate for Your Members
405	It's All About Relations
707	Legislative Update 2020

If you have any questions about the ESP Certificate Program or what is required of you, please call 517-333-6260.

2020 MEA Winter Conference – Thursday Session Grid

100 Series
9:00–10:30 AM

200 Series
10:45 AM-12:15 PM

300 Series
2:00-3:30 PM

400 Series
3:45-5:15 PM

12:30 PM

101 Chat with the MEA Executives	201 Keeping Your Local Fiscally Solvent	301-401 Ready, Set, Lead; Developing Your Personal and Organizational Leadership Skills	
102 It All Starts With a Meal	202 The Fair Labor Standards Act and Michigan's Wage Laws	302 Family Educational Rights and Privacy Act (FERPA)	402 MERC Update
103 Hot Topics: A Legal Update	203 MINE – Michigan New Educators Knowing When	303 Teacher Evaluation – Part I – Overview	403 Teacher Evaluation – Part II Using the Thoughtful Classroom Model
104 Insurance CPR – How to Bargain MESSA and Keep It	204 You Deserve the Best: How to Get MESSA for Your Group	304 Student Identities in STEM Classrooms	404 Association Rep – What Now?
105 Educator Evaluation & Professional Learning	205 Chat with a Lobbyist	305 Union Officer Elections: Rules and Guidance	405 It's All About Relations
106 You CAN Use Data to Improve Instruction!	206 Less Complaining, More Action: Running an Effective Meeting	306 How to Excel with Excel	406 Understanding Cultural Differences for Parents & Families
107 Election 2020	207 Introduction to Peer-Designed and Led Professional Learning Workshops	307 Teacher Retention and Professional Growth	407 See Michigan Educators Run
108 Becoming an Influencer	208 NEA Online Blended Learning, PD for All Members	308 Tips for New Leaders	408 Creating a Mindful Learning Environment to Improve Student Learning
109 Making Connections with Your Board and Membership	209 Section 504 – Protections for Disabled Members	309 Education Leaders Discuss Professional Development	409 It's All About the Fun – Building Member Involvement and Recruitment in Your Local
110 Utilizing Technology in an Elementary Classroom	210 An Introduction to Trauma and Resiliency	310 Knowledge Has Value – Promote and Advocate for Your Members	410 MESSA Value-Added Extras
111 Everything You Need to Know About Insurance	211 Make 2020 a Clear Victory: Political Action and Legislative Councils	311 Self-Funding: Fact vs. Fiction	411 Building Resiliency and Stress Mastery for You, Your Members and Your Workplace
112-212 Organizing Knowledge Has Value and Power		312 Health Benefits Bargaining and the Law	412 Everything You Need to Know About Insurance Bargaining
113-213 Creating Buzz for Your Local		313-413 A Beginning Bargainer's Primer	
114-414 Bargaining Basics for Education Support Professionals		114-414 CONTINUED Bargaining Basics for Education Support Professionals	
115-215 For the Common Good – Keys to Developing Power and Relevancy for Your Association's Priorities		315-415 Hosting an Aspirational New Hire Orientation	
116 Reviewing Your Governance Documents	216 Does UniServ Work Interest You?	316-416 Community Action Poverty Simulation	
117-217 Overview of High Leverage Practices		317-417 Pre-Retirement Information for MIP and Basic Plan Members	
118-218 Mindfulness, Movement and Nutrition		318-418 The 7 Habits of Highly Effective People – Day 1	
119-419 – Morning Session Local President's Academy, Year 1		119-419 – Afternoon Session Local President's Academy, Year 1	

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2020 MEA Winter Conference – Friday Session Grid

500 Series 9:00–10:30 AM **600 Series** 10:45 AM–12:15 PM **700 Series** 12:30 PM 1:30–3:00 PM

501 An Offer They Can't Refuse: Everything I Needed to Know About Bargaining, I Learned from "The Godfather"	601 Worksite Leaders: The Building Blocks of a Strong Local	L U N C H F O R A L L P A R T I C I P A N T S	701 Balanced Calendar: A Tale of Two Districts
502 Chat with the MEA Executives	602 Representing Members Facing Criminal Allegations in the Workplace		702 Understanding Charter Schools
503 Teacher Evaluation – Part II Using the Charlotte Danielson Model	603 Teacher Evaluation – Part II Using the Marzano Model		703 Teacher Evaluation – Part II Using the 5 Dimensions Model
504 FMLA, ADA and Leaves	604 Student Loan Forgiveness		704 ESP: Bargaining Pitfalls in Multi-Classification Locals
505 Creating Our Story of Self, Us and Now	605 Building Better Relationships at the Bargaining Table and Beyond		705 Retirement Plan Choices for New Hires
506 Treasurers' Workshop	606 By the Numbers		706 Preparation, Preparation, Preparation. Getting Prepared to Bargain Successfully
507 Getting Your Message Out – Making Community Connections!	607 How to Lobby and Join the MEA Lobby Team		707 Legislative Update 2020
508 PAC and the Screening and Recommendation Process	608 How To – P.R. Bargaining		708 Media Relations 101
509 Bending the Universe	609 It's Time to Talk to Your Members		709 Introduction to MEA's Center for Leadership and Learning
510 Taking Powerful Notes	610 Recognizing Privileges & Embracing Advocacy		710 Understanding Your Investments
511 Health Care At Your Fingertips: MESSA Technology	611 LGBTQ School Issues: Scenarios, Conundrums, and Solutions		711 The Unsession Roundtable Talk with Open Topics
512-612 A Beginning Bargainer's Primer			712 Understanding Equity
513-613 K-12 School Finance			713 Reviewing Your Governance Documents
514-614 Super-Charging Your Local!			714 21 st Century PAC Collection and School Board Elections
515-615 Never Split the Difference: Bare Knuckles Bargaining			715 A Year of Organizing – One Coordinating Council's Plan
516-616 Teach4Endurance: Surviving the Swim, Bike, and Run in Today's Classroom			
517-617 The 7 Habits of Highly Effective People – Day 2			
518-618 Helping Students with Traumatic Experiences in the Classroom			

Sessions by Category

BARGAINING

- 103 Hot Topics: A Legal Update
- 104 Insurance CPR – How to Bargain MESSA and Keep It
- 108 Becoming an Influencer
- 109 Making Connections with Your Board and Membership
- 111 Everything You Need to Know About Insurance
- 114-414 Bargaining Basics for Education Support Professionals
- 115-215 For the Common Good – Keys to Developing Power and Relevancy for Your Association's Priorities
- 205 Chat with a Lobbyist
- 302 Family Educational Rights and Privacy Act (FERPA)
- 310 Knowledge Has Value – Promote and Advocate for Your Members
- 311 Self-Funding: Fact vs. Fiction
- 312 Health Benefits Bargaining and the Law
- 313-413 A Beginning Bargainer's Primer
- 412 Everything You Need to Know About Insurance Bargaining
- 501 An Offer They Can't Refuse: Everything I Needed to Know About Bargaining, I Learned From "The Godfather"
- 504 FMLA, ADA, and Leaves
- 510 Taking Powerful Notes
- 512-612 A Beginning Bargainer's Primer
- 513-613 K-12 School Finance
- 515-615 Never Split the Difference: Bare Knuckles Bargaining
- 605 Building Better Relationships at the Bargaining Table and Beyond
- 606 By the Numbers
- 701 Balanced Calendar: A Tale of Two Districts
- 704 ESP: Bargaining Pitfalls in Multi-Classification Locals
- 706 Preparation, Preparation, Preparation. Getting Prepared to Bargain Successfully
- 707 Legislative Update 2020

COMMUNICATIONS

- 102 It All Starts with a Meal
- 108 Becoming an Influencer
- 112-212 Organizing Knowledge Has Value and Power
- 113-213 Creating Buzz for Your Local
- 205 Chat with a Lobbyist
- 206 Less Complaining, More Action: Running an Effective Meeting
- 308 Tips for New Leaders
- 310 Knowledge Has Value – Promote and Advocate for Your Members
- 404 Association Rep – What Now?
- 405 It's All About Relations
- 409 It's All About the Fun-Building Member Involvement and Recruitment in Your Local
- 505 Creating Our Story of Self, Us, and Now
- 507 Getting Your Message Out-Making Community Connections
- 514-614 Super-Charging Your Local!
- 606 By the Numbers
- 607 How to Lobby and Join the MEA Lobby Team
- 608 How To – P.R. Bargaining
- 609 It's Time to Talk to Your Members
- 706 Preparation, Preparation, Preparation. Getting Prepared to Bargain Successfully
- 707 Legislative Update 2020
- 708 Media Relations 101
- 715 A Year of Organizing – One Coordinating Council's Plan

FINANCE

- 201 Keeping Your Local Fiscally Solvent
- 306 How to Excel with Excel
- 506 Treasurers' Workshop
- 513-613 K-12 School Finance

