



MEA WINTER CONFERENCE

FEBRUARY 1 – 6, 2021

A VIRTUAL OFFERING



Message from the President



Greetings, MEA members and leaders:

Welcome to an MEA Winter Conference unlike any we've held before. This year our gathering will happen virtually over the course of five evenings and a Saturday morning. But while the format has changed, our purpose never wavers.

As always at our biggest conference of the year you can expect to find the latest and greatest information on bargaining strategies, organizing initiatives, lobbying priorities, legal issues, professional development, and communication plans. Throughout the conference you will connect with colleagues, learn and strategize – and be reminded of our strength in union.

We all know our public schools are the foundation of our democracy, and we have many pressing issues to address, from a lack of school funding to institutional racism, climate change, a fraying social safety net, an economic recession and more. At the top of the list is the novel coronavirus.

Our advocacy has never been more important than now amid a global pandemic and societal unrest, so this is the place to be. Learn about the issues. Hone your skills. Develop organizing strategies. Build political action to create equitable systems and lasting change.

Educators like you who step up every day to lead 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.

Our union's strength resides in you.

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 2021!

A handwritten signature in black ink that reads "Paula J. Herbart." The signature is written in a cursive, flowing style.

Paula J. Herbart
President

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Further Information

www.mea.org/winterconf

Contact: Carolyn Cortright, Conference Assistant *conferences@mea.org*
Phone: 800-292-1934, ext. 5491; 517-337-5491

Address: Winter Conference
Michigan Education Association
PO Box 2573
East Lansing, MI 48826-2573

Spend Some Time With...

MONDAY - DR. DONNA RICH KAPLOWITZ - SESSION 101

Dr. Kaplowitz serves as the Liberal Sciences and Arts Faculty Co-Director of Intergroup Relations department at the University of Michigan. She works in partnership with the Student Life Co-Director to provide campus leadership in student learning in the areas of intergroup relations and social justice education. Dr. Kaplowitz guides curricular activities, mentors student research assistants, leads programmatic efforts to conduct research and is the academic advisor for the minor. Prior to coming to the University of Michigan, Dr. Kaplowitz created and developed the Michigan State University Dialogue program where she worked with many high school, undergraduate, and graduate students, staff, and faculty. Her research focuses on facilitating intergroup dialogue with specific attention to race topics in peer and near-peer settings. Her latest book *Race Dialogues: Tackling the Elephant in the Classroom* (Teachers College Press) with Sheri Seyka and Shayla Reese Griffin (2019) is recognized as the book of the month by the Difficult Dialogues National Resource Center. Dr. Kaplowitz holds a Bachelor of Arts from the University of Michigan in English and Latin American Studies and her M.A. and Ph.D. in International Relations from Johns Hopkins School of Advanced International Studies. Her previous work at Johns Hopkins University focused on US policy toward Cuba.

TUESDAY - DR. BEVERLY TATUM - SESSION 201

Dr. Beverly Daniel Tatum, president emerita of Spelman College, is a clinical psychologist widely known for both her expertise on race relations and as a thought leader in higher education. Her thirteen years as the president of Spelman College (2002-2015) were marked by innovation and growth and her visionary leadership was recognized in 2013 with the Carnegie Academic Leadership Award. The author of several books including the best-selling *Why Are All the Black Kids Sitting Together in the Cafeteria? and Other Conversations About Race* (now in a new 2017 20th anniversary edition) and *Can We Talk About Race? and Other Conversations in an Era of School Resegregation* (2007), Tatum is a sought-after speaker on the topics of racial identity development, race and education, strategies for creating inclusive campus environments, and higher education leadership. In 2005 Dr. Tatum was awarded the prestigious Brock International Prize in Education for her innovative leadership in the field. A Fellow of the American Psychological Association, she was the 2014 recipient of the APA Award for Outstanding Lifetime Contributions to Psychology.

A civic leader in the Atlanta community, Dr. Tatum is engaged in educational initiatives designed to expand educational opportunity for underserved students and their families. In Atlanta she serves on the governing boards of the Westside Future Fund, Achieve Atlanta, Morehouse College, the Tull Charitable Foundation and the Georgia Power Company. She is also on the boards of Smith College, TIAA Charitable, and the Educational Testing Service.

She holds a B.A. degree in psychology from Wesleyan University, and M.A. and Ph.D. in clinical psychology from the University of Michigan as well as an M.A. in Religious Studies from Hartford Seminary. Over the course of her career, she has served as a faculty member at the University of California, Santa Barbara, Westfield State University, and Mount Holyoke College. Prior to her 2002 appointment as president of Spelman, she served as dean and acting president at Mount Holyoke College. In Spring 2017 she was the Mimi and Peter E. Haas Distinguished Visitor at Stanford University. She is married to Dr. Travis Tatum; they are the parents of two adult sons.

WEDNESDAY - DR. BETTINA L LOVE - SESSION 301

Dr. Love is an award-winning author and the Athletic Association Endowed Professor at the University of Georgia. She is one of the field's most esteemed educational researchers. Her writing, research, teaching, and activism meet at the intersection of race, education, abolition, and Black joy. Dr. Love is concerned with how educators working with parents and communities can build communal, civically engaged schools rooted in Abolitionist Teaching with the goal of intersectional social justice for equitable classrooms that love and affirm Black and Brown children. In 2020, Dr. Love co-founded the Abolitionist Teaching Network (ATN). ATN's mission is simple: develop and support teachers and parents to fight injustice within their schools and communities. In 2020, Dr. Love was also named a member of the Old 4th Ward Economic Security Task Force with the Atlanta City Council.

Dr. Love is a sought-after public speaker on a range of topics, including: Abolitionist Teaching, anti-racism, Hip Hop education, Black girlhood, queer youth, Hip Hop feminism, art-based education to foster youth civic engagement, and issues of diversity and inclusion. She is the creator of the Hip Hop civics curriculum GET FREE.

In 2014, she was invited to the White House Research Conference on Girls to discuss her work focused on the lives of Black girls. For her work in the field of Hip Hop education, in 2016, Dr. Love was named the Nasir Jones Hiphop Fellow at the Hutchins Center for African and African American Research at Harvard University. In April of 2017, Dr. Love participated in a one-on-one public lecture with bell hooks focused on the liberatory education practices of Black and Brown children. In 2018, Georgia's House of Representatives presented Dr. Love with a resolution for her impact on the field of education. She has also provided commentary for various news outlets including NPR, Ed Week, The Guardian, and the Atlanta Journal Constitution.

