Who are we?
How did we get here?
Where are we going?

2023 ESP Conference
June 23–24, 2023
MEA Headquarters • East Lansing, MI
ESP Conference Purpose

This statewide conference is designed to serve the expressed needs of the Education Support Professional members in good standing of the Michigan Education Association. Individual workshop sessions have been structured to meet both the generic and specific needs of the group.

ESP Conference Committee

Eursla Moore-Doyle, Co-Chair
Jennifer Shelito – Co-Chair
Charles Bacon
Sue Federico
Martin McDonough
Deanna Pierson
Antonella Piccirilli
Jeff Wilson

For Further Information

Coordinator: Shannon Alston salston@mea.org
Registration: Nancy Morrow nmorrow@mea.org
Phone: 800-292-1934 517-332-6551
Fax: 517-336-4048
Address: 1216 Kendale Blvd., PO Box 2573
East Lansing, MI 48826-2573

You can also find more information online at mea.org.

This conference is underwritten in part by MESSA and MEA Financial Services.
As MEA ESP Caucus President, it is my pleasure to invite you to attend our ESP Conference on June 23-24, at MEA Headquarters in East Lansing. Education Support Professionals are always going the extra mile to ensure we provide a safe and clean environment in which to learn.

**General Opening Session** - As we kick off our 2023 conference, we will begin by welcoming conference attendees; introducing everyone to your MEA ESP Caucus Executive Board, MEA leadership and staff; touching on a few key issues ahead of us as union members in 2023.

**ESP Giving Back** - The ESP Caucus Executive Board celebrates the seventh year of our Community Connections Project. This year we are proudly supporting Turning Point. Please see page six for more information on Turning Point.

Friday night is our **ESP banquet and Leon A. Brunner Award Ceremony**. This is the highlight of our conference where we come together with our ESP colleagues, family, friends, and MEA staff to honor the 2023 recipient of the highest award of the ESP Caucus. The award will immediately follow our Community Connections presentation.

At our luncheon on Saturday, we will close with our **PAC prize drawing**.

Never forget... as EDUCATION SUPPORT PROFESSIONALS we are never “JUST A”. With the challenges we have dealt with over the last year, we have gone over and above to ensure our students’ safe clean environment in which to learn. We are professionals on a mission to enrich the lives of every student in our school communities. As we continue on our chosen career path, we will accomplish this with great success.

Along with my fellow ESP officers and our ESP Caucus Executive Board, I am looking forward to seeing you in East Lansing as we celebrate and honor our professions as MEA Education Support Professionals.

Roy Freeman
MEA ESP Caucus Executive Board President
PAMELLA JOHNSON

2023 NEA Education Support Professional of the Year

2023 ESP of the Year Pamella Johnson, has worked tirelessly since 2012 as a behavioral interventionist at Rochester High School in Rochester, Wash., to ensure students’ social and emotional needs are met. She provides advocacy and establishes effective and culturally responsive pathways for students to communicate with their teachers and other adults. This is not only effective to their learning process but a valuable life skill.

Johnson is equally active outside the classroom. She is a track coach, a lead ESP trainer for Culturally Responsive Teaching and Classroom Management courses in Washington state, and a member of a statewide board that establishes requirements and makes recommendations for paraeducator professional development and advancement. As the only Black female member from a small and rural local, Johnson represents many voices often overlooked or silenced at the state and national levels. “It is my goal to make sure that the small rural voice is heard, listened to, and that we have a seat at the table,” she says. “Furthermore, my vision is to bring other Black, Indigenous, People of Color (BIPOC), and ESP members into the conversation through committee work and one-on-one connections. As a leader, my goal is to empower my colleagues as I do my students.”
2023 ESP Conference Schedule

FRIDAY
JUNE 23

10 a.m.–12:30 p.m.  Registration – MEA 1350 building, 3rd floor
12:45–5 p.m.  Registration – MEA 1350 building, 1st floor
12:30-1:15 p.m.  Opening General Session
1:30-2:45 p.m.  100 Conference Sessions
3-4:15 p.m.  200 Conference Sessions
4:30-5:45 p.m.  300 Conference Sessions
5:30–6:45 p.m.  Registration – Okemos Conference Center
6:45 p.m.  Dinner – Okemos Conference Center
  Welcome: Roy Freeman, MEA ESP Caucus President
  Keynote Speaker: Pamella Johnson, 2023 NEA ESP of the Year
  Leon Brunner Award: Jim Sparapani, Chair
8-10 p.m.  Afterglow