GOVERNANCE

- 116 Reviewing Your Governance Documents
- 119-419 Local Presidents' Academy, Year 1
- 206 Less Complaining, More Action: Running an Effective Meeting
- 305 Union Officer Elections: Rules and Guidance
- 308 Tips for New Leaders
- 510 Taking Powerful Notes
- 711 The Unsession Roundtable Talk with Open Topics
- 713 Reviewing Your Governance Documents

HIGHER EDUCATION

- 205 Chat with a Lobbyist
- 406 Understanding Cultural Differences for Parents & Families
- 607 How to Lobby and Join the MEA Lobby Team
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LEADERSHIP DEVELOPMENT

- 301-401 Ready, Set, Lead; Developing Your Personal and Organizational Leadership Skills

LEGAL

- 103 Hot Topics: A Legal Update
- 202 The Fair Labor Standards Act and Michigan's Wage Laws
- 209 Section 504 – Protections for Disabled Members
- 302 Family Educational Rights and Privacy Act (FERPA)
- 305 Union Officer Elections: Rules and Guidance
- 312 Health Benefits Bargaining and the Law
- 402 MERC Update
- 504 FMLA, ADA, and Leaves
- 602 Representing Members Facing Criminal Allegations in the Workplace
- 611 LGBTQ School Issues: Scenarios, Conundrums, and Solutions

MEA FINANCIAL SERVICES

- 710 Understanding Your Investments

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- 101 Chat with the MEA Executives
- 102 It All Starts with a Meal
- 108 Becoming an Influencer
- 109 Making Connections with Your Board and Membership
- 112-212 Organizing Knowledge Has Value and Power
- 113-213 Creating Buzz for Your Local
- 118-218 Mindfulness, Movement and Nutrition
- 203 MiNE – Michigan New Educators Knowing When
- 205 Chat with a Lobbyist
- 206 Less Complaining, More Action: Running an Effective Meeting
- 207 Introduction to Peer-Designed and Led Professional Learning Workshops
- 208 NEA Online Blended Learning, PD for all Members
- 211 Make 2020 a Clear Victory: Political Action & Legislative Councils
- 308 Tips for New Leaders
- 310 Knowledge Has Value – Promote and Advocate for Your Members

- 315-415 Hosting an Aspirational New Hire Orientation
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- 411 Building Resiliency and Stress Mastery for You, Your Members and Your Workplace
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- 514-614 Super-Charging Your Local!
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- 209 Section 504 – Protections for Disabled Members
- 210 An Introduction to Trauma and Resiliency
- 303 Teacher Evaluation – Part I – Overview
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- 310 Knowledge Has Value – Promote and Advocate for Your Members
- 315-415 Hosting an Aspirational New Hire Orientation
- 403 Teacher Evaluation – Part II – Using the Thoughtful Classroom Model
- 405 It's All About Relations
- 409 It's All About the Fun-Building Member Involvement and Recruitment in Your Local
- 411 Building Resiliency and Stress Mastery for You, Your Members and Your Workplace
- 502 Chat with the MEA Executives
- 503 Teacher Evaluation – Part II – Using the Charlotte Danielson Model
- 505 Creating Our Story of Self, Us, and Now
- 507 Getting Your Message Out-Making Community Connections
- 514-614 Super-Charging Your Local!
- 601 Worksite Leaders: The Building Blocks of a Strong Local
- 603 Teacher Evaluation – Part II – Using the Marzano Model
- 607 How to Lobby and Join the MEA Lobby Team
- 609 It's Time to Talk to Your Members
- 703 Teacher Evaluation – Part II – Using the 5 Dimensions Model
- 707 Legislative Update 2020
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- 111 Everything You Need to Know About Insurance
- 118-218 Mindfulness, Movement and Nutrition
- 204 You Deserve the Best: How to Get MESSA for Your Group
- 311 Self-Funding: Fact vs. Fiction
- 312 Health Benefits Bargaining and the Law
- 410 MESSA Value-Added Extras
- 411 Building Resiliency and Stress Mastery for You, Your Members and Your Workplace
- 412 Everything You Need to Know About Insurance Bargaining
- 511 Health Care at Your Fingertips: MESSA Technology

ORGANIZING

- 112-212 Organizing Knowledge Has Value and Power
- 315-415 Hosting an Aspirational New Hire Orientation
- 505 Creating Our Story of Self, Us, and Now
- 509 Bending the Universe
- 601 Worksite Leaders: The Building Blocks of a Strong Local
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- 407 See Michigan Educators Run
- 508 PAC and the Screening and Recommendation Process
- 607 How to Lobby and Join the MEA Lobby Team
- 611 LGBTQ School Issues: Scenarios, Conundrums, and Solutions
- 702 Understanding Charter Schools
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- 714 21st Century PAC Collection and School Board Elections

PRIVATIZATION

- 205 Chat with a Lobbyist
- 702 Understanding Charter Schools
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PROFESSIONAL DEVELOPMENT

- 101 Chat with the MEA Executives
- 106 You CAN Use Data to Improve Instruction!
- 117-217 Overview of High Leverage Practices
- 207 Introduction to Peer-Designed and Led Professional Learning Workshops
- 208 NEA Online Blended Learning, PD for All Members
- 210 An Introduction to Trauma and Resiliency
- 303 Teacher Evaluation – Part I – Overview
- 304 Student Identities in STEM Classrooms
- 307 Teacher Retention and Professional Growth
- 309 Education Leaders Discuss Professional Development
- 318-418 The 7 Habits of Highly Effective People – Day 1
- 403 Teacher Evaluation – Part II – Using the Thoughtful Classroom Model

- 406 Understanding Cultural Differences for Parents & Families
- 408 Creating a Mindful Learning Environment to Improve Student Learning
- 502 Chat with the MEA Executives
- 503 Teacher Evaluation – Part II – Using the Charlotte Danielson Model
- 514-614 Super-Charging Your Local!
- 516-616 Teach4Endurance: Surviving the Swim, Bike, and Run in Today's Classroom
- 517-617 The 7 Habits of Highly Effective People – Day 2
- 518-618 Helping Students with Traumatic Experiences in the Classroom
- 603 Teacher Evaluation – Part II – Using the Marzano Model
- 607 How to Lobby and Join the MEA Lobby Team
- 703 Teacher Evaluation – Part II – Using the 5 Dimensions Model
- 707 Legislative Update 2020
- 709 Introduction to MEA's Center for Leadership and Learning
- 712 Understanding Equity

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- 207 Introduction to Peer-Designed and Led Professional Learning Workshops
- 302 Family Educational Rights and Privacy Act (FERPA)
- 303 Teacher Evaluation – Part I – Overview
- 307 Teacher Retention and Professional Growth
- 317-417 Pre-Retirement Information for MIP and Basic Plan Members
- 403 Teacher Evaluation – Part II – Using the Thoughtful Classroom Model
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- 507 Getting Your Message Out-Making Community Connections
- 516-616 Teach4Endurance: Surviving the Swim, Bike, and Run in Today's Classroom
- 603 Teacher Evaluation – Part II – Using the Marzano Model
- 604 Student Loan Forgiveness
- 607 How to Lobby and Join the MEA Lobby Team
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- 508 PAC and the Screening and Recommendation Process
- 603 Teacher Evaluation – Part II – Using the Marzano Model
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- 307 Teacher Retention and Professional Growth
- 403 Teacher Evaluation – Part II – Using the Thoughtful Classroom Model
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- 603 Teacher Evaluation – Part II – Using the Marzano Model
- 607 How to Lobby and Join the MEA Lobby Team
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- 209 Section 504 – Protections for Disabled Members
- 210 An Introduction to Trauma and Resiliency
- 304 Student Identities in STEM Classrooms
- 316-416 Community Action Poverty Simulation
- 406 Understanding Cultural Differences for Parents & Families
- 407 See Michigan Educators Run
- 508 PAC and the Screening and Recommendation Process
- 509 Bending the Universe
- 610 Recognizing Privileges & Embracing Advocacy
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- 702 Understanding Charter Schools
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TEACHER EVALUATION

- 303 Teacher Evaluation – Part I – Overview
- 403 Teacher Evaluation – Part II – Using the Thoughtful Classroom Model
- 503 Teacher Evaluation – Part II – Using the Charlotte Danielson Model
- 603 Teacher Evaluation – Part II – Using the Marzano Model
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- 306 How to Excel with Excel
- 511 Health Care at Your Fingertips: MESSA Technology
- 714 21st Century PAC Collection and School Board Elections

2020 Winter Conference Session Listings

100 Series

Thursday, February 6

101 CHAT WITH THE MEA EXECUTIVES

9 – 10:30 a.m.

This session will repeat as Session 502.

The size of this session is limited to 35 participants.