She is the author of the books *We Want to Do More Than Survive: Abolitionist Teaching and the Pursuit of Educational Freedom* and *Hip Hop's Li'l Sistas Speak: Negotiating Hip Hop Identities and Politics in the New South*. Her work has appeared in numerous books and journals, including the *English Journal*, *Urban Education*, *The Urban Review*, and the *Journal of LGBT Youth*.

THURSDAY – JULIA TORRES - SESSION 401

Julia E. Torres is an expert in secondary writing and reading instruction, including accelerated reading and writing instruction for multilingual students and those learning in urban environments.

Julia facilitates workshops and professional conversations around the country pertaining to best practices in reading and writing instruction, culturally sustaining pedagogies in language arts, as well as digital literacy and librarianship.

Currently, Julia is a teacher librarian for five schools on the Montbello Campus within the Far Northeast region of Denver Public Schools. Across over a decade in education, Julia has taught in small, medium, and large districts, across the Western United States. Her high school teaching career has included teaching freshman English up through advanced courses including World Literature and AP English Literacy and Composition. In 2014, Julia began teaching in the largest (and only urban district in Colorado)—Denver Public Schools. As a teacher at Denver Center for International Studies at Montbello, Julia taught Concurrent Enrollment English classes partnering with Aurora Community College. Julia has also taught Creative Writing and African-American Literature through University of Colorado Denver's Upward Bound pre-collegiate summer academic institute.

Within Denver Public Schools, Julia was chosen to be a member of the steering committee for the Superintendent's African-American Equity Task Force ongoing work that continues to seek improved schooling and work conditions for African-American students and teachers within Denver Public Schools. Julia has also cooperated with the DPS Imaginarium and the Culture Equity Leadership Team as a school leader working to spread the adoption of culturally responsive teaching practices throughout the district.

In May 2018, Julia was selected as a 2018-20 Heinemann Fellow. Her action research focuses on the changing role of school libraries, and the intersection between traditional and digital literacy as pertaining to the formation of reading identities among secondary education students in urban school districts.

As a teacher/activist committed to education as a practice of freedom, her practice is grounded in the work of empowering teachers and students to use language arts education to fuel resistance and positive social transformation. Julia has also served Colorado language arts teachers as the Vice-President and President of the regional NCTE affiliate—The Colorado Language Arts Society, she is the current NCTE Secondary Representative-at-Large. In her work as a member of Educolor's Working Group, Julia frequently collaborates with the collective by participating in online chats as well as local community organizing and the creation of school and classroom resources that promote educational equity, student agency, and the advancement of teacher pedagogy with respect to anti-bias/anti-racist educational curriculum development, and practices, as well as educational progressivism.

Julia writes a weekly blog at juliaetorres.blog and as a co-founder of DisruptTexts.org, she regularly contributes to online blog posts and discussions about disrupting the literary canon.

SATURDAY – DR. MICHAEL SADOWSKI - SESSION 501

Dr. Michael Sadowski, Interim Dean of Graduate Studies, also serves as Director of Inclusive Pedagogy and Curriculum in the Dean's Office and an Associate Professor in the Master of Arts in Teaching Program at Bard College. He teaches courses in youth identity development in the MAT program and LGBTQ+ Issues in U.S. Education in the Human Rights program. In addition to Bard, Michael has been an instructor at the Harvard Graduate School of Education, where he completed his doctorate, and was a visiting professor in 2016-17 at Stanford University.

Michael has published extensively on the issues affecting LGBTQ+ students, immigrant students, and adolescents more broadly. His 2016 book *Safe Is Not Enough* was featured by NPR and was cited by GLSEN founder Kevin Jennings as "the most important book written on LGBTQ issues in education in my lifetime." His other books include *In a Queer Voice: Journeys of Resilience from Adolescence to Adulthood* (Temple University Press, 2013), based on a seven-year longitudinal interview study, *Portraits of Promise: Voices of Successful Immigrant Students* (Harvard Education Press, 2013), and the edited volume *Adolescents at School* (Harvard Education Press, 2020), now in its third edition and used in teacher education programs around the country and abroad.

He also is the editor of the Youth Development and Education book series for Harvard Education Press and was editor of the Harvard Education Letter, for which he won a National Press Club Award. Michael is also a creative nonfiction writer. His memoir, *Men I've Never Been*, was shortlisted pre-publication for the William Faulkner-William Wisdom Award for Nonfiction and will be released in Spring 2021 as part of the Living Out series by the University of Wisconsin Press.

2021 Conference Schedule

MONDAY, FEBRUARY 1, 2021

- 4:45 p.m. General Session Platform Opens
- 5 p.m. Paula Herbart – General Session for All
- 5:45 p.m. 100 Series Platforms Open
- 6 – 7:30 p.m. 100 Series Sessions
- 7:30-8:30 p.m. Exhibit Vendors Available (see page 7 for specific information on vendors)

TUESDAY, FEBRUARY 2, 2021

- 5:45 p.m. 200 Series Platforms Open
- 6 – 7:30 p.m. 200 Series Sessions
- 7:30-8:30 p.m. Exhibit Vendors Available (see page 7 for specific information on vendors)

WEDNESDAY, FEBRUARY 3, 2021

- 5:45 p.m. 300 Series Platforms Open
- 6 – 7:30 p.m. 300 Series Sessions
- 7:30-8:30 p.m. Exhibit Vendors Available (see page 7 for specific information on vendors)

THURSDAY, FEBRUARY 4, 2021

- 5:45 p.m. 400 Series Platforms Open
- 6 – 7:30 p.m. 400 Series Sessions
- 7:30-8:30 p.m. Exhibit Vendors Available (see page 7 for specific information on vendors)

FRIDAY, FEBRUARY 5, 2021

- 5:45 p.m. PAC Reception Platform Opens
- 6 – 7:30 p.m. Virtual PAC Reception

SATURDAY, FEBRUARY 6, 2021

- 9 – 10 a.m. Exhibit Vendors Available (see page 7 for specific information on vendors)
- 10 a.m. 500 Series Platforms Open
- 10:15 – 11:45 a.m. 500 Series Sessions *
- 11:45 a.m. 600 Series Platforms Open
- 12 – 1:30 p.m. 600 Series Sessions

*There is one session that starts in the 500 series and continues through the 600 series.

Conference Happenings

EXHIBIT AREA

Even during this virtual conference, there will be an exhibit area for participants. Zoom links for each area will be included on the confirmation email received so that conference participants can go in/out of exhibit areas at the designated times.

MESSA - Warm up your Winter with our MESSA Trivia Activity

Learn more about MESSA and how we provide school employees exceptional benefits and unmatched personal service. Each participant will receive a MESSA giveaway, and the trivia winner will receive a "Grand Prize" as well as bragging rights.