SATURDAY
JUNE 24

Breakfast  Available at Comfort Inn for those staying at the hotel
7:30-8:30 a.m.  Registration – MEA 1350 building, 1st floor
8:30-10 a.m.  400 Conference Sessions
10:15-11:45 a.m.  500 Conference Sessions
Noon-1:15 p.m.  Luncheon
1:30-3 p.m.  600 Conference Sessions
3:15-4 p.m.  700 Conference Sessions
This year’s charity, chosen by the Conference Committee is Turning Point, Inc. Below is a list of items we will be collecting at the ESP Conference. If you choose to participate in the collection, you will receive a ticket and be entered into a drawing for wonderful prizes.

- Culturally diverse children’s books
- Diapers size 4, 5, 6
- Pulls ups size 4T and 5T
- Laundry detergent
- Lysol cleaner (bottled, not wipes)
- Toilet bowl cleaner
- Dish soap
- Paper plates
- Disposable bowls
- Plasticware
- Individually wrapped snacks
- African American hair care products
- Trash bags: 13 & 30 gallon

Did you know that 36.1% of Michigan women and 25.8% of Michigan men experience intimate partner physical violence, intimate partner rape and/or intimate partner stalking in their lifetimes? (Smith et al, 2017)

Turning Point works each day to empower survivors of domestic, sexual violence and human trafficking through comprehensive services and resources while advocating for community action to end oppression and violence. It can sometimes feel like a daunting mission, but our commitment to empower survivors can be seen in our expanding programs and services.

Turning Point’s comprehensive, free, and confidential programs are offered to survivors, their loved ones, and the community regardless of sobriety, gender, sexual orientation or religion. Turning Point has impacted the lives of 125,000 survivors over the past 43 years.

Our services include:
- 24-hour hotline
- Emergency Shelter
- Housing
- Trauma Advocacy/Counseling
- Personal Protection Order (PPO) Assistance
- Legal Advocacy
- Forensic Nurse Exams
- First Response Advocacy
- Prevention & Community Education
- Second Hand Store Resale Store

For more information visit our website: www.turningpointmacomb.org
MEAL DESCRIPTIONS

FRIDAY DINNER BUFFET

Held at the Okemos Conference Center (across the parking lot from the Best Western)

- Chicken Marsala (gf, df) – Grilled chicken breast with a mushrooms and Marsala wine sauce
- Ratatouille (v, gf) – French Provencal stewed vegetables such as eggplant, zucchini, peppers, squash and white beans in an herbed tomato sauce
- Whipped potatoes (v, gf)
- Chef’s seasonal vegetable medley (v, gf)
- Green garden salad – Romaine, field greens, radish, tomato, cucumber, carrot

Assorted Desserts

SATURDAY BREAKFAST

Available at the Comfort Inn if you are staying there.

SATURDAY LUNCH – BOXED LUNCH

- Assorted sandwiches, chips and dessert
- Assorted salads and dessert
ESP Conference Registration Information

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<thead>
<tr>
<th>TYPE OF REGISTRATION</th>
<th>COST</th>
<th>DEADLINE</th>
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<tr>
<td><strong>EARLY REGISTRATION</strong></td>
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<tr>
<td>Full conference</td>
<td>$25</td>
<td><strong>June 2, 2023</strong></td>
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<tr>
<td>(includes Friday conference, Friday banquet, Saturday conference, Saturday lunch)</td>
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<tr>
<td>Saturday only</td>
<td>$15</td>
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<td>(includes Saturday Conference, Saturday Lunch)</td>
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| **LATE REGISTRATION/ON-SITE REGISTRATION** | | **After June 2, 2023** |
|--------------------------------------------|-------------------|
| Full conference                            | $40               |
| (includes Friday conference, Friday banquet, Saturday conference, Saturday lunch) | |
| Saturday only                              | $25               |
| (includes Saturday conference, Saturday lunch) | |

Individual meal tickets will be sold at on-site registration.