Meet with the MEA Executive Director, Mike Shoudy, and MEA Associate Executive Director, Marcy Kamienecki, to discuss current initiatives and share your ideas and thoughts for moving the organization forward.

Presenters: Marcy Kamienecki, MEA Associate Executive Director
Michael Shoudy, MEA Executive Director

102 IT ALL STARTS WITH A MEAL

9 – 10:30 a.m.

For the last several years, the Hudsonville EA has had a success rate of almost 100% in signing up new members. Want to know how they do it? Well, it all starts with a meal. Come learn how the leaders of the Hudsonville EA have worked with, not against, administration to collaborate on everything from bargaining a benefit rich contract to ensuring a full capacity local association. The leaders will provide tips for running a successful local association that culminates in the new hire meeting, a meeting where every new hire becomes a member before the meeting ends.

Presenters: Krista Abbott, MEA UniServ Director
Shelly Stokes, Hudsonville EA President
Becky Schipper, Hudsonville EA Member

103 HOT TOPICS: A LEGAL UPDATE

9 – 10:30 a.m.

Public Education and public employees have been under attack at the state and federal level. There have been improvements in some areas, but challenges remain. This session will review new and continuing laws, litigation, and issues that affect public employment in education.

Presenter: Lisa Harrison, MEA General Counsel

104 INSURANCE CPR – HOW TO BARGAIN MESSA AND KEEP IT

9 – 10:30 a.m.

Need to revive your insurance benefits and the way you bargain them? Let us help you bring your insurance bargain back to life. In this session you will learn strategies to bargain the best benefits for your members, and even better, learn how to keep them!

Presenters: Brian Makowski, MEA UniServ Director
Sandy Paesens, MEA UniServ Director
Tara Wilbur, MESSA Field Services Representative

105 EDUCATOR EVALUATION & PROFESSIONAL LEARNING

9 – 10:30 a.m.

Educators will learn how to implement an educator evaluation system that focuses on professional learning and growth. Presentation will identify how professional learning intersects with each phase of the evaluation cycle along with opportunities for teacher autonomy and ownership of the evaluation process.

Presenters: Joe Priest, Michigan Department of Education
Marty Snitgen, Michigan Department Education

106 YOU CAN USE DATA TO IMPROVE INSTRUCTION!

9 – 10:30 a.m.

In a time where educators are becoming excellent data collectors, we need to become better at using the data. College Board gives a lot of information to educators to see how students answered, what they answered, etc. to determine where some additional instruction is needed. Using Questions Analysis, Scores and Benchmarks, and Growth links in the reporting of PSAT/SAT scores, educators will see why students are getting the scores that evaluations are being rated on.

Presenter: Jenifer Almassy, Reese EA President and MEA Board Member

107 ELECTION 2020

9 – 10:30 a.m.

Join MEA Public Affairs Director Doug Pratt and Political Organizer Jessica Lumbreras for an in-depth discussion on the 2020 election. We will discuss our success in 2019 and what we must do to keep the momentum going in 2020.

Presenters: Jessica Lumbreras, MEA Political Organizer
Douglas Pratt, MEA Public Affairs Director

108 BECOMING AN INFLUENCER

9 – 10:30 a.m.

Counter the negativity and unite your members by focusing on engagement in community outreach and public education advocacy. Lead your members in promoting the influence they have within your community. Your members need to experience that unions are not just about opposition, but are powerful engines of improvement and service to all. Don't forget the fun stuff!! Utilize your local MEA coordinating council to support your efforts.

Presenter: Kim Evans, Hartland EA President

109 MAKING CONNECTIONS WITH YOUR BOARD AND MEMBERSHIP

9 – 10:30 a.m.

Understand how to make long-lasting connections with board of education members and general members. In addition, learn how to recruit new members.

Presenters: Lenny Dantinne, Millington EA President
Amy Urbanowski-Nowak, Birch Run EA President

110 UTILIZING TECHNOLOGY IN AN ELEMENTARY CLASSROOM

9 – 10:30 a.m.

The size of this session is limited to 30 participants.

Integrating technology into an elementary classroom can be a challenge especially if you are unaware of what is available. This session will introduce you to many different ways you can integrate technology into the classroom including basic robotics and coding. Participants should bring a tablet or laptop device.

Audience: Teacher or classroom paraprofessionals who directly work with students

Presenter: Aaron Eling, Grand Haven EA Member

111 EVERYTHING YOU NEED TO KNOW ABOUT INSURANCE

9 – 10:30 a.m.

You don't need to be an expert on insurance, but you do need to understand the brass tacks in order to get the best contract possible for your members. In this session, you'll learn the basics about medical, dental, vision, life and LTD insurance, and walk away with the requisite knowledge to bargain good coverage for your group.

Presenters: Mark Middlewood, MESSA Field Representative
Heather Scott, MESSA Field Representative
Abby Zarimba, MESSA Field Representative

112-212 ORGANIZING KNOWLEDGE HAS VALUE AND POWER

9 a.m. – 12:15 p.m.

This session will continue into the 200 series. Participants must commit to attending for the entire time.

Please enter our session door, spend time with us, and find out how to use your key to open other doors. Join us to learn several key points of year-round organizing and methods to utilize them in your local. Organizing knowledge has value and power. Help your local unit grow in strength and numbers to achieve greater success and make a difference. We will help you begin to build a year-round plan of organizing to take back with you and implement. Also we will discuss various programs that may be available to utilize in your local. The path to success and power are understanding organizing skills, knowing the resources that are available, building a plan, and organizing year-round! Come get your key and start the journey.

Presenters: Renaye Baker, MEA UniServ Director
Caleigh Hunt, MEA Executive Director – Field Organizer
Linda LaVictor, MEA UniServ Specialist – Field Organizer

113-213 CREATING BUZZ FOR YOUR LOCAL

9 a.m. – 12:15 p.m.

This session will continue into the 200 series. Participants must commit to attending for the entire time.

Does your local want some new ideas for membership events? This session will give you inexpensive and creative ideas designed to create buzz, increase membership participation, and attract non-members to join. You will take away ideas for unusual activities, interesting locations, and unique participation gifts/prizes that will generate interest to your local events.

Presenters: Ginny Bollwahn, MEA UniServ Director
Saun Strobel, MEA UniServ Director
Jean Weiss, MEA UniServ Director

114-414 BARGAINING BASICS FOR EDUCATION SUPPORT PROFESSIONALS

9 a.m. – 12:15 p.m. AND CONTINUES AFTER LUNCH 2 – 5:15 p.m.

This session takes place all day Thursday. Participants must commit to all 4 sessions.

This all day session will encompass all bargaining basic information. It will be particularly focused towards ESP groups. Topics covered will include bargaining team basics, strategies and styles, planning for bargaining, requesting and analyzing unit & district economic information, collecting non-economic information, legal aspects of bargaining, mediation, fact-finding, and impasse.

A small group Bargaining Simulation will also be a part of the day's training.

Audience: ESP Members Only

Presenters: Cyndi Austin, MEA UniServ Director
Terese Fitzpatrick, MEA UniServ Director
Sandy Grier, MEA UniServ Director

115-215 FOR THE COMMON GOOD – KEYS TO DEVELOPING POWER AND RELEVANCY FOR YOUR ASSOCIATION'S PRIORITIES

9 a.m. – 12:15 p.m.

This session will continue into the 200 series. Participants must commit to attending for the entire time.

This session will cover the concepts and ideas incorporated into the newest innovative ways to transform your local association to one that engages its members and the community to advocate for the schools our kids deserve (and the working conditions and support structures our members deserve). By exploring the principles involved in "Student-Centered Advocacy" and "Bargaining for the Common Good", participants will learn how to build power and advocate for their priorities both at the bargaining table and by utilizing other means to advance common values shared by the majority of stakeholders in the community. Though not required, you are encouraged to bring "teams" of participants to this training due to the fact that transformation requires a team commitment.

Presenter: Craig Culver, MEA Bargaining Consultant

116 REVIEWING YOUR GOVERNANCE DOCUMENTS

9 – 10:30 a.m.

This session will repeat as session 713.

This session will review the mandated MEA and NEA requirements for your local's constitution and bylaws. Bring your local documents. You will have the opportunity to get answers to your questions.

Presenters: Maryanne Levine, Chippewa Valley EA President, MEA Board Member and Chair of MEA's Governance Review Committee
Lance Little, Owosso EA Member, MEA Board Member and Vice Chair of MEA's Governance Review Committee

117-217 OVERVIEW OF HIGH LEVERAGE PRACTICES

9 a.m. – 12:15 p.m.

This session will continue into the 200 series. Participants must commit to attending for the entire time.

This session is Part 1 of a 3 part series that will be offered at MEA Conferences. This session will introduce the High Leverage Practices to help the classroom teacher improve their practice. All practices are reflected in all of the approved state evaluation systems. The second part is scheduled for the MEA Summer Conference 2020. For more information visit teachingworks.org.