Monday, February 1, 7:30 – 8:30 p.m.

Thursday, February 4, 7:30 – 8:30 p.m.

Specific questions or concerns can be emailed to: messafieldservices@messa.org

Human Resources will be available to meet with you and answer any questions you have around working at the MEA and the process to apply for any of the positions. Feel free to join the HR representatives on:

Monday, February 1, 7:30 – 8:30 p.m.

Tuesday, February 2, 7:30 – 8:30 p.m.

MEA-Financial Services will be available to explain the programs and services they offer, specifically investments and property / casualty insurance including the MEA member discount; and if you would like, set a time to speak privately about quoting your home and/or automobile insurance as well as discuss investing for retirement.

Monday, February 1, 7:30 – 8:30 p.m.

Tuesday, February 2, 7:30 – 8:30 p.m.

Wednesday, February 3, 7:30 – 8:30 p.m.

Thursday, February 4, 7:30 – 8:30 p.m.

Staples – MEA has an established discount program with Staples for MEA Members. There will be someone available to answer your questions as follows:

Monday, February 1, 7:30 – 8:30 p.m.

Tuesday, February 2, 7:30 – 8:30 p.m.

Wednesday, February 3, 7:30 – 8:30 p.m.

Thursday, February 4, 7:30 – 8:30 p.m.

Membership Information Systems – MIS, which includes the Membership Department, IT Department and MEA's Help Center, will have someone available to answer your questions around member benefits, dues, billing, online voting, and other online resources such as member-only and leader-only content on the MEA websites. They will be available as follows:

Monday, February 1, 7:30 – 8:30 p.m.

Tuesday, February 2, 7:30 – 8:30 p.m.

Wednesday, February 3, 7:30 – 8:30 p.m.

Thursday, February 4, 7:30 – 8:30 p.m.

Saturday, February 6, 9:00 – 10:00 a.m.

MEA Organizers will be available to meet with you and answer any questions you have around member engagement and retention. They'd love to chat with you about your local's organizing plan! Join them on the days and times as follows:

Monday, February 1, 7:30 – 8:30 p.m.

Wednesday, February 3, 7:30 – 8:30 p.m.

Saturday, February 6, 9:00 – 10:00 a.m.

PAC RECEPTION

MEA PAC and MEA would like to invite you to attend a virtual reception on Friday. All participants are welcome to attend the reception Friday evening, 6-7:30 p.m. This is another opportunity to virtually mix, mingle and get to know the other participants at the conference in a more relaxed atmosphere. If you would like to attend, please select "PAC Reception-I will attend" when you register online.

Important Information – Read All Before Registering

REGISTRATION GUIDELINES

- All persons attending all or any part of the conference must register.
 - Plan to register early since some sessions have limited enrollment. Registration Information is on page 9.
 - If you find you can no longer participate in any/all of the virtual sessions, please be sure to cancel via email including your name and local unit, and if you are cancelling all or just some of your sessions. Email can be sent to conferences@mea.org.
-

VERIFY YOUR EMAIL - ON THE FIRST SCREEN OF REGISTRATION

- Communication around the conference, including your confirmation email will be sent via email – to the email on the system.
 - All of the Zoom links needed to attend sessions will be included on the initial confirmation email so it is imperative that you watch for and receive that communication. It should arrive within just a few minutes of finalizing your registration.
-

REGISTRATION FEE

- Because the 2021 Winter Conference is a virtual offering, no fees will be charged to attend. However, you must be a member in good standing with the MEA and pre-register to participate.
-

CONFIRMATION EMAIL – MAKE SURE YOU WATCH FOR AND RECEIVE

- Again, all correspondence for the conference will be done via email, including the Zoom links needed and evaluations for each session.
 - If you do not receive your email within just a few minutes of completing your registration on the system, please contact the MEA at conferences@mea.org.
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SESSION EVALUATIONS

- Session evaluations will go out as soon as they can after each session – once a list of confirmed participants is received.
- If you do not receive a link to an evaluation for the session(s) you attend, please let us know at conferences@mea.org.

Conference Registration Information

Registration Deadline: January 22, 2021.

Session enrollments are limited. Register early!

REGISTRATION PROCESS

Online registration will be available through January 22, 2021 only.

Click the button to register. If that direct link doesn't work on your device, you can:

1. Go to www.mea.org/login and log in (you can create your login credentials there or reset a lost password).
2. Click on the Event Registration button.
3. Complete the registration process under Upcoming Events.

Please NOTE: To use online registration, each member must sign into their MEA account so that the information is on their record. One MEA member cannot register another MEA member.

Please verify that your email address is correct in the system before registering. This is how you will receive a confirmation email to let you know that the registration was processed correctly.

Session availability will be in real time so there is no need to list/select a 1st, 2nd and 3rd choice when registering online (as you do when submitting a paper copy with payment). If the session is available to select as the member is registering, there are seats available in that session. Remember that even in a virtual setting, there are limits on the number of participants – for varying reasons.

IMPORTANT: If you receive a message about any time overlap, you have registered for overlapping sessions and will need to remove one of the sessions before you can finalize the registration. The system is trying to help make sure your registration is complete/correct so no further action will be required on your part prior to the conference.

Watch for a confirmation email. This will be your proof that the registration processed all the way through the system.

If you do not receive a confirmation email immediately following registering, please notify Carolyn Cortright at conferences@mea.org to confirm your registration was processed.

mea.org/login

MEA SCECHs & ESP Certificate Program Credit

STATE CONTINUING EDUCATION CLOCK HOURS (SCECH) ELIGIBLE SESSIONS

TO PARTICIPATE: If you would like to participate in the State Continuing Education Clock Hours (SCECH) Program, please indicate that during the on-line registration process. The following sessions are eligible for SCECH credit. Not all sessions are eligible for SCECH credits.