**ONLINE REGISTRATION**

To register online:

- Go to [mea.org/members-only](http://mea.org/members-only)
- Find the conference registration information under Upcoming Events.
- Online registrations must be paid with a credit card.
- Online conference registration deadline – June 16, 2023
- Online registration will no longer be available after midnight on June 16, 2023.

**TO MAIL IN OR FAX YOUR REGISTRATION FORM**

- The conference is available to all MEA members in good standing.
- Select your first, second and third choice for each of the session series. This is to assure that if some sessions are filled before your registration request is processed, you will be assigned sessions that interest you. **PLEASE NOTE:** Some sessions continue into the next time block (e.g., 111-211); please check for conflicting times.
- If you do not plan to attend a session during a time slot or a meal, write in “Not Attending.” **PLEASE DO NOT LEAVE ANYTHING BLANK.**
- Payment in full must accompany the registration form.
- Make check or money order payable to Michigan Education Association and mail with the completed registration form to:
  
  Michigan Education Association  
  ATTN: Nancy Morrow  
  1216 Kendale Blvd., PO Box 2573  
  East Lansing, MI 48826-2573
- **Credit card registrations:** mail to the above address or fax to 517-336-4048.
- **Early registration deadline is June 2, 2023.** Registrations must be postmarked no later than June 2, 2023 to receive the reduced rate.
- After **June 2, 2023** registrations must be done on-site.
- All cancellations must be in writing. No refunds will be made for cancellations postmarked after **June 2, 2023.**

**Registration is limited**—first come, first served.
2023 ESP Conference Registration Form

June 23-24, 2023 | MEA Headquarters, East Lansing | Registrations must be postmarked by June 2, 2023

Please complete the ENTIRE registration form. All information is required to process the registration. ALL payment information must accompany this registration form. PRINT clearly.

Member’s Name: Last __________________________________ First __________________________________
Name to Appear on Name Tag: ____________________________________________________________
Previous/Maiden Name: ____________________________ Last 4 digits of Social Security Number: _____________
Member Information: □ MEA member □ MEA-Retired □ Aspiring Educators of MEA □ MEA Staff
Profession: □ EA Instructional □ EA Non-Instructional □ ESP Instructional □ ESP Non-Instructional □ Higher Ed
Current Occupation: Refer to codes on back, enter as many as applicable
1 __________________ 2 __________________ 3 __________________ 4 __________________ 5 ______________

School District: ___________________________________________________________
Local/Unit: _________________________________________________________________
School Phone: _____________________________________________________________
Home Address: Street ___________________________________________________________
City __________________ State ______ Zip ____________
Home/Cell Phone: ____________________________________________________________

Email you would like used to send registration confirmation: ________________________________

REGISTRATION TYPE | REGISTRATION FEE | DEADLINE
---|---|---
Full conference – Early | $25 | June 2, 2023
Saturday ONLY – Early | $15 | June 2, 2023
Full conference – Late/on-Site | $40 | After June 2, 2023
Saturday ONLY – Late/on-Site | $25 | After June 2, 2023

Number of registrations included with payment ____ of ____
PAYMENT must accompany registration form.
Amount Enclosed: $ ________________________________

PAYMENT METHOD

☐ Check (payable to MEA) Check # ________________________________
Received from ________________________________

☐ VISA ☐ MasterCard ☐ Discover ☐ American Express

Card Number __________________ Exp. Date ______________
Printed Name of Authorized Signer ______________________________
Authorized Signature ________________________________

MAIL Form and Payment to:
Michigan Education Association
Attn: Nancy Morrow
P.O. Box 2573
East Lansing, MI 48826-2573

OR

FAX Credit Card Registration to:
517-336-4048

Registration Coordinator:
Nancy Morrow
800-292-1934 ext. 4040
nmorrow@mea.org

Conference information at mea.org
SESSION AND MEAL REGISTRATION NEXT PAGE ➔
SESSION REGISTRATION

Write in the **NUMBER** of the session you would like to attend in each series. (Many sessions continue for two or more time slots. Please sign up for the entire series.) **Please provide 1st, 2nd and 3rd choice for each session.**