Audience: Teachers only

Presenter: Trainer from Teaching Works, Inc.

118-218 MINDFULNESS, MOVEMENT AND NUTRITION

9 a.m. – 12:15 p.m.

This session will continue into the 200 series. Participants must commit to attending for the entire time.

A worksite wellness program is a great way to help your members learn about their MESSA wellness benefits, as well as pick up some tips for healthy living and build comradery in the workplace. This session will give you the tools you need to build a worksite wellness program for your district.

Presenter: Rhonda Jones, MESSA Health Promotion Consultant

119-419 LOCAL PRESIDENTS' ACADEMY – YEAR 1

9 a.m. – 12:15 p.m. AND CONTINUES AFTER LUNCH 2 – 5:15 p.m.

This session takes place all day Thursday. Participants must commit to all 4 sessions.

This full day session is for participants in their first year of the LPA program. Dr. Paul Corona will be doing the morning session as well as leadership work with Chandra Madafferri and roundtable discussions.

Presenters: Paul Corona, Clinical Associate Professor, Kellogg School of Management at Northwestern University
Chandra Madafferri, MEA Vice President

200 Series

Thursday, February 6

201 KEEPING YOUR LOCAL FISCALLY SOLVENT

10:45 a.m. – 12:15 p.m.

This is a great training for treasurers and board officers that want to know more about the nuts and bolts of good fiscal management in your unit. We will discuss best practices for treasurers, but the session will be informative for anyone interested in protecting the finances of the local.

Presenter: Roger Rothe, Birch Run EA Treasurer

202 THE FAIR LABOR STANDARDS ACT AND MICHIGAN'S WAGE LAWS

10:45 a.m. – 12:15 p.m.

This session will provide an overview of the Fair Labor Standards Act, and issues that often arise under this federal law, such as what constitutes hours worked, unauthorized work, waiting time, meal and break periods, trainings, overtime, and much more. This session will also review Michigan's wage and fringe benefit law and its requirements and discuss ways to bargain and otherwise protect our support staff members.

Audience: ESP Members Only

Presenters: William "Burt" Burleson, MEA UniServ Director
Douglas Wilcox, MEA Staff Attorney

203 MiNE – MICHIGAN NEW EDUCATORS KNOWING WHEN

10:45 a.m. – 12:15 p.m.

This session will provide leaders and members with information regarding the MEA Early Career Educators program. Statewide coordinators (four early career educators) of MiNE (Michigan New Educators) will outline their recruitment and retention plan to engage new educators and future leaders. These coordinators work in four regional hubs currently and are looking to expand the program state-wide over the next two years.

Audience: Teachers only

Presenters: Amanda Henderson, Rochester EA Member
Skye Kapinus, Lansing EA Member
Brittney Maczala, Monroe City EA Member
Danielle Werner, Bay City EA Member

204 YOU DESERVE THE BEST: HOW TO GET MESSA FOR YOUR GROUP

10:45 a.m. – 12:15 p.m.

Are you attempting to bargain MESSA for the first time or trying to get MESSA back after regretting the move to another insurer? This session will focus on helping you develop a bargaining strategy to replace your current, non-MESSA health insurance plan with the exceptional benefits and unmatched personal service that only MESSA offers.

Presenters: Julie Berryman Adams, MESSA Field Representative
Brad Gibson, MEA Insurance Strategy & Development Consultant
Tim Heim, MESSA Field Representative
Bruce Jordan, MEA UniServ Director
Maureen McCallister, MEA UniServ Director
Renee Szurna, MESSA Field Representative
Tara Wilbur, MESSA Field Representative

205 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.

Presenters: David Michelson, MEA Lobbyist
Andy Neumann, MEA Lobbyist

206 LESS COMPLAINING, MORE ACTION: RUNNING AN EFFECTIVE MEETING

10:45 a.m. – 12:15 p.m.

Participants will:

- Examine the characteristics of both intolerable and effective meetings
- Learn to set and follow strong agendas with a purpose
- Look at the principles behind Robert's Rules to understand the process
- Learn to use the principles of Robert's Rules to keep meetings on track and make them productive
- Learn how to document and track progress of action items from exploration and research through implementation and evaluation
- Receive tools to make meetings engaging, purposeful, and productive

Presenters: Capalene Howse, MEA UniServ Director
Michael McGee, MEA UniServ Director
Anita Szczepanski, MEA Staff Attorney-Arbitration Specialist

207 INTRODUCTION TO PEER-DESIGNED AND LED PROFESSIONAL LEARNING WORKSHOPS

10:45 a.m. – 12:15 p.m.

Who is this workshop for? This workshop is an introductory experience for all members/leaders who are interested in bringing more meaningful professional learning to their school district, building, or region as a trainer or facilitator. This introductory session will cover the following topics:

- Adult learning theory and the partnership principles of professional learning
- Workshop structure
- Identifying meaningful professional learning topics
- Making your workshop SCECH eligible

Presenter: Chad Williams, MEA UniServ Consultant – Professional Issues Organizer

208 NEA ONLINE BLENDED LEARNING, PD FOR ALL MEMBERS

10:45 a.m. – 12:15 p.m.

NEA online blended learning classes adapt courses for different membership categories, host classes that emphasize local context and meet local needs in:

- Classroom Management
- Bully and Sexual Harassment Prevention
- Cooperating Teacher Training
- Lesbian, Gay, Bisexual, Transgender and Queer (LGBTQ) Safety and Bias Issues in Schools
- Working with English Language Learners

Presenter: Ann Marie Borders, Ann Arbor EA Member

209 SECTION 504 – PROTECTIONS FOR DISABLED MEMBERS

10:45 a.m. – 12:15 p.m.

Section 504 of the ADA allows for a document that accommodates those with disabilities. This session will present a general overview of the 504 process, as well as provide resources to aid our members with federally recognized disabilities. This is critical to the estimated 20% of membership who are disabled.

Presenter: Steven Ellison, Monroe ISD EA Member
Jimalatice "Jima" Thomas-Gilbert, MEA UniServ Director

210 AN INTRODUCTION TO TRAUMA AND RESILIENCY

10:45 a.m. – 12:15 p.m.

This course will provide participants with a brief overview of the main themes associated with trauma-informed schools. It will cover brain attachment and brain development, trauma as an experience, ACE's study, private logic, resilience, emotional awareness/regulation, and vicarious trauma. It is introductory in nature and will give participants a starting point to developing a trauma-informed school.

Presenter: Annette Christiansen, MEA UniServ Consultant – Professional Issues Organizer

211 MAKE 2020 A CLEAR VICTORY: POLITICAL ACTION & LEGISLATIVE COUNCILS

10:45 a.m. – 12:15 p.m.

The 2018 election was a highlight for the MEA. Come review what worked in 2018 and how we can continue to elect pro-public education legislators. We will also discuss how to effectively develop relationships via legislative councils with our elected officials who may have differing views on education.

The size of this session is limited to 40 participants.

Presenters: Kenneth Ferguson, Grosse Point EA Member
Jill Maxwell, Northwest EA President

216 DOES UNISERV WORK INTEREST YOU?

10:45 a.m. – 12:15 p.m.

Ever wonder what a UniServ Director does? Would you be interested in getting the 411 on the work involved? Already know you're interested but don't know how to apply or what training is needed? Join us in this session for more information.

Presenters: Marcy Kamienecki, MEA Associate Executive Director
Tracy Stablein, MEA Human Resources Director

300 Series

Thursday, February 6

301-401 READY, SET, LEAD; DEVELOPING YOUR PERSONAL AND ORGANIZATIONAL LEADERSHIP SKILLS

2 – 5:15 p.m.

This session will continue into the 400 series. Participants must commit to attending for the entire time.

Join the MEA Executive Director as he shares lessons learned from the Labor Leadership Initiative through Cornell University's Worker Institute. This session will focus on individual leadership development and organization change. This session is interactive. Be prepared to share.

Presenter: Michael Shoudy, MEA Executive Director

302 FAMILY EDUCATIONAL RIGHTS AND PRIVACY ACT (FERPA)

2 – 3:30 p.m.

This session will be an introduction to the Family Educational Rights and Privacy Act (FERPA), and its requirements. This presentation addresses FERPA basics, explores requirements for the protection of student records, addresses who may and may not access student records, when records may be shared, and discusses several of the exceptions to the FERPA requirement for consent. How educators and support professionals protect themselves from FERPA violations will be discussed.

Presenters: William "Burt" Burleson, MEA UniServ Director
Michelle Pollok, MEA Staff Attorney

303 TEACHER EVALUATION – PART I – OVERVIEW

2 – 3:30 p.m.

In this overview, participants will learn how various evaluation tools are used to improve teaching and learning experiences in their classrooms. Training explains key components of the evaluation laws and describes resources available from the Michigan Department of Education (MDE). This is not a comprehensive review of any specific tool/model. This session is designed to provide general information, regardless of the evaluation tool/model being used.