102	Michigan Education Finance	305	Great Mentors Are Impossible to Forget!
104	Introduction to Peer-Designed And Led Professional Learning Workshops	307	Section 504 – Protections for Disabled Members
105	It's Not a Secret - Advocacy with Transparency	310	Student Loan Forgiveness
106	Mindfulness, Movement and Nutrition: 3 Keys to Wellness	403	Understanding the Next Generation of Educators: A Social Justice Mindset
107	Evaluation Part I: An Evaluation Overview	406	Evaluation Part II: Focus on the Marzano Model
202	Local Wellness Programs: If You Build It, They Will Come	407	It's Not a Secret - Advocacy with Transparency
203	Pre-Retirement Information for MIP and Basic Members (abridged)	411	Workers Compensation
204	MiNE - Michigan New Educators: Support and Networking for Early Career Educators	503	Free Speech and Social Media Issues
205	What Schools Need to Know: LGBTQ Students and Staff	507	Evaluation Part II: Focus on the Danielson Model & Thoughtful Classroom
206	The State of Health Benefits Law	509-609	Creating an HBCU Inclusive College-Going Culture (COVID Edition)
207	Evaluation Part II: Focus on the 5D Model	601	How to be an Actionable Anti-Racist
302	FMLA, ADA and Leaves	602	What Schools Need to Know: LGBTQ Students and Staff
303	#IAMEQUITY – Balance in the Educational Environment That Empowers		

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

MICHIGAN ESP CENTER FOR PROFESSIONAL LEARNING ESP CERTIFICATE PROGRAM ELIGIBLE SESSIONS



TO PARTICIPATE: If you would like to participate in the Michigan ESP Center for Professional Learning ESP Certificate Program, please indicate that during the online registration process. These are the sessions that are eligible for credit through the ESP Certificate Program. Not all sessions are eligible for ESP credits.

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

ESP – CORE: COMMUNICATION

- 404 Go Ahead BRAG a Little, We Won't Tell...
- 504 Raise Your Voice – Storytelling to Make Our Message Heard

ESP – CORE: LEGAL/ETHICAL

- 108 MERC Update
- 206 The State of Health Benefits Law
- 302 FMLA, ADA and Leaves
- 304 Hot Topics: A Legal Update
- 307 Section 504 – Protections for Disabled Members
- 411 Workers Compensation
- 503 Free Speech and Social Media Issues

ESP – ELECTIVE: CULTURAL DIVERSITY

- 205 What Schools Need to Know: LGBTQ Students and Staff
- 303 #IAMEQUITY – Balance in the Educational Environment That Empowers
- 509-609 Creating an HBCU Inclusive College-Going Culture (COVID Edition)
- 601 How to be an Actionable Anti-Racist
- 602 What Schools Need to Know: LGBTQ Students and Staff

ESP – ELECTIVE: MEDICAL/HEALTH

- 106 Mindfulness, Movement and Nutrition: 3 Keys to Wellness

ESP – ELECTIVE: WORK ENVIRONMENT/SCHOOL ORGANIZATION

- 104 Introduction to Peer-Designed And Led Professional Learning Workshops
- 305 Great Mentors Are Impossible to Forget!
- 411 Workers Compensation
- 503 Free Speech and Social Media Issues
- 603 Your 21st Century Guide to Organizing Through Apathy

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

2021 Winter Conference

MONDAY, February 1		TUESDAY, February 2		WEDNESDAY, February 3		THURSDAY, February 4		FRIDAY, Feb. 5		SATURDAY, February 6																					
100 Series 6:00-7:30 p.m.		200 Series 6:00-7:30 p.m.		300 Series 6:00-7:30 p.m.		400 Series 6:00-7:30 p.m.		500 Series 10:15-11:45 a.m.		600 Series 12:00-1:30 p.m.																					
101 AN EVENING WITH DR. DONNA RICH KAPLOWITZ	102 MICHIGAN EDUCATION FINANCE	103 IT ALL STARTS WITH A MEAL	104 INTRODUCTION TO PEER-DESIGNED AND LED PROFESSIONAL LEARNING WORKSHOPS	105 IT'S NOT A SECRET – ADVOCACY WITH TRANSPARENCY	106 MINDFULNESS, MOVEMENT AND NUTRITION: 3 KEYS TO WELLNESS	107 EVALUATION PART I: AN EVALUATION OVERVIEW	108 MERC UPDATE	109 CHAT WITH THE MEA EXECUTIVES	110 BARGAINING BASICS – PART 1	111 TAKING POWERFUL NOTES	501 SPEND SOME TIME WITH DR. MICHAEL SADOWSKI	502 TAKING CONTROL - LOCALLY	503 FREE SPEECH AND SOCIAL MEDIA ISSUES	504 RAISE YOUR VOICE – STORYTELLING TO MAKE OUR MESSAGE HEARD	505 HOW TO LOBBY/CHAT WITH A LOBBYIST	506 INDEMNITY PLANS: A NEW STRATEGY	507 EVALUATION PART II: FOCUS ON THE DANIELSON MODEL & THOUGHTFUL CLASSROOM	508 DRAFTING CONTRACT LANGUAGE – THE BASICS	509-609 CREATING AN HBCU INCLUSIVE COLLEGE-GOING CULTURE (COVID EDITION)	510 BUILDING BETTER RELATIONSHIPS AT THE BARGAINING TABLE AND BEYOND											
GENERAL SESSION																															
P A C R E C E P T I O N																															
201 AN EVENING WITH DR. BEVERLY TATUM	202 LOCAL WELLNESS PROGRAMS: IF YOU BUILD IT, THEY WILL COME	203 PRE-RETIREMENT INFORMATION FOR MIP & BASIC MEMBERS (ABRIDGED)	204 MINE – MICHIGAN NEW EDUCATORS: SUPPORT AND NETWORKING FOR EARLY CAREER EDUCATORS	205 WHAT SCHOOLS NEED TO KNOW: LGBTQ STUDENTS AND STAFF	206 THE STATE OF HEALTH BENEFITS LAW	207 EVALUATION PART II: FOCUS ON THE 5D MODEL	208 COMMUNICATION BUILDING BLOCKS: GROWING MEMBERSHIP WITH THE NEW TOOLKIT RESOURCES	209 LEGISLATIVE UPDATE	210 BARGAINING BASICS – PART 2	211 TREASURERS WORKSHOP	301 AN EVENING WITH DR. BETTINA LOVE	302 FMLA, ADA AND LEAVES	303 #IAMEQUITY – BALANCE IN THE EDUCATIONAL ENVIRONMENT THAT EMPOWERS	304 HOT TOPICS: A LEGAL UPDATE	305 GREAT MENTORS ARE IMPOSSIBLE TO FORGET!	306 THE SPECIAL SAUCE: MESSA'S VALUE-ADDED BENEFITS	307 SECTION 504 – PROTECTIONS FOR DISABLED MEMBERS	308 COMMUNICATING YOUR BARGAINING POSITIONS	309 MUST KNOW MEMBER BENEFITS FROM MEA FINANCIAL SERVICES	310 STUDENT LOAN FORGIVENESS	401 AN EVENING WITH JULIA TORRES	402 SOCIAL SECURITY RETIREMENT PLANNING WORKSHOP	403 UNDERSTANDING THE NEXT GENERATION OF EDUCATORS: A SOCIAL JUSTICE MINDSET	404 GO AHEAD BRAG A LITTLE, WE WON'T TELL...	405 MESSA AT YOUR FINGERTIPS	406 EVALUATION PART II: FOCUS ON THE MARZANO MODEL	407 IT'S NOT A SECRET – ADVOCACY WITH TRANSPARENCY	408 ASSOCIATION REPRESENTATION	409 CHAT WITH THE MEA EXECUTIVES	410 LOOKING BACK TO ELECTION 2020 – AND AHEAD TO 2022	411 WORKERS COMPENSATION

2021 Session Descriptions

Monday, February 1

Waiting rooms open/check in begins at 5:45 p.m.
Sessions 6:00 – 7:30 p.m.