<table>
<thead>
<tr>
<th>SERIES Selection</th>
<th>100 Friday 1:30–2:45 p.m.</th>
<th>200 Friday 3–4:15 p.m.</th>
<th>300 Friday 4:30–5:45 p.m.</th>
<th>400 Saturday 8:30–10 a.m.</th>
<th>500 Saturday 10:15–11:45 a.m.</th>
<th>600 Saturday 1:30–3 p.m.</th>
<th>700 Saturday 3:15–4 p.m.</th>
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<td><strong>1st Choice</strong></td>
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<td><strong>2nd Choice</strong></td>
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<td><strong>3rd Choice</strong></td>
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</tbody>
</table>

MEALS (MARK IF ATTENDING OR NOT ATTENDING)

- **Friday Dinner, Okemos Conference Center – 6:45 p.m.**
  - ☐ Yes
  - ☐ No – NOT attending
- **Saturday Lunch – Noon - 1:15 p.m.**
  - ☐ Yes
  - ☐ No – NOT attending

**OCCUPATION CODES**

**CUSTODIAL**
- C909 Custodian
- C918 Freight, Stock & Materials Handler
- C021 Groundskeeper
- C923 Laborer
- C927 Maintenance Repairer/General Utility

**FOOD SERVICE**
- F907 Cook/Food Preparer
- F908 Cook Manager
- F911 Dietitian
- F917 Food Service Director/Supervisor
- F944 Food Service Worker

**HEALTH & STUDENT SERVICES**
- H2007 Dormitory Personnel
- H384 Nurse-Registered
- H388 Physician
- H801 Athletic Coach
- H804 Behavioral Management Specialist
- H809 Curriculum Specialist
- H810 Grant Developer
- H813 Non-Instructional Program Coordinator
- H814 Personnel Officer/Specialist

**MAINTENANCE**
- M912 Electrician
- M914 Facilities Maintenance Worker
- M920 Graphic Artist
- M935 Painter & Paperhanger
- M938 Plumber
- M939 Printer
- M945 Skilled Craft

**MEDIA & TECHNICAL SERVICES**
- L805 Computer Operator
- L806 Computer Programmer
- L807 Computer Technician
- L811 Librarian/Media Consultant
- L812 Network Administrator
- L819 Statistician
- L820 Technology Coordinator

**OFFICE PERSONNEL**
- O800 Accreditation
- O802 Attendance Officer
- O903 Auditor – School
- O905 Bookkeeper/Accountant
- O906 Clerical/Secretarial
- O916 File Clerk
- O919 General Office Clerk
- O926 Mail Clerk
- O931 Office/Clerical/Administrative Support
- O941 Purchasing Agent
- O942 Receptionist
- O943 Records Clerk
- O947 Secretary
- O951 Switchboard/PBX Operator

**PARAPROFESSIONAL & AIDES**
- P403 Instructional Aide–Special Ed
- P404 Aide–Special Ed
- P901 Bilingual Aide
- P904 Bus Monitor/Crossing Guard
- P905 Instructional Aide – Chapter 1
- P913 Extra-Curricular Activity Aide
- P922 Instructional Aide – not Special Ed or Chapter 1
- P924 Library Aide
- P925 Library Media Aide
- P928 Media Center Aide
- P933 Cashier
- P936 Paraprofessionals
- P952 Teaching Assistant
- P953 Teaching Intern
- P954 Teaching/Classroom Aide
- P957 Tutor

**SECURITY/GUARD**
- G815 Police Officer
- G948 Security Guard

**TRANSPORTATION**
- T934 Other Vehicle Operator
- T956 Transportation/Bus Driver
- T958 Vehicle Mechanic
Conference attendees are invited to reserve accommodations directly with the conference hotel, the Comfort Inn Okemos-East Lansing.

Comfort Inn Okemos-East Lansing
2187 University Park Dr.
Okemos, MI 48864

MEA Group Rate: $95 + taxes
Group Name: MEA

Breakfast is included with the room rate.

In order to receive the MEA group rate, individuals must identify themselves as a member of the group. Currently, a 6% state tax and 6% local tax is applicable (subject to change without notice).