Please attend one of the Teacher Evaluation - Part II sessions that will be specific to your tool or model. Those sessions are offered as Sessions 403, 503, 603 and 703.

Presenters: Tammy Daenzer, MEA UniServ Director
Deb Larson, MEA UniServ Director
Keith Sauter, MEA UniServ Director

304 STUDENT IDENTITIES IN STEM CLASSROOMS

2 – 3:30 p.m.

Have you ever wondered who gets to identify as a smart STEM student in your classroom? Identities are socially constructed, and teachers play a big role in developing equitable classroom cultures and norms. Join us to explore how to make these identities compelling and accessible to every K-12 student.

Audience: Teachers only

Presenter: Christie Morrison Thomas, MSU Carbon TIME Network Leader

305 UNION OFFICER ELECTIONS: RULES AND GUIDANCE

2 – 3:30 p.m.

All MEA locals hold officer elections. This session will cover everything from setting up a nomination/elections committee to publishing the election results. If you've ever had questions about how to appropriately conduct an election, then this session is for you!

Presenter: Lisa Harrison, MEA General Counsel

306 HOW TO EXCEL WITH EXCEL

2 – 3:30 p.m.

The size of this session will be limited to 30 participants.

This is a great session for novice or inexperienced Microsoft Excel users. We are going to teach you the basic functions of Excel to set up a check register, create some documents, and develop some reports. This will be a great session to help any officer maintain records for their local.

Presenters: Roger Rothe, Birch Run EA Treasurer
Mike Snyder, Birch Run EA Member

307 TEACHER RETENTION AND PROFESSIONAL GROWTH

2 – 3:30 p.m.

Teacher retention and the growth of our teacher workforce are critically important to goals of improving student outcomes. Teacher attrition and teacher mobility symptoms have been associated with lower student academic achievement outcomes. Districts with high teacher attrition and mobility also incur financial costs that exacerbate inequities, because turnover disproportionately affects schools with high-need student populations. This session will present Michigan teacher stability, mobility and attrition data as well as strategies for teacher workforce retention.

Presenters: Michelle Imbrunone, Michigan Department of Education
Brian Lloyd, Michigan Department of Education
Joe Priest, Michigan Department of Education

308 TIPS FOR NEW LEADERS

2 – 3:30 p.m.

This session will cover:

- The nuts and bolts of this session will cover communication, know your rules, listening, delegation, and consistency
- Quick Tips on how to be an effective leader in your association
- General information on each of the leadership roles in your local
- Your leadership manual

Presenters: Capalene Howse, MEA UniServ Director
Michael McGee, MEA UniServ Director
Ervin Pratt, MEA UniServ Director

309 EDUCATION LEADERS DISCUSS PROFESSIONAL DEVELOPMENT

2 – 3:30 p.m.

Be part of the discussion about what professional development should look like in Michigan. Find out what's been happening in professional development around the state from the MEA and our education partners, and contribute your input on what meaningful professional development means to you.

Presenter: Chad Williams, MEA UniServ Consultant – Professional Issues Organizer

310 KNOWLEDGE HAS VALUE – PROMOTE AND ADVOCATE FOR YOUR MEMBERS

2 – 3:30 p.m.

The size of this session is limited to 30 participants.

Knowledge Has Value (KHV) is a program you can use to promote school employees and activities in your district. Come find out about the program, how it has been used, and how you can use it with your local. Handouts and KHV giveaways will be provided.

Presenter: Deb Larson, MEA UniServ Director

311 SELF-FUNDING: FACT VS. FICTION

2 – 3:30 p.m.

This is self-funding 101! Today, there are many groups trying to get out of self-funding, while many more are being encouraged by consultants to go into a full or partial self-funded health care arrangement. Either way, it's important to learn how it all works and what you need to ask for to make an educated decision for your members.

Presenters: Kim Chappel, MESSA Competitive Market Research Consultant
Danielle Fell, MESSA Competitive Market Research Consultant

312 HEALTH BENEFITS BARGAINING AND THE LAW

2 – 3:30 p.m.

Bargainers will receive essential information about state and federal laws impacting health benefits, including the Affordable Care Act, the state "hard cap" law, amendments to the Michigan Public Employment Relations Act, Section 125 plans and Public Act 54 of 2011.

Presenters: Joe Firestone, MESSA General Counsel
Lindsay Schacher, MESSA LAC Regulatory Compliance Manager

313-413 A BEGINNING BARGAINER'S PRIMER

2 – 5:15 p.m.

This session will continue into the 400 series. Participants must commit to attending for the entire time.

This session will repeat as session 512-612.

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

Presenter: Deb Lotan, MEA UniServ Director

315-415 HOSTING AN ASPIRATIONAL NEW HIRE ORIENTATION

2 – 5:15 p.m.

This session will continue into the 400 series. Participants must commit to attending for the entire time.

Holding a successful New Hire Orientation is critical to building the relationships needed to maximize recruitment during back-to-school season while laying the groundwork for loyal, highly engaged new members. This session will focus on proven strategies to engage new hires through an aspirational vision of the union, overcome common objections, and deliver a passionate ask for membership and activism.

Presenters: Mary Aldecoa, MEA UniServ Specialist - Field Organizer
Antonio Castanon Luna, NEA Organizational Specialist
Laura Griffin, Rochester P Member
Antonella Piccirilli, Utica P Member and MEA Board Member
Claire Scislowicz, Rochester EA Member
Shelly Stokes, Hudsonville EA Member

316-416 COMMUNITY ACTION POVERTY SIMULATION

2 – 5:15 p.m.

This session will continue into the 400 series. Participants must commit to attending for the entire time.

Community Action Poverty Simulation (CAPS) promotes a greater understanding of poverty. During the simulation, participants role-play the lives of low-income families from single parents trying to care for their children to senior citizens trying to maintain their self-sufficiency on Social Security.

Presenters: Annette Christiansen, MEA UniServ Consultant – Professional Issues Organizer
Caleigh Hunt, MEA Executive Director – Field Organizer
Jacob Louks, MEA Anti-Privatization Organizing Consultant

317-417 PRE-RETIREMENT INFORMATION FOR MIP AND BASIC PLAN MEMBERS

2 – 5:15 p.m.

This session will continue into the 400 series. Participants must commit to attending for the entire time.

Members in the MIP and Basic Plan Retirement Plans (hire dates prior to 07/01/2010) can find out about the details of their plan and see how ready they are for retirement. Topics include Social Security, Medicare, MPSERS pension, MPSERS health benefits, applying for retirement with ORS, and working after retirement.

Presenter: Paul Helder, MEA Field Services Consultant

318-418 THE 7 HABITS OF HIGHLY EFFECTIVE PEOPLE

2 – 5:15 p.m.

This session is limited to Local Presidents Academy – in year 2 of the program. It is the first part of a 6 hour session. It will continue through the 500 and 600 series on Friday.

Please note Sessions 318-418 and 517-617 are the first part of the program. Participants must commit to attending the final session at Summer Conference 2020.

Steven Covey's The 7 Habits of Highly Effective People is a world renowned leadership program and is a basis of many leadership and personal growth programs.

Presenter: Meghan Ashkanani, MEA-Retired Member

400 Series

Thursday, February 6

402 MERC UPDATE

3:45 – 5:15 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 and the courts. Strategies on how to best continue advocating for our members will also be addressed.

Presenter: Douglas Wilcox, MEA Staff Attorney

403 TEACHER EVALUATION – PART II – USING THE THOUGHTFUL CLASSROOM MODEL

3:45 – 5:15 p.m.

This session is specific to the Thoughtful Classroom Model of an evaluation tool and will expand on the information presented in Session 303. Attendees will learn how the Thoughtful Classroom Model evaluation tool is used to improve teaching and learning in their classrooms, as well as learn how to efficiently demonstrate effective classroom practices, specific to the tool, utilizing resources available from the Michigan Department of Education (MDE).

Presenters: Christine King, MEA UniServ Director

404 ASSOCIATION REP – WHAT NOW?

3:45 – 5:15 p.m.

Learn what responsibilities you have when you are elected as the association representative. Gain knowledge about member engagement, member advocacy, and member recruitment.

Presenters: Troy Beasley, MEA UniServ Director
Chris Dusich, MEA UniServ Director
Kelly Powers, MEA UniServ Director

405 IT'S ALL ABOUT RELATIONS

3:45 – 5:15 p.m.

Relationships with staff are vital as we look to increase membership. However, how we work with the administration, school board and with the community is just as important. This session will touch on some relational ideas, how to work with those co-workers that are not currently members, and ideas on how to build and nurture a positive relationship with administration and the school board.

Presenters: Lisa Robbins, MEA UniServ Director
Jean Weiss, MEA UniServ Director

406 UNDERSTANDING CULTURAL DIFFERENCES FOR PARENTS & FAMILIES

3:45 – 5:15 p.m.