101 AN EVENING WITH DR. DONNA RICH KAPLOWITZ

All too often, race discourse in the United States devolves into shouting matches, silence, or violence, all of which are mirrored in today's classrooms. This session will introduce the book written on this topic that will help individuals develop the skills needed to facilitate difficult dialogues across race in high school and college classrooms, in teacher professional learning communities, and beyond. The authors codify best practices in race dialogue facilitation by drawing on decades of research and examples from their own practices. They share their mistakes and hard-earned lessons to help readers avoid common pitfalls. Through their concrete lesson plans and hands-on material, both experienced and novice facilitators can immediately use this inclusive and wide-ranging curriculum in a variety of classrooms, work spaces, and organizations with diverse participants. This will be a facilitated conversation so please bring your questions. Also, the first ten people to register and attend the session will receive a copy of the book at the end of the conference.

Presenter: Dr. Donna Rich Kaplowitz, University of Michigan Faculty Co-Director of Intergroup Relations

102 MICHIGAN EDUCATION FINANCE

This session will give attendees a basic understanding of how Michigan's education finance system functions at both the state and local level. Attendees will also learn about ways they can engage in education finance issues in their districts as well as what policy options are available to the state.

Presenter: Tanner Delpier, MEA Labor Economist

103 IT ALL STARTS WITH A MEAL

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
Becky Schipper, Hudsonville EA Member
Brad Nederveld, Hudsonville EA President

104 INTRODUCTION TO PEER-DESIGNED AND LED PROFESSIONAL LEARNING WORKSHOPS

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

105 IT'S NOT A SECRET - ADVOCACY WITH TRANSPARENCY

This session will repeat as Session 407 on Thursday.

School board policies, transparency reporting websites, and additional tools are publically available for your benefit. Learn how to use these documents and others to advocate for your members. Examples of how to distribute information in a brief, concise format will be provided for EA and ESP members.

Presenters: Deb Larson, MEA UniServ Director
Lisa Robbins, MEA UniServ Director

106 MINDFULNESS, MOVEMENT AND NUTRITION: 3 KEYS TO WELLNESS

The education profession has become increasingly stressful, and too much stress can negatively impact health, well-being, work attitudes and turnover. Attendees will learn the basic biology of stress and its impact on health. They'll also learn strategies to increase resiliency and improve health, while gaining a higher level of wellness.

Presenter: Rhonda Jones, MESSA Health Promotion Consultant

107 EVALUATION PART I: AN EVALUATION OVERVIEW

Attendees will learn how various evaluation tools are used to improve the teaching and learning experiences in their classrooms. The training explains the key components of the evaluation laws and describes resources available from MDE.

This is not a comprehensive detailed review of any specific evaluation tool/model. This training session is designed to provide general information about what you need to know and how you need to prepare to demonstrate effectiveness, regardless of the evaluation tool/model being used.

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

108 MERC UPDATE

This session will discuss recent developments under Michigan's public sector bargaining law, the Public Employment Relations Act ("PERA") during the 2020 calendar year. Focus of this session will be on the most recent cases/issues by the Michigan Employment Relations Commission ("MERC") as well as state court decisions that impact the collective bargaining rights of MEA members.

Presenter: Doug Wilcox, MEA Staff Attorney

109 CHAT WITH THE MEA EXECUTIVES

This session will repeat as Session 409 on Thursday.

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
Mike Shoudy, MEA Executive Director

110 BARGAINING BASICS – PART 1

This session will focus on bargaining for both EA groups and ESP groups. Topics covered in Part I will include bargaining team basics – How Good Teams Work and Bargaining Team Authority. It will also focus on planning for bargaining through requesting and analyzing unit & district economic information. Part I will also present ideas for collecting non-economic information, writing surveys, and getting information from your membership. Subjects of bargaining for EA and ESP will be explored, and a brief summary of styles and strategies for bargaining will be included in this session.

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

111 TAKING POWERFUL NOTES

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 Epple, Mount Pleasant EA President

Tuesday, February 2

Waiting rooms open/check in begins at 5:45 p.m.

Sessions 6:00 – 7:30 p.m.

201 AN EVENING WITH DR. BEVERLY TATUM

This session will allow you to spend one hour talking to Dr. Beverly Tatum, a psychologist, administrator and educator, who has conducted research and written books on the topic of racism. Focusing specifically on race in education, racial identity development in teenagers, and assimilation of black families and youth in white neighborhoods. Dr. Tatum uses works from her students, personal experience, and psychology learning.

This will be a facilitated conversation so please bring your questions. Also, the first ten people to register and attend the session will receive a copy of one of the speaker's books at the end of the conference.

Presenter: Dr. Beverly Tatum, Author

202 LOCAL WELLNESS PROGRAMS: IF YOU BUILD IT, THEY WILL COME

A worksite wellness program is a great way to help your members learn about MESSA wellness benefits, while picking up tips for healthy living and building workplace camaraderie. This session will give you tools needed to build a worksite wellness program for your district in a virtual or brick-and-mortar setting.

Presenter: Rhonda Jones, MESSA Health Promotion Consultant

203 PRE-RETIREMENT INFORMATION FOR MIP AND BASIC MEMBERS (ABRIDGED)

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 Medicare, MPSERS pension, MPSERS health benefits, applying for retirement with ORS, and working after retirement.

Presenter: Paul Helder, MEA Field Services Consultant/Retirement

204 MINE - MICHIGAN NEW EDUCATORS: SUPPORT AND NETWORKING FOR EARLY CAREER EDUCATORS

In a year unlike any other, early career educators are feeling more stress and facing more challenges than ever. MEA is here to help with a network of early career educators creating a support system and programming for these members. This session will provide leaders and members with information regarding the MEA Early Career Educators program. Statewide coordinators (six 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 six regional hubs currently and are looking to expand the program state-wide over the next two years.

Presenters: Danielle Baranowski, Bay City EA Member
Anthony Barnes, Kalamazoo EA Member
Colin Campbell, Royal Oak EA Member
Annette Christiansen, MEA UniServ Consultant-Professional Issues Organizer
Amanda Henderson, Rochester EA Member
Brittney Maczala, Monroe City EA Member

205 WHAT SCHOOLS NEED TO KNOW: LGBTQ STUDENTS AND STAFF

This session will repeat as Session 602 on Saturday.