The Comfort Inn Okemos-East Lansing must receive reservations by June 1, 2023. Reservation requests received after the cut-off date will be offered at the group rate based on availability, otherwise the best available rate will be offered.

Reservations can be made by calling the hotel directly at 517-347-6690.

CONFERENCE LOCATION

MEA Headquarters - 1350 Building
1350 Kendale Blvd.
East Lansing, MI 48823

PARKING

Please park behind the MEA 1216 building. DO NOT park in the lot directly across the street from the MEA. This lot belongs to First National Bank and your vehicle will be towed. Overflow parking is located behind the 1216 building in the church lot or in the MESSA building lot at 1475 Kendale Blvd.
PROCEDURES FOR RECEIVING MECPL CREDIT

If you would like to receive MECPL credit for attending approved sessions at the 2023 MEA ESP Conference, here are a few things you will need to do.

TIMING IS CRITICAL – The MECPL program requires that you attend each approved session for the full amount of time allotted. This means you must be on time and not leave the session early.

SIGNATURES ARE REQUIRED – You will receive a MECPL attendance form in the registration packet you pick up at the MEA registration desk. Ask the presenter or facilitator to sign your form at the end of each approved session that you attend. These signatures must be obtained BEFORE LEAVING the session.

Return your completed form to the registration area at the end of the conference or before you leave the conference. The forms will no longer be accepted via U.S. Mail after the conference.

ESP CERTIFICATE PROGRAM ELIGIBLE SESSIONS

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

CORE – LEGAL/ETHICAL
- 301 – Navigating the Laws for the Administration of Medication
- 602 – Hot Topics: A Legal Update

CORE – COMMUNICATION
- 504 – Communication Techniques to Grow your Membership

CORE – BEHAVIOR MANAGEMENT
- 303 – Maximizing Supports for Students

ELECTIVE – INSTRUCTIONAL PRACTICES
- 303 – Maximizing Supports for Students
- 304 – Building Student Relationships that are Above Reproach

ELECTIVE – CULTURAL DIVERSITY
- 505 – Income Inequality Monopoly

ELECTIVE – MEDICAL/HEALTH
- 301 – Navigating the Laws for the Administration of Medication

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

PLEASE NOTE: ALL ESP CERTIFICATION FORMS MUST BE TURNED IN BEFORE LEAVING THE CONFERENCE.
## ESP Conference Session Listings

### Friday

<table>
<thead>
<tr>
<th>Time Block</th>
<th>Session Listing</th>
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<tbody>
<tr>
<td>1:30 - 2:45 p.m.</td>
<td>Taking Powerful Notes</td>
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<tr>
<td>3 - 4:15 p.m.</td>
<td>Grievance Processing for Local Leaders</td>
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<tr>
<td>4:30 - 5:45 p.m.</td>
<td>Navigating the Laws for the Administration of Medication</td>
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<tr>
<td>101</td>
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<tr>
<td>102-202</td>
<td>Creating Buzz for Your Local</td>
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<tr>
<td>103</td>
<td>MEA Financial Services &quot;All the Good Stuff&quot;</td>
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<tr>
<td>104</td>
<td>MESSA Building Tour</td>
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<tr>
<td>201</td>
<td>Passion, Purpose, and Power</td>
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<tr>
<td>301</td>
<td>Maximizing Supports for Students</td>
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<tr>
<td>302</td>
<td>Building Student Relationships that are Above Reproach</td>
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<td>303</td>
<td>Supporting Youth</td>
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### Saturday