Working with families from different cultures often leaves unanswered questions regarding topics impacting the student and the classroom. This session will present a panel discussion to address many cultural topics that impact our students. Representative Kuppa (41st) will be joining (and possibly other reps as well) for an open panel and allow a questions/answers period.

Presenters: Jenifer Almassy, Reese EA President and MEA Board Member
Padma Kuppa, State Representative for 41st District

407 SEE MICHIGAN EDUCATORS RUN

3:45 – 5:15 p.m.

Join us for an informal panel discussion on running for office as an educator in Michigan. Participants will have the opportunity to ask questions and hear from MEA members who have won elections and are currently serving in office.

Presenters: Matt Koleszar, State Representative for 20th District
Jessica Lumbreras, MEA Political Organizer

408 CREATING A MINDFUL LEARNING ENVIRONMENT TO IMPROVE STUDENT LEARNING

3:45 – 5:15 p.m.

The size of this session will be limited to 30 participants.

Helping students meet the demands of social, emotional, and academic pressure can be challenging. This session will introduce you to a variety of mindfulness techniques you can use to decrease your stress levels and increase your self-awareness, emotional regulation and overall well-being, resulting in a more calm, responsive learning environment for your students.

Audience: Teacher or classroom paraprofessionals who directly work with students

Presenters: Kim Drouillard, Cranbrook Schools
Julie Hirschert, Romulus EA Member
Sarah Rollins, Romulus EA Member

409 IT'S ALL ABOUT THE FUN – BUILDING MEMBER INVOLVEMENT AND RECRUITMENT IN YOUR LOCAL

3:45 – 5:15 p.m.

Byron Center teachers will share how they used fun engagement ideas to reach new hires and others to join the union, while engaging current members to get involved through communication and opportunities to come together as one.

Presenters: Maureen McCallister, MEA UniServ Director
Kat Sibalwa, Byron Center EA Co-President
Luke Vandenberg, Byron Center EA Co-President

410 MESSA VALUE-ADDED EXTRAS

3:45 – 5:15 p.m.

MESSA provides more than just the best health coverage and service available — members have access to numerous “value-added” benefits and services designed to improve their health and quality of life. Attendees of this session will learn about MESSA’s free case management programs for diabetes, heart health, asthma and serious illnesses or injuries, as well as the Omada weight loss and diabetes prevention program, Livongo for diabetes management, online doctor visits, layoff/privatization, LTD medical waiver, and more.

Presenters: Tim Heim, MESSA Field Representative
Collene Lamonte, MESSA Field Representative

411 BUILDING RESILIENCY AND STRESS MASTERY FOR YOU, YOUR MEMBERS AND YOUR WORKPLACE

3:45 – 5:15 p.m.

Over the years, the education profession has become increasingly stressful. Too much stress can negatively impact health, well-being, work attitudes and turnover. Learn the basic biology of negative stress and its negative effects on health. Participants will receive tips and strategies that can be used to increase their resiliency and improve health. Learn strategies that can be used to create programs for members that help reduce workplace stress.

Presenter: Rhonda Jones, MESSA Health Promotion Consultant

412 EVERYTHING YOU NEED TO KNOW ABOUT INSURANCE BARGAINING

3:45 – 5:15 p.m.

A pre-bargaining checklist will be shared and discussed. Strategies to maximize employee benefits and employer contributions will be presented with regard to insurance bargaining.

Presenters: Julie Berryman Adams, MESSA Field Representative
Brad Gibson, MEA Insurance Strategy & Development Consultant

500 Series

Friday, February 7

501 AN OFFER THEY CAN’T REFUSE: EVERYTHING I NEEDED TO KNOW ABOUT BARGAINING, I LEARNED FROM “THE GODFATHER”

9 – 10:30 a.m.

Using clips and anecdotes from the famous movie, the bargaining concepts write themselves: why and when to caucus, who do you share information with and when do you decide when & how to share the information, when is the right time to make the deal, and have you considered all your options before making a final decision on settling during negotiations...this workshop is a fun and informative way to walk yourselves through the negotiation process and procedures for achieving the best contract for your members. Join us, and we’ll bring the food!

Presenters: Paula Herbart, MEA President
Jennifer Miller, MEA Staff Retirement Plan Administrator

502 CHAT WITH THE MEA EXECUTIVES

9 – 10:30 a.m.

This is a repeat of Session 101.

The size of this session is limited to 35 participants.

Meet with the MEA Executive Director, Mike Shoudy, and MEA Associate Executive Director, Marcy Kamienecki, to discuss current initiatives and share your ideas and thoughts for moving the organization forward.

Presenters: Marcy Kamienecki, MEA Associate Executive Director
Michael Shoudy, MEA Executive Director

503 TEACHER EVALUATION – PART II – USING THE CHARLOTTE DANIELSON MODEL

9 – 10:30 a.m.

This session is specific to the Charlotte Danielson Model of an evaluation tool and will expand on the information presented in Session 303. Attendees will learn how the Charlotte Danielson Model evaluation tool is used to improve teaching and learning in their classrooms, as well as learn how to efficiently demonstrate effective classroom practice specific to the tool utilizing resources available from the Michigan Department of Education (MDE).

Presenter: Terese Fitzpatrick, MEA UniServ Director

504 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.

Presenters: William “Burt” Burleson, MEA UniServ Director
Michelle Pollok, MEA Staff Attorney

505 CREATING OUR STORY OF SELF, US, AND NOW

9 – 10:30 a.m.

The Story of Self, Us, and Now are foundational pieces of organizing that can move us to action. Understanding how we link these three different stories into our own public narrative is a way to practice leadership and how we move others to action.

Presenters: Jason Burns, NEA Associate Director, Center for Organizing
John Donaghy, NEA Organizational Specialist

506 TREASURERS’ WORKSHOP

9 – 10:30 a.m.

Plan to attend this session if you’re a first-time treasurer or would like a refresher on bookkeeping, budgeting, financial reporting and the importance of internal controls.

Presenters: Kelly Cline, MEA Controller
Roger Rothe, Birch Run EA Treasurer
Brett Smith, MEA Secretary/Treasurer

507 GETTING YOUR MESSAGE OUT – MAKING COMMUNITY CONNECTIONS!

9 – 10:30 a.m.

Educators are often being judged by the public. We need to become better at sharing our message of the great things we are doing every day for students. We need to be more aware of the message we send unintentionally when talking with community members. The strategies and ideas we will discuss will offer participants hands-on activities that will also help get new members engaged!

Presenters: Jenifer Almassy, Reese EA President and MEA Board Member
Percy Brown, Ann Arbor P President and MEA Board Member
Frank Burger, Carman-Ainsworth EA President
Roy Freeman, Dowagiac Union CMT President

508 PAC AND THE SCREENING AND RECOMMENDATION PROCESS

9 – 10:30 a.m.

MEA continues to be a powerful voice in politics because of strong grassroots member activism. Participants in this session will learn about our member-driven process for recommending candidates for office and strategies for raising PAC money.

Presenters: Jessica Lumbreras, MEA Political Organizer
Daryl Szymanski, Walled Lake EA President and MEA Board Member

509 BENDING THE UNIVERSE

9 – 10:30 a.m.

The size of this session is limited to 40 participants.

This session is a workshop with a Star Wars theme to help members discover the Force to bend the universe toward justice, one member at a time. Roles and characteristics of successful organizers will be discussed. Based on Playbook for Progressives by Eric Mann.

Presenter: Tim Russ, MEA UniServ Director

510 TAKING POWERFUL NOTES

9 – 10:30 a.m.

This session will discuss why taking notes as a local leader is so critical in both member representation and in bargaining. Different types of note taking will be discussed as well as what and how to write it down.

Presenters: Suzanne Clark, MEA Staff Attorney – Arbitration Specialist
Wendy Eppe, Mount Pleasant EA President

511 HEALTH CARE AT YOUR FINGERTIPS: MESSA TECHNOLOGY

9 – 10:30 a.m.

How well do you know MESSA.org? This session will show you how to use MESSA's website to access plan information, manage claims activity and link to your HealthEquity and Express Scripts accounts. This session will also provide information on the plan comparison tool, the medical cost transparency tool and more.

Presenters: Kim Chappel, MESSA Competitive Market Research Consultant
Monica McKay, MESSA Field Representative

512-612 A BEGINNING BARGAINER'S PRIMER

9 a.m. – 12:15 p.m.

This session will continue into the 600 series. Participants must commit to attending for the entire time.

This is a repeat of Session 313-413.

This session is designed to introduce new bargainers to the bargaining process, the do's and don'ts of bargaining and teach participants how to prepare for bargaining.

Presenter: Deb Lotan, MEA UniServ Director

513-613 K-12 SCHOOL FINANCE

9 a.m. – 12:15 p.m.