Participants will be presented with more than a dozen scenarios that involve LGBTQ related issues impacting both students and staff. They will discuss these issues and brainstorm solutions, while presenters will provide them with the current state of law regarding each scenario. In addition, participants will have the opportunity to have other LGBTQ related issues (not covered in the scenarios) to be addressed. Participants will also receive a summary of LGBTQ related school issues and the laws that address them.

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

206 THE STATE OF HEALTH BENEFITS LAW

Bargainers will receive essential information about — and MESSA's response to — state and federal laws impacting health benefits, including the Affordable Care Act, PA 152 of 2011 (the state's "hard cap" law), amendments to PA 106 of 2007, Section 125 plans and other recent legislation that impacts claims payments.

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

207 EVALUATION PART II: FOCUS ON THE 5D MODEL

Attendees will learn how the 5 Dimensions evaluation tool is used to improve the teaching and learning experiences in their classrooms, as well as learn how to efficiently demonstrate effective classroom practice specific to the tool and utilize the resources available from MDE.

Presenter: Milt Rehberg, MEA UniServ Director

208 COMMUNICATION BUILDING BLOCKS: GROWING MEMBERSHIP WITH THE NEW TOOLKIT RESOURCES

An introduction to resources that were developed to increase effectiveness in organizing your membership around recruiting potential members and retaining current members. A focus on communication best practices will energize your local and increase member engagement. Participants will leave with ready-to-roll resources from the NEW Organizing Toolkit.

Presenters: Christine Anderson, MEA UniServ Director
Tom Greig, MEA UniServ Specialist Membership & Data Coordinator
Caleigh Hunt, MEA UniServ Specialist-LO-Exec Dir-Field Organizer
Michael McGee, MEA UniServ Director
Shawn Shivnen, MEA UniServ Director

209 LEGISLATIVE UPDATE

Budget, bargaining rights, Michigan Merit Curriculum, retirement issues, evaluation, employee rights, certification requirements, teacher preparation, school rating scales, school reform, transportation issues etc., are all topics of legislation affecting higher education, K-12, and pre-K education. Meet with the MEA lobbyists for a current update on the issues, as well as pointers and discussion on how to communicate with legislators. We will also obtain input from participants for the Legislative Commission as they develop our Legislative Priorities for the 2021-23, 101st, Legislative Session.

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

210 BARGAINING BASICS – PART 2

This session will focus on bargaining for both EA groups and ESP groups. It will review styles and strategies for bargaining, with attention given to the do's and do not's a team should consider. This session will also review subjects of bargaining. Also covered in Part 2 will be; writing contract language, checklists and considerations for TA's, mediation, fact finding, and impasse.

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

211 TREASURERS WORKSHOP

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
Brett Smith, MEA Secretary/Treasurer

Wednesday, February 3

Waiting rooms open/check in begins at 5:45 p.m.

Sessions 6:00 – 7:30 p.m.

301 MEET WITH AUTHOR AND PROFESSOR DR. BETTINA LOVE

This session will allow you to spend the evening talking to Dr. Bettina Love an associate professor of educational theory and practice. Her research focuses on how teachers and schools working with parents and communities can build communal, civically engaged schools rooted in intersectional social justice for the goal of equitable classrooms. This will be a facilitated conversation so please bring your questions. Also, the first ten people to register and attend the session will receive a copy of one of the speaker's books at the end of the conference.

Presenter: Dr. Bettina Love, University of Georgia Associate Professor

302 FMLA, ADA AND LEAVES

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.

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

303 #IAMEQUITY – BALANCE IN THE EDUCATIONAL ENVIRONMENT THAT EMPOWERS

Helping educators heighten their effectiveness to cement the critical foundation of equity within their 21st-century classroom communities. Learn the most relevant research and usable strategies that can be intentionally employed, in order to secure positive impact for ALL students, and lasting solace for essential educators.

Presenter: LaTesa Brown, Flint EA Member

304 HOT TOPICS: A LEGAL UPDATE

Public education and public employees have been under attack at the state and federal level. Believe it or not, things are looking up. This session will review new and continuing laws, litigation and issues that affect public employment in education.

Presenter: Lisa Harrison, MEA Legal Services Director – General Counsel

305 GREAT MENTORS ARE IMPOSSIBLE TO FORGET!

"A great mentor is hard to find, difficult to part with, and impossible to forget!" This presentation will set your local on a journey developing a great mentorship program. Programs for EA, Higher Ed. and ESP will be presented with helpful hints on how to run these programs in a virtual world with your members through presentation of different modules including a module on promoting Association membership!

Presenters: Renaye Baker, MEA UniServ Director
Linda LaVictor, MEA UniServ Organizational Development Specialist
Lisa Robbins, MEA UniServ Director

306 THE SPECIAL SAUCE: MESSA'S VALUE-ADDED BENEFITS

MESSA members have access to value-added benefits that improve health and well-being. Attendees will learn about MESSA's free case management programs, the Omada diabetes prevention and weight loss program, Livongo's diabetes management program, online doctor visits, the LTD medical waiver and more.

This session is limited to 50 participants.

Presenters: Tim Heim, MESSA Field Representative
Kirk Ozanich, MESSA Field Representative

307 SECTION 504 – PROTECTIONS FOR DISABLED MEMBERS

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 members with federally recognized disabilities. This is critical to the estimated 20% of membership who are disabled.

Presenters: Steven Ellison, Monroe ISD EA Member
Jimalatice “Jima” Thomas-Gilbert, MEA UniServ Director

308 COMMUNICATING YOUR BARGAINING POSITIONS

The way to best leverage support for your bargaining positions is to provide impactful communications to the constituent groups that have a common interest in those positions.

In this session, you will learn a system to strategically determine what you should say about your bargaining positions and what to avoid.

Presenters: Krista Abbott, MEA UniServ Director
Craig Culver, MEA Bargaining Consultant
Bruce Jordan, MEA UniServ Director
Dave Martinson, MEA UniServ Director
Joe Washington, MEA UniServ Director
Jean Weiss, MEA UniServ Director

309 MUST KNOW MEMBER BENEFITS FROM MEA FINANCIAL SERVICES

If you are an MEA Member and you haven't explored all the wonderful benefits offered by MEA Financial Services, then this session is a MUST! During our time, we will explore the variety of investment and insurance products available to members. Join us for some fun and a chance to win some amazing prizes!