<table>
<thead>
<tr>
<th>Time Block</th>
<th>Session Listing</th>
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<tbody>
<tr>
<td>8:30-10:00 a.m.</td>
<td>Social Justice at the Labor Movement</td>
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<tr>
<td>10:15 a.m.-11:45 a.m.</td>
<td>Making a Dynamic Difference: Knowing Your Contract</td>
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<tr>
<td>1:30-3:00 p.m.</td>
<td>Your Membership has MILES</td>
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<td>401-501</td>
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<tr>
<td>402-502</td>
<td>Bargaining Basics</td>
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<td>403</td>
<td>Saving Makes Sense With MEA &amp; NEA</td>
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<td>404</td>
<td>Proud to be a Member: The History and Legacy of the MEA</td>
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<td>405</td>
<td>New MESSA Medical and Prescription Plans</td>
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<td>501</td>
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<td>502</td>
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<tr>
<td>503</td>
<td>Making a Dynamic Difference: Knowing Your Contract</td>
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<td>601</td>
<td>Hot Topics: A Legal Update</td>
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<td>602</td>
<td>Treasurers Workshop</td>
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<td>603</td>
<td>MEA Systems for Leaders</td>
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<td>604</td>
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<td>701</td>
<td>Paraprofessional/Aides Forum</td>
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<td>702</td>
<td>Media/Technical Services Forum</td>
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<td>703</td>
<td>Transportation Forum</td>
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<td>704</td>
<td>Secretarial/Clerical Forum</td>
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<td>705</td>
<td>Food Service Forum</td>
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<td>706</td>
<td>Higher Education Forum</td>
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<tr>
<td>707</td>
<td>Custodial/Maintenance Forum</td>
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<tr>
<td>New Sessions</td>
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GENERAL SESSION

12:30 – 1:15 p.m.
Meet the MEA leadership and get an update on the state of the organization. Be introduced to your ESP Caucus Executive Board and hear their plans for the future for Education Support Professionals.

100 SESSIONS

101 TAKING POWERFUL NOTES

1:30 – 2:45 p.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 notes will be discussed as well as what to write down.

**Presenters:**
Suzanne Clark, MEA Attorney - Arbitration Specialist
Wendy Epple, Mt. Pleasant E

102-202 CREATING BUZZ FOR YOUR LOCAL

1:30 – 4:15 p.m.
*NOTE: This is a 2½-hour session which continues into the 200 series. Participants signing up for this session must attend the entire time.*
Does your local need some new ideas for membership events that create excitement? This session will give you inexpensive and creative ideas designed to create buzz, increase membership participation, and entice non-members to join your local. We will explore ideas for unusual activities, interesting locations, unique participation gifts/prizes, and professional ways to market your event that will generate interest and excitement. We will have some fun along the way!

**Presenters:**
Ginny Bollwahn, MEA UniServ Director
Caleigh Hunt, MEA Field Organizer
Saun Strobel, MEA North-Central Zone Director

103 MEA MEMBER BENEFITS – “ALL THE FUN STUFF!”

1:30 – 2:45 p.m.
Join us for a fun and informative time as we help members understand essential investment and insurance management. We will explore key investment and insurance strategies that are designed to maximize your dollars. Learn how your MEA Membership may save money on your insurance and help offset your union dues.

**Presenters:**
Jason Diotte, MEA Financial Services Field Services Manager
Amy Lothschutz, MEA Financial Services Senior Manager, Insurance Products
104 MESSA BUILDING TOUR

1:30 – 2:45 p.m.
Limited to 25 participants

Participants will be allowed to tour MESSA HQ. This will be a guided tour and all participants must sign in to comply with HIPAA. The tour guides will escort participants through each floor of MESSA and describe the departments and how they service MESSA members. Participants will also get to visit common areas used by employees for lunch and breaks.

Presenters: Joan Narodowiec, MESSA Administrative Specialist
Mary Halley, MESSA Field Services Manager

200 SESSIONS
FRIDAY 3:00 P.M.

201 GRIEVANCE PROCESSING FOR LOCAL LEADERS

3 – 4:15 p.m.

This session will discuss the difference between a grievance and a complaint, the typical grievance process, how to draft a grievance and ways to advocate the grievance.

Presenters: Suzanne Clark, MEA Attorney - Arbitration Specialist
Nick Caldwell, MEA Attorney - Arbitration Specialist

203 PASSION, PURPOSE, AND POWER

3 – 4:15 p.m.

Together we will address leadership structures and worksite systems that can increase member recruitment, retention, engagement, and union presence across worksites. Coaching and strategic alignment of leadership tests will be highlighted through a variety of scenarios and case studies.