This session will continue into the 600 series. Participants must commit to attending for the entire time.

Attendees will learn the basics of K-12 school finance and how to understand their district's financial information. It will also describe the unique MEA tools that bargaining teams use to prepare for the financial aspects of bargaining.

Audience: This session is appropriate for K-12 teachers and support staff but is not useful for Higher Ed or ISD employees.

Presenter: Ruth Beier, MEA Labor Economist

514-614 SUPER-CHARGING YOUR LOCAL!

9 a.m. – 12:15 p.m.

This session will continue into the 600 series. Participants must commit to attending for the entire time.

How do we take our local to the next LEVEL? Are we leading or reacting to the events around us? The goal of this session is to provide tools, tips, and share ideas regarding how to improve and sustain membership while invigorating current members. Redefine your leadership and have your local reap the benefits.

Presenters: Chuck Alberts, Lansing EA President
Charles Richardson, MEA UniServ Director

515-615 NEVER SPLIT THE DIFFERENCE: BARE KNUCKLES BARGAINING

9 a.m. – 12:15 p.m.

This session will continue into the 600 series. Participants must commit to attending for the entire time.

The size of this session is limited to 30 participants.

This three-hour session is designed to give the participant an opportunity to draft proposals and counterproposals, learn the do's and don'ts of bargaining, as well as how to communicate to get the yes. This session will briefly discuss the advantages/disadvantages of interest-based bargaining and traditional bargaining. Finally, participants will have the opportunity to use what they have learned in a bargaining simulation.

Presenters: Melvina Gillespie, MEA UniServ Director
Dolores Tufaro, MEA UniServ Specialist – Field Organizer

516-616 TEACH4ENDURANCE: SURVIVING THE SWIM, BIKE AND RUN IN TODAY'S CLASSROOM

9 a.m. – 12:15 p.m.

This session will continue into the 600 series. Participants must commit to attending for the entire time.

My upcoming book (Impress Books, Fall 2019) *Teach4Endurance: Surviving the Swim, Bike and Run in Today's Classroom* shares lessons I've learned in surviving multiple Ironman races and how these concepts have crossed over into my role as an educator (and honestly life). When you think about it, the academic school year is an endurance event. Without proper care, you'll burn out. Be ready to write, discuss, share, move and possibly sing! It's time to get to work!

Presenter: Brian Dalton, Rochester EA Member

517-617 THE 7 HABITS OF HIGHLY EFFECTIVE PEOPLE

9 a.m. – 12:15 p.m.

This session is limited to Local Presidents Academy – in year 2 of the program. It is the second part of a 6 hour session. It will continue through the 600 series.

Please note Sessions 318-418 and 517-617 are the first part of the program. Participants must commit to attending the final session at Summer Conference 2020.

Steven Covey's The 7 Habits of Highly Effective People is a world renowned leadership program and is a basis of many leadership and personal growth programs.

Presenter: Meghan Ashkanani, MEA-Retired Member

518-618 HELPING STUDENTS WITH TRAUMATIC EXPERIENCES IN THE CLASSROOM

9 a.m. – 12:15 p.m.

This session will continue into the 600 series. Participants must commit to attending for the entire time.

This session will help educators identify students who are suffering from traumatic experiences at home and how it impacts them in the classroom. Teachers will learn how to help structure their classroom and provide accommodations to help improve student outcomes.

Audience: Teacher or classroom paraprofessionals who directly work with students

Presenter: Trainer from the Department of Health and Human Services

600 Series

Friday, February 7

601 WORKSITE LEADERS: THE BUILDING BLOCKS OF A STRONG LOCAL

10:45 a.m. – 12:15 p.m.

In a well-organized local, building representatives play a crucial role in the union's distributive structure of communication, contract enforcement, new member recruitment, and resource distribution. This training utilizes a work-site self-inventory to spark meaningful discussion around the new expectations required of a building-level representative when transitioning to an organizing model of unionism.

Presenters: Mary Aldecoa, MEA UniServ Specialist – Field Organizer
John Donaghy, NEA Organizational Specialist
Antonio Castanon Luna, NEA Organizational Specialist

602 REPRESENTING MEMBERS FACING CRIMINAL ALLEGATIONS IN THE WORKPLACE

10:45 a.m. – 12:15 p.m.

This session will focus on how to represent members facing criminal allegations at work. We will provide instruction and advice to local leaders when the employer is conducting an investigation and when the police become involved. We will discuss the vital role of the local leader, the UniServ Director and the attorney in this process. In addition, we will talk about a member's Weingarten rights, how Garrity statements work, and much more.

Presenters: Ray Corell, Attorney
Douglas Wilcox, MEA Staff Attorney

603 TEACHER EVALUATION – PART II – USING THE MARZANO MODEL

10:45 a.m. – 12:15 p.m.

This session is specific to the Marzano Model of an evaluation tool and will expand on the information presented in Session 303. Attendees will learn how the Marzano Model evaluation tool is used to improve teaching and learning in their classrooms, as well as learn how to efficiently demonstrate effective classroom practice specific to the tool utilizing resources available from the Michigan Department of Education (MDE).

Presenter: Chad Williams, MEA UniServ Consultant – Professional Issues Organizer

604 STUDENT LOAN FORGIVENESS

10:45 a.m. – 12:15 p.m.

This session will arm you with valuable information about identifying your student loans, lowering your monthly student loan payments, and loan forgiveness programs for teachers and for public service. If you are employed by a school district, community college, or four-year college, you are potentially eligible for public service loan forgiveness.

Presenters: Christine Anderson, MEA UniServ Director
Grat Dalton, MEA UniServ Director
Terese Fitzpatrick, MEA UniServ Director
Christine King, MEA UniServ Director
Jon Toppen, MEA UniServ Director
Marty Zmiejko, MEA UniServ Director

605 BUILDING BETTER RELATIONSHIPS AT THE BARGAINING TABLE AND BEYOND

10:45 a.m. – 12:15 p.m.

The size of this session is limited to 30 participants.

Emotional intelligence and interpersonal communication are often just as important as knowing budgetary facts and figures. In this session, attendees will learn different strategies and techniques for interacting with individuals on both sides of the bargaining table.

Presenters: Troy Beasley, MEA UniServ Director
Lori Hudson, MEA UniServ Director
Eric Kennedy, MEA UniServ Director
Bill Milligan, MEA UniServ Director

606 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 included in a school district's financial audit, how to determine the cost of your proposals and discussion on how to use the information will be presented. The session is geared for those with limited bargaining experience or those bargaining for the first time.

Presenters: Linda Kato, MEA E-Dues SNAP
George Przygodski, MEA UniServ Director

607 HOW TO LOBBY AND JOIN THE MEA LOBBY TEAM

10:45 a.m. – 12:15 p.m.

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. Observations and suggestions to begin your own Legislative Councils will be discussed. Resources including written and on-line material will be part of this presentation.

Presenters: Tammy Daenzer, MEA UniServ Director
David Michelson, MEA Lobbyist
Andy Neumann, MEA Lobbyist

608 HOW TO – P.R. 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 that 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 in the media.

Presenter: David Crim, MEA Communications Consultant

609 IT'S TIME TO TALK TO YOUR MEMBERS

10:45 a.m. – 12:15 p.m.

How do you talk to your members or get new members to join? Did you know that most union members don't become involved because no one talked to them? This session will focus on ways to engage members and to develop a plan to help you talk to your members.

Presenter: Rebecca Drayton, Gobles EA President

610 RECOGNIZING PRIVILEGES & EMBRACING ADVOCACY

10:45 a.m. – 12:15 p.m.

The size of this session is limited to 35 participants.

As members of the MEA, social justice advocacy is at the core of much of the work of union membership. The foundation of some of this work begins with recognizing our own privileges, unpacking the stigmatization related to advantages, and developing a framework for embracing advocacy. Let's explore our own privileges, analyze the implications, and create an awareness that allows for greater advocacy.

Presenter: Marcia Mackey, Central Michigan University EA Member and MEA Board Member

611 LGBTQ SCHOOL ISSUES: SCENARIOS, CONUNDRUMS, AND SOLUTIONS

10:45 a.m. – 12:15 p.m.

Workshop participants will be presented with various LGBTQ school-related scenarios involving student bullying and harassment, participation in gender segregated activities, which include bathrooms, locker rooms, and sports, use of preferred names and gender pronouns, school records, parental communications and support, non-curricular clubs, and the rights of LGBTQ staff. Breaking up into groups, participants will attempt to solve these issues while learning about the laws and policies that govern the various scenarios.

Presenters: Frank Burger, Carman-Ainsworth EA President
Jay Kaplan, LGBT Legal Project Staff Attorney, ACLU of Michigan

700 Series

Friday, February 7

701 BALANCED CALENDAR: A TALE OF TWO DISTRICTS

1:30 – 3 p.m.