Presenters: Jason Diotte, MEA Financial Services Manager
Amy Lothschultz, MEA Financial Services Senior Manager, Investments

310 STUDENT LOAN FORGIVENESS

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
Terese Fitzpatrick, MEA UniServ Director
Christine King, MEA UniServ Director
Jon Toppen, MEA UniServ Director
Marty Zmiejko, MEA UniServ Director

Thursday, February 4

Waiting rooms open/check in begins at 5:45 p.m.

Sessions 6:00 – 7:30 p.m.

401 MEET WITH AUTHOR AND EDUCATOR JULIA TORRES

Meet librarian and practitioner Julia Torres as she shares best practices in reading and writing instruction, culturally sustaining pedagogies in language arts, as well as digital literacy and librarianship. This will be a facilitated conversation so please bring your questions. Also, the first ten people to register and attend the session will receive a gift card to enhance the learning library in your classroom or home.

Presenter: Julia Torres, Librarian, Denver Public Schools

402 SOCIAL SECURITY RETIREMENT PLANNING WORKSHOP

You can never be too early or too late when it comes time to plan for a secure retirement. There are many factors to consider when making that monumental decision and one of them is Social Security.

This webinar will not only cover typical Social Security situations, but will explore filing strategy options regarding spouses and divorced spouses benefits, key factors to consider when determining the right time to file, how you can work and collect benefits at the same time, and how and when to file the application. In addition, find out how your decision on when to file for retirement benefits can affect widow(er)s benefits and learn about Medicare - when you must have it and when you don't need it.

Take the first step in planning for your future by taking advantage of this interactive free webinar provided by a Social Security employee.

Presenter: Vonda VanTil, Social Security Public Affairs Specialist

403 UNDERSTANDING THE NEXT GENERATION OF EDUCATORS: A SOCIAL JUSTICE MINDSET

This session will provide a brief overview of the Aspiring Educators of Michigan (AEM) program and the ways in which the next generation of educators is being taught to lead classrooms with a social justice mindset.

Presenters: Molly Carlin, Michigan State University AEM Member
Brittany Perreault, Michigan State University AEM Member
Kate Singer, Central Michigan University AEM Member

404 GO AHEAD BRAG A LITTLE, WE WON'T TELL...

This training is geared towards empowering local associations to identify, document, and communicate the work to improve working conditions for public education. We will introduce the NEA BRAG sheet, which will help you visualize the collective action taken by locals, and then to plan the next steps to communicating and tracking association 'wins', both large and small. This is an invaluable tool for developing messaging to effectively communicate the value of membership to prospective members.

Presenters: Mary Aldecoa, MEA UniServ Organizational Development Specialist
Capalene Howse, MEA UniServ Director
Eric Kennedy, MEA UniServ Director
Linda LaVictor, MEA UniServ Organizational Development Specialist
Bill Milligan, MEA UniServ Director

405 MESSA AT YOUR FINGERTIPS

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

406 EVALUATION PART II: FOCUS ON THE MARZANO MODEL

Attendees will learn how the Marzano evaluation tool is used to improve the teaching and learning experiences in their classrooms, as well as learn how to efficiently demonstrate effective classroom practice specific to the tool and utilize the resources available from MDE.

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

407 IT'S NOT A SECRET - ADVOCACY WITH TRANSPARENCY

This is a repeat of Session 105 on Monday.

School board policies, transparency reporting websites, and additional tools are publically available for your benefit. Learn how to use these documents and others to advocate for your members. Examples of how to distribute information in a brief, concise format will be provided for EA and ESP members.

Presenters: Deb Larson, MEA UniServ Director
Lisa Robbins, MEA UniServ Director

408 ASSOCIATION REPRESENTATION

Learn the ins and outs of representing association members. This session will look at Weingarten Rights, Duty of Fair Representation, PR, Member Engagement, and much more. You will leave this session with ideas to take back to your local association and a better feeling about representing members.

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

409 CHAT WITH THE MEA EXECUTIVES

This is a repeat of Session 109 on Monday.

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
Mike Shoudy, MEA Executive Director

410 LOOKING BACK TO ELECTION 2020 – AND AHEAD TO 2022

Discuss lessons learned from the critical 2020 elections and how they can be applied as we prepare for 2022, when elections for Governor and other statewide offices, as well as new legislative lines for the State House and Senate, will lay Michigan's course for the decade to come. Learn what you can be doing now to get ready for important state and local elections on the horizon.

Presenters: Jessica Lumbreras, MEA UniServ Consultant/Member-Political Organizer
Doug Pratt, MEA Public Affairs Director

411 WORKERS COMPENSATION

Help - I've fallen and I can't get up! If this happens on the job, you will likely become enmeshed in the Workers' Disability Compensation System. This session deals with the basic provisions of the act, common problems and issues, and what you need to know and do to protect your rights.

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

Saturday, February 6

Waiting rooms open/check in begins at 10:00 a.m.

Sessions 10:15 – 11:45 a.m.

501 MEET WITH AUTHOR AND PROFESSOR DR. MICHAEL SADOWSKI

This session will allow you to spend the morning talking to Dr. Michael Sadowski an interim dean and professor of education. He researches extensively on the issues affecting LGBTQ+ students, immigrant students, and adolescents more broadly. This will be a facilitated conversation so please bring your questions. Also, the first ten people to register and attend the session will receive a copy of one of the speaker's books at the end of the conference.

Presenter: Dr. Michael Sadowski, Bard College Interim Dean

502 TAKING CONTROL – LOCALLY

Local elections are the most important campaigns members can run for control of their districts and their working conditions. Participants will learn how to run successful school board and enhancement millage campaigns from local leaders and their campaign teams. Enhancement millages provide county-wide general fund money to school districts and can add up to millions of dollars for your students.

Presenters: Jessica Lumbreras, MEA UniServ Consultant/Member-Political Organizer
Liza Parkinson, Utica EA President
Beth Pyden, MEA UniServ Director

503 FREE SPEECH AND SOCIAL MEDIA ISSUES

Free speech? There is no absolute right to free speech if you are a public employee. This session will explore the limits of free speech rights for public employees. Social media also plays a big role in many free speech issues. Examples of not-so-good ideas and tips on how to stay out of trouble while on social media will be discussed.

Presenters: Nick Caldwell, MEA Staff Attorney-Arbitration Specialist
Michelle Pollok, MEA Staff Attorney

504 RAISE YOUR VOICE – STORYTELLING TO MAKE OUR MESSAGE HEARD

Without a compelling story, facts and figures don't change minds. That's why it's essential that frontline school employees – who benefit from strong public trust – share their first person experiences as part of advocating for what students and educators need. Learn how to make your voice heard as a Champion for Education, including training on messaging, preparation, tactics and more.