Presenter: Dolores Tufaro, MEA UniServ Organizational Development Specialist

204 MESSA BUILDING TOUR

3 – 4:15 p.m.
Repeat of session 104
Limited to 25 participants

Presenters: Joan Narodowiec, MESSA Administrative Specialist
Mary Halley, MESSA Field Services Manager
301 Navigating the Laws for the Administration of Medication

4:30 – 5:45 p.m.
This session will provide attendees with an overview of the state and federal laws related to the administration of medication and provide guidance on spotting problem areas, and recommendations for a bargaining strategy to provide protections for members who are required to administer medications to students.

Presenter: Suzanne Clark, MEA Attorney-Arbitration Specialist

302 Getting Your Local PACtive: Engaging in Legislative & Political Action

4:30 – 5:45 p.m.
Education decisions are political decisions because they’re made by elected leaders. Learn how your local can make a difference, from legislative councils to PAC drives to recommending candidates — and why it’s critical to become PACtive!

Presenters: Doug Pratt, Director, MEA Director of Public Affairs
Dr. David Michelson, MEA Lobbyist
Andy Neumann, MEA Lobbyist
Jessica Lumbreras, MEA UniServ Consultant - Member and Political Organizer

303 Maximizing Supports for Students

4:30 – 5:45 p.m.
This workshop will help you define and describe Multi-Tiered Systems of Support (MTSS). You will leave with a thorough understanding of how to access MTSS resources to design specifically targeted interventions that will improve student outcomes. This training has been developed to assist anyone interested in learning more about MTSS. The focus of this training is on both academic and behavior interventions. We will show how MTSS can be used to meet Federal and State objectives. Resources will be provided that you can access at any time to increase your use of Tier I interventions, designed for use with all students as preventive and proactive measures. A laptop or tablet is required to fully participate in this training.

Presenter: Tammy Daenzer, MEA Temporary Lobbyist

304 Building Student Relationships That Are Above Reprroach

4:30 – 5:45 p.m.
Building relationships with students is essential but can be complicated, especially when public educators are politically vilified. In this session we will examine both the foundational requirements of building relationships as well as potential missteps that educators can make, especially during tumultuous times. We will discuss how to protect yourself and your colleagues to avoid trouble.

Presenters: Annette Christiansen, MEA UniServ Consultant - Professional Issues Organizer
Kari Guy, MEA UniServ Director

305 Supporting Youth: Empowering Conversations About Healthy and Unhealthy Relationships

4:30 – 5:45 p.m.
This training will give participants tools to talk to youth in their lives about relationships that they are in, whether they are safe or equitable, and what to do if they are not. Participants will also learn skills to support youth they suspect are being abused and ways to respond to disclosures.

Presenter: Bailey Beem-Albrecht, Turning Point
<table>
<thead>
<tr>
<th>Session Number</th>
<th>Title</th>
<th>Time</th>
<th>Description</th>
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<tbody>
<tr>
<td>401-501</td>
<td>SOCIAL JUSTICE AT THE LABOR MOVEMENT</td>
<td>8:30 – 11:45 a.m.</td>
<td>Participants will be given the historical context of the labor movement and examine the parallels between it and social justice reforms. The question “What is my role in both?” will be answered.</td>
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<tr>
<td>401-502</td>
<td>BARGAINING BASICS</td>
<td>8:30 – 11:45 a.m.</td>
<td>This ½ day session will encompass all bargaining basic information. At the ESP Conference we will focus on bargaining for ESP groups. Topics covered will include bargaining team basics, strategies, and styles, planning for bargaining, requesting, and analyzing unit &amp; district economic information, collecting non-economic information, legal aspects of bargaining, mediation, fact-finding, and impasse. Questions and discussion of personal experiences and challenges will follow the presentation!</td>
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<tr>
<td>401-503</td>
<td>SAVING MAKES SENSE WITH MEA &amp; NEA</td>
<td>8:30 – 10 a.m.</td>
<td>You have access to a vast array of savings and discounts as a MEA/NEA member. But what are they? How do you access them? Join this session to find out how you and your members can use these benefits to save more money than you pay in dues!</td>
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<tr>
<td>401-504</td>
<td>PROUD TO BE A MEMBER: THE HISTORY AND LEGACY OF THE MEA</td>
<td>8:30 – 10 a.m.</td>
<td>The MEA is the oldest operating union in the country, and as a member of the Michigan Education Association, there are so many things we should be proud about. Knowing where we came from helps us be confident about where we are going and what we are capable of doing together. In this session, you will learn more about the MEA's history and legacy, and why we should all be proud of our membership in this organization.</td>
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<tr>
<td>401-505</td>
<td>NEW MESSA MEDICAL AND PRESCRIPTION PLAN</td>
<td>8:30 – 10 a.m.</td>
<td>MESSA has a new plan coming out this year that checks a lot of boxes for MESSA members who are looking for lower-premium options. This plan will have a health savings account and a premium that’s close to the hard cap. Learn how this new plan option from MESSA can work for your group, ensuring your members can get the exceptional health benefits, unmatched service and peace of mind that MESSA provides.</td>
</tr>
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### 500 SESSIONS  
**SATURDAY 10:15 A.M.**