An overview of the balanced calendar concept as experienced by two different districts. There is an emphasis on what the transition was like for each district, advantages and disadvantages of going to a balanced calendar, as well as things to be aware of if you choose to go to a balanced calendar.

Presenters: Matthew Adams, Beecher EA President
Kristen Kneff, Davison EA President
Marty Zmiejko, MEA UniServ Director

702 UNDERSTANDING CHARTER SCHOOLS

1:30 – 3 p.m.

Charter School governance is incredibly complicated. This session explains how charter schools are created, how charter schools can impact public schools, and how individuals can advocate for more just educational environments in our communities.

Presenter: Jacob Louks, MEA Anti-Privatization Organizing Consultant

703 TEACHER EVALUATION – PART II – USING THE 5 DIMENSIONS MODEL

1:30 – 3 p.m.

This session is specific to the 5 Dimensions Model of an evaluation tool and will expand on the information presented in Session 303. Attendees will learn how the 5 Dimensions Model evaluation tool is used to improve teaching and learning in their classrooms, as well as learn how to efficiently demonstrate effective classroom practice specific to the tool utilizing resources available from the Michigan Department of Education (MDE).

Presenter: Amy Zitzelberger, MEA UniServ Director

704 ESP: BARGAINING PITFALLS IN MULTI-CLASSIFICATION LOCALS

1:30 – 3 p.m.

This workshop will help your local avoid bargaining obstacles that can arise in support staff units with multiple classifications covered by one contract. You will learn how to balance addressing the differing needs and issues while protecting and improving the contract for all members. You will learn how to guard against the “all about me” attitude that arises when one segment of your membership is dominant.

Audience: ESP Members that are on newer bargaining teams and newer local leaders

Presenters: Saun Strobel, MEA UniServ Director
Jean Weiss, MEA UniServ Director

705 RETIREMENT PLAN CHOICES FOR NEW HIRES

1:30 – 3 p.m.

While retirement is the last thing on a new hire's mind, the legislature says you only have 75 days from your first payroll to choose your retirement plan – and you can NEVER change your mind. This decision is complicated and critical to your financial wellbeing. This session helps members understand the Pension Plus 2 and DC plans (hire dates 02/01/2018 and forward) so they can make the best choice for their future.

Presenter: Paul Helder, MEA Field Services Consultant

706 PREPARATION, PREPARATION, PREPARATION. GETTING PREPARED TO BARGAIN SUCCESSFULLY

1:30 – 3 p.m.

This session will provide fundamental, initial steps to bargain successfully. The session is geared for those with limited bargaining experience or those bargaining for the first time. An introduction to the use of member surveys, building a bargaining team, financial analysis, developing interests, creating proposals, member engagement and messaging will be examined in session.

Presenters: Linda Kato, MEA E-Dues SNAP
George Przygodski, MEA UniServ Director

707 LEGISLATIVE UPDATE 2020

1:30 – 3 p.m.

Budget, bargaining rights, Mi Merit Curriculum, retirement issues, evaluation, employee rights, certification requirements, teacher preparation, school rating scales, school reform, Common Core, transportation issues, 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 suggestions and discussion on how to communicate with legislators.

Presenters: David Michelson, MEA Lobbyist
Andy Neumann, MEA Lobbyist

708 MEDIA RELATIONS 101

1:30 – 3 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 locals' message to be part of the media's coverage of your schools.

Presenters: David Crim, MEA Communications Consultant
Douglas Pratt, MEA Public Affairs Director

709 INTRODUCTION TO MEA'S CENTER FOR LEADERSHIP AND LEARNING

1:30 – 3 p.m.

In this informative session, you can learn about the advances the MEA is making in designing and delivering high quality and meaningful professional development for Michigan's educators. Find out what the future of professional development will look like and how you can be a part of creating that exciting future!

Presenter: Chad Williams, MEA UniServ Consultant – Professional Issues Organizer

710 UNDERSTANDING YOUR INVESTMENTS

1:30 – 3 p.m.

Learn to take control of your financial future as we explore the mysterious world of investments! In this course, we will discuss 403(B)s, 457s, IRAs and Annuities. You will learn about mutual funds: how they are structured, the fees/charges associated with them, and the different kinds that are available. I've taken 17 years of industry experience and condensed it down to give you the advantage!

Presenter: Jason Diotte, MEA Financial Services Manager

711 THE UNSESSION ROUNDTABLE TALK WITH OPEN TOPICS

1:30 – 3 p.m.

This session will be an open conversation on any topic the participant wishes to address. Participants will be allowed to have an open conversation on topics and how to address and/or fix the issue.

Presenter: Chris Furlong, Portage EA President

712 UNDERSTANDING EQUITY

1:30 – 3 p.m.

The size of this session will be limited to 30 participants.

We, as educational stakeholders, will reflect upon our own personal experiences and how those situations and circumstances have defined who we are, how we see the world and the impact of who we are contributes to the delivery of instruction.

As we examine our own IDIOSYNCRASIES it will allow changes and adjustments to practices that impact marginalized and/or underserved students. This will show how bias impacts equity, and the learning environment.

By understanding equity it will allow participants to examine how they have formed their thoughts and opinions, and what has influenced one's disposition and relationship in developing equitable and socially just learning environments.

Presenter: Jennifer Dooley, Pontiac EA Member

713 REVIEWING YOUR GOVERNANCE DOCUMENTS

1:30 – 3 p.m.

This is a repeat of Session 116.

This session will review the mandated MEA and NEA requirements for your local's constitution and bylaws. Bring your local documents. You will have the opportunity to get answers to your questions.

Presenters: Maryanne Levine, Chippewa Valley EA President, MEA Board Member and
Chair of MEA's Governance Review Committee
Lance Little, Owosso EA Member, MEA Board Member and
Vice Chair of MEA's Governance Review Committee

714 21ST CENTURY PAC COLLECTION AND SCHOOL BOARD ELECTIONS

1:30 – 3 p.m.

Asking for money is never easy. Filling out PAC envelopes makes it time consuming and provides more opportunities for members to not contribute. How can we make PAC donations easy for members and eliminate any excuse to donate? Come learn how to use Point of Sale technology to make your PAC donations quick, easy, and lucrative! Once you've achieved record contributions how can you make that money work for you and your members? Electing an education-friendly school board is the first step in getting contracts that benefit all members. Social media has changed the way people campaign and we shouldn't be any different. Learn how to create effective, targeted social media ads to elect your employer.

Presenters: Seth Furlow, MEA UniServ Director
Matt Burry, Novi EA Member

715 A YEAR OF ORGANIZING – ONE COORDINATING COUNCIL'S PLAN

1:30 – 3 p.m.

This presentation features a model of the coordinating council for the Traverse City area locals utilizing all of the initiatives that are available from NEA and MEA to build member engagement and address member retention. Learn more about Traverse City area locals using the New Ed Campaign, Winter Worksite, Early Enrollment, Ed Summer, MEA Member Ambassador and the Summer Fellows programs. See what happens when you implement all of them in a tremendous year of organizing! You will hear from various speakers, including TC area Local Membership Chairs, MEA Ambassador, Summer Fellow, UniServ Director, NEA & MEA Organizational Development Specialists, and others as to how to make this work. This session will give you ideas of how you can work to implement parts of the plan or duplicate all of this model in your area.

Presenters: Mary Aldecoa, MEA UniServ Specialist – Field Organizer
Caleigh Hunt, MEA Executive Director – Field Organizer
Linda LaVictor, MEA UniServ Specialist – Field Organizer
Antonio Castanon Luna, NEA Organizational Specialist
Mary McGee-Cullen, MEA UniServ Director

UPCOMING MEA CONFERENCES

ESP Statewide Conference

March 13-14, 2020

Aspiring Educators of MEA Student Conference

March 21, 2020

MEA Summer Conference

July 28-30, 2020

Higher Education Conference

TBD for 2020

MEA Winter Conference 2021

February 12-13, 2021

CONFERENCE PLANNING COMMITTEE

Bertha Arribas, Royal Oak EA

Terri Collett-Such, Waverly FOP

Tammy Daenzer, MEA UniServ Director

Chris Dusich, MEA UniServ Director

Chris Furlong, Portage EA

Liz Hubert, Eaton Rapids CFMOP

Tonya Karpinski, MEA UniServ Director

Crystal Kinard, Ann Arbor P

Marcia Mackey, Central Michigan University EA

Chuck Miller, Fenton EA

Robyn O'Keefe, Birmingham P

Kay Walker-Telma, MEA Retired

Hans Wienke, MEA UniServ Director

Chad Williams, MEA UniServ Consultant –
Professional Issues Organizer

Jeffry Wilson, Lansing CC Part-Time O

Kia Hagens, MEA Member Relations and Engagement
Director and Conference Manager

Carolyn Cortright, MEA Member Engagement
Department and Conference Assistant

Michigan Education Association

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**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.**