Presenters: Brenda Ortega, MEA Editor
Doug Pratt, MEA Public Affairs Director

505 HOW TO LOBBY/CHAT WITH A LOBBYIST

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 online material will be part of this presentation.

This is also 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 (or on Zoom!). This session will provide valuable information as you discuss with others MEA legislative programs.

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

506 INDEMNITY PLANS: A NEW STRATEGY

Leaders and bargainers have been looking for new resources to help members manage insurance costs over the hard cap. MESSA is happy to announce new indemnity plans, which are critical illness, accident and hospitalization plans for individuals and negotiated groups. This strategy helps defray out-of-pocket costs and isn't subject to PA 152.

Presenters: Brad Gibson, MEA Insurance Strategy & Development Consultant
Tim Heim, MESSA Field Representative

507 EVALUATION PART II: FOCUS ON THE DANIELSON MODEL & THOUGHTFUL CLASSROOM

Attendees will learn how both the Charlotte Danielson and the Thoughtful Classroom evaluation tools are used to improve the teaching and learning experiences in their classrooms, as well as learn how to efficiently demonstrate effective classroom practice specific to these tools and utilize the resources available from MDE.

Presenters: Terese Fitzpatrick, MEA UniServ Director
Christine King, MEA UniServ Director

508 DRAFTING CONTRACT LANGUAGE – THE BASICS

As a bargainer you are drafting contract language. Learn how to draft language that is clear and unambiguous. Using the correct words to convey your intent, prevents others from misinterpreting what your language means.

Presenter: Suzanne Clark, MEA Staff Attorney-Arbitration Specialist

509-609 CREATING AN HBCU INCLUSIVE COLLEGE-GOING CULTURE (COVID EDITION)

NOTE: This session continues into the 600 Series. You should plan on attending this session the rest of the conference and not sign up for a 600 series session.

HBC&U Legacies is a team of educators who has facilitated the Historically Black Colleges & University dialogue at various conferences, schools, churches and for organizations within the state of Michigan and throughout the nation. It is our mission to provide the appropriate tools for HBCU exploration, application, and financing.

Presenters: Sonya Griggs, HBC&U Legacies, School Counselor
Rakiba Mitchell, HBC&U Legacies President, School Counselor
Tracey Pennick, HBC&U Legacies, School Counselor
Leonard Rusher, HBC&U Legacies, Retired JROTC Instructor
Alan Washington, HBC&U Legacies, Assistant Principal

510 BUILDING BETTER RELATIONSHIPS AT THE BARGAINING TABLE AND BEYOND

Emotional intelligence and interpersonal communication are oftentimes just as important as knowing budgetary facts and figures. In this session, attendees will learn of 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

Saturday, February 6

Waiting rooms open/check in begins at 11:45 a.m.
Sessions 12:00 – 1:30 p.m.

601 HOW TO BE AN ACTIONABLE ANTI-RACIST

Educators are looking for ways to become an anti-racist. In this session, participants will understand what one person's journey has looked like for becoming an action oriented anti-racist. Resources will be shared for participants to start or continue their journey to eradicating racism.

Presenter: Jill Griffin, MDE Education Consultant

602 WHAT SCHOOLS NEED TO KNOW: LGBTQ STUDENTS AND STAFF

This is a repeat of Session 205 on Tuesday.

Participants will be presented with more than a dozen scenarios that involve LGBTQ related issues impacting both students and staff. They will discuss these issues and brainstorm solutions, while presenters will provide them with the current state of law regarding each scenario. In addition, participants will have the opportunity to have other LGBTQ related issues (not covered in the scenarios) to be addressed. Participants will also receive a summary of LGBTQ related school issues and the laws that address them.

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

603 YOUR 21ST CENTURY GUIDE TO ORGANIZING THROUGH APATHY

Organizing for power, especially when faced with worker apathy, is difficult. However, there are proven methods to change your approach that can change a stagnant organization into a vibrant and powerful union. This is not easy, and this session will likely change how you behave within your union. Unless you already lead a vibrant and strong union where all workers participate directly in workplace democracy, you will be challenged.

Presenters: Caleigh Hunt, MEA UniServ Specialist-LO-Exec Dir-Field Organizer
Rodolfo Palma, MEA UniServ Specialist-MEA PSA Special Project

604 THE LEADER PORTAL: STRENGTHEN YOUR LOCAL THROUGH DATA

Learn about new tools for local leaders:

- Tap into live membership data to assess the health of your local
- Visualize your local's progress with key performance indicators
- Identify and support your at-risk members
- Learn how to use the new Dues Calculator to estimate dues

Audience: Local President, Vice President, Secretary, Treasurer, Membership Chair

Presenter: Angela Lanczynski, MEA Membership Information Systems Director

605 MESSA INSURANCE 101

You don't need to be an insurance expert, but you do need to understand the brass tacks to get the best contract possible for your members. Attendees will learn the basics of medical, dental, vision, life and LTD insurance, and walk away with the knowledge to bargain great group coverage.

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

606 JUST FOR BARGAINING CHAIRPERSONS

As the title suggests, this session is intended specifically for bargaining team/process leaders. We will focus on strategies to help you with team management as well as issue management. Best practices for many of the current trends and strategies being faced by bargainiers will be the other main focus of this training.

Presenter: Craig Culver, MEA Bargaining Consultant

607 GOTCHA! HOW TO CATCH, SUPPORT AND RETAIN MINORITY AND PROBATIONARY TEACHERS

In this session, you will learn how the Ann Arbor Education Association (AAEA) makes initial contact with its new hires, and created a monthly professional development and mentoring program that targets probationary and minority teachers which helps to give them credit towards their additional 90 hours of PD and gets them actively involved with the union.

Presenters: Tamala Bell, Ann Arbor EA Member
Tierra Jackson, Ann Arbor EA Member

608 MEA BUDGET 2021-2022

This session will provide an in-depth look at the 2021-2022 proposed MEA Budget.

Presenters: Matt DeWolf, MEA Finance Director
Brett Smith, MEA Secretary/Treasurer

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, Director of MEA Center for Leadership and Learning and Conference Manager
Carolyn Cortright, MEA Center for Leadership and Learning and Conference Assistant

Michigan Education Association

1216 KENDALE BLVD, PO BOX 2573, EAST LANSING, MI 48826-2573 517-332-6551 OR 800-292-1934 WWW.MEA.ORG

PAULA J. HERBART, PRESIDENT • CHANDRA MADAFFERI, VICE PRESIDENT
BRETT R. SMITH, SECRETARY-TREASURER • MICHAEL SHOUDY, EXECUTIVE DIRECTOR

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.