#### 503 MAKING A DYNAMIC DIFFERENCE: KNOW YOUR CONTRACT

10:15 – 11:45 a.m.

This presentation will highlight the importance of knowing your contract as it relates to grievances and bargaining. Grievance items discussed: timelines, supporting language, grievance steps, informal process and information gathering. This will lead to discussing bargaining and how an in-depth knowledge of your contract and other contracts in your district and surrounding area can be effective tools in getting enhancing language to strengthen your unit.

**Presenter:** Michelle James, Fraser P

#### 504 COMMUNICATION TECHNIQUES TO GROW YOUR MEMBERSHIP

10:15 – 11:45 a.m.

Learn to use videos to communicate with your current and potential members. Techniques will be given to help you begin communicating to your members on a regular basis. In this session you will send out your first video to your members!

**Presenters:** Kelly Powers, MEA UniServ Director  
Steve Lucas, Saline ESP Vice President

#### 505 INCOME INEQUALITY MONOPOLY

10:15 – 11:45 a.m.

In this session, participants will learn the basics of income inequality while playing Monopoly. Park Place? Marvin Gardens? Illinois Avenue? Boardwalk? Come and channel your inner tycoon!

**Presenters:** Dorian Prier-Piloto, MEA UniServ Consultant - Professional Issues Organizer  
Tim Russ, MEA UniServ Director

### 600 SESSIONS  
**SATURDAY 1:30 P.M.**

#### 601 YOUR MEMBERSHIP HAS MILES

1:30 – 3 p.m.

Learn about some of the benefits and resources that come with being an NEA member. For 50 years, NEA Member Benefits continues to provide education professionals with solutions to make their lives better so they can focus on educating and supporting students. In this session you will learn how to access and use your $500 annual NEA benefit TRAVEL dollars.

**Presenter:** Dolores Tufaro, MEA UniServ Organizational Development Specialist

#### 602 HOT TOPICS: A LEGAL UPDATE

1:30 – 3 p.m.

This session will review hot topics and updates on changes in the laws that affect public employment in education.

**Presenter:** Jeffrey Donahue, Esq., White Schneider, MEA Interim General Counsel
603 TREASURERS’ WORKSHOP

1:30 – 3 p.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: Brett Smith, MEA Secretary/Treasurer
Kelly Cline, MEA Controller

604 MEA SYSTEMS FOR LEADERS

1:30 – 3 p.m.
Check out the MEA Member Portal, featuring leader tools for accessing and visualizing membership information via reports and dashboards. Learn about other tools available to leaders, including the Dues Calculator and Event Manager. Walk through the Online Election process, including a demonstration of the voting experience.

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

Presenter: Angela Lanczynski, MEA Director of Membership Information Systems

700 SESSIONS  SATURDAY 3:15 P.M.

ESP CLASSIFICATION FORUMS

3:15 – 4 p.m.
Each classification will have at least one ESP Caucus Director in attendance to facilitate an open forum discussion around any topic related to the duties, responsibilities and any other items presented for discussion. Please select the classification you want to attend from below:

701 PARAPROFESSIONAL/AIDES

702 MEDIA/TECHNICAL SERVICES

703 TRANSPORTATION

704 SECRETARIAL/CLERICAL

705 FOOD SERVICE

706 HIGHER EDUCATION

707 CUSTODIAL/MAINTENANCE
The mission of the MEA is to protect, advocate and advance the rights of all education professionals to promote quality public education for all students.