

# MEA WINTER *Conference*

**LEARN • LEAD • LIFT**

Building Capacity for  
a Strong Education  
Community

DETROIT, MICHIGAN

**MARCH**

**7-8**

**2024**



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## Further Information

**[mea.org/winterconf](http://mea.org/winterconf)**

Adrienne Puryear, Conference Assistant  
**[conferences@mea.org](mailto:conferences@mea.org)**

Phone: (800) 292-1934, ext. 6250; (517) 333-6250

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

## Location

**DETROIT MARRIOTT**  
Renaissance Center  
400 Renaissance Drive  
Detroit, MI 48243  
(313) 568-8000



Greetings, MEA members and leaders! It is my great honor to welcome you to the 2024 MEA Winter Conference.

As the leader of this dynamic union, I remain energized by the commitment we share to strengthen public education and foster a new generation of committed educators. Just think of all we have accomplished since we were last together at this largest MEA conference of every year.

We are negotiating better wages and working conditions with school funding increases and collective bargaining restoration by

Gov. Gretchen Whitmer and the state Legislature. Together we also brought about universal free school meals, better teacher evaluations, and fixes to the third-grade reading law.

That's only to name a few, and we are just getting started.

We know school staffing and student behavior require attention, and MEA is working to advocate for your needs. You are helping to lead the way with your participation in this conference where networking and learning can inspire and assist you in solving challenges at home.

That is the beauty of our union: None of us is alone, and together we achieve great things. Today let's redouble our efforts toward creating a bright future for our profession and building a quality public education for all children. Working as one MEA, we are the change we need.

A handwritten signature in black ink that reads "Chandra Madafferi". The script is fluid and cursive.

Chandra Madafferi  
MEA President

# 2024 Tentative Conference Schedule

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

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## WEDNESDAY, MARCH 6

5:30–8:30 p.m. . . . . Registration at the Detroit Marriott, Level 3, Ontario Foyer

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## THURSDAY, MARCH 7

7–8:30 a.m. . . . . Breakfast

7 a.m.–4 p.m. . . . . Registration Open

8 a.m.–4 p.m. . . . . Exhibit Area Open

9–10:30 a.m. . . . . **100 Series Sessions**

10:30–10:45 a.m. . . . . Break

10:45 a.m.–12:15 p.m. . . . . **200 Series Sessions**

12:30 p.m. . . . . Lunch

Speakers: Brett Smith, MEA Vice President  
Princess Moss, NEA Vice President

MEA Awards Presentation for David McMahon Human Rights Award, Maurine Wyatt Feminist and Gender Equity Award, and Educational Excellence Award

2–3:30 p.m. . . . . **300 Series Sessions**

3:30–3:45 p.m. . . . . Break

3:45–5:15 p.m. . . . . **400 Series Sessions**

8–11 p.m. . . . . Afterglow; Hosted by MESSA

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## FRIDAY, MARCH 8

7–8:15 a.m. . . . . Light Breakfast

7 a.m.–2 p.m. . . . . Registration Open

8 a.m.–2 p.m. . . . . Exhibit Area Open

8:30–10 a.m. . . . . **500 Series Sessions**

10:30 a.m.–12 p.m. . . . . Brunch

Speaker: Chandra Madaffer, MEA President

12:30–2 p.m. . . . . **600 Series Sessions**

Welcome



CENTER FOR LEADERSHIP & LEARNING

MEA Presidents' Academy

## Presidents' Academy

**Whether you are a brand-new president or have been around awhile - join us for an amazing group of leaders and network with presidents from locals just like yours!**



### Upcoming Trainings

**Wednesday, March 6, 2024 prior to the  
Winter Conference at the Detroit Marriott.**

**This session is for Presidents' Academy participants and any president who would like to join the academy.**

Visit <https://forms.gle/CUPaLthQVu6Ez9MMA> if you are interested in attending.

## Presidents' Academy Overview

The Presidents' Academy focuses on leadership development, relationship building, and acquiring the skills and knowledge to help build a full capacity local in partnership with their MEA UniServ or Executive Director. We invite all newly elected presidents to join the program as well as any president that would like to reengage with other leaders and continue their personal growth as a leader. You will be grouped with leaders in "like" locals to help build meaningful relationships. This will allow support with leaders that could be in similar situations and facing similar challenges.

The program is designed as a three-year cohort in which leaders will have common experiences to improve capacity and create a common language to help drive cultural change. Book studies, roundtable discussions, leader engagement activities, and meaningful trainings to help you complete and manage all the responsibilities of the local leader will be spread out over the program, which will be built into MEA's existing conferences. For those looking to renew a teaching certificate and to further support our local leaders, SCECH credits will be offered for many of the trainings.

After completing the program leaders will be invited to continue to stay connected, mentor new presidents, and continue their own personal growth as a leader. Participation in events is voluntary after the second year. This amazing program is a benefit to our members and a part of the Center for Leadership & Learning. Travel expenses will be paid including mileage, hotel, and a food allotment when food is not provided. For more information visit [mea.org](http://mea.org).



For more information contact Julie Dlugos at [jdlugos@mea.org](mailto:jdlugos@mea.org).

# Awards for Human Rights & Excellence



**Three awards will be presented during lunch on March 7.**

## **David McMahon Human Rights**

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

This award recognizes individuals or groups outside the MEA which distinguish themselves by courageously accepting the challenge of moral and ethical leadership in the field of human and civil rights. David McMahon, as a teacher-leader, a MEA Board member, and as a MEA President, acted on his beliefs and initiated policies that resulted in an organizational commitment to protecting and enhancing the human and civil rights of all MEA members.

## **Maurine Wyatt Feminist and Gender Equity**

*Committed to feminism and human and civil rights for all people and committed to the development of a project, program or study that promotes the value and talents of women.*

This award honors educators, female and male, who exhibit a high degree of commitment in their professional and personal lives to human and civil rights. The work must contribute to gender equity in education and must be adaptable to the classroom.

## **Education Excellence**

*Committed to educational excellence and concern for improvement of student-focused education.*

This award honors individuals committed to educational excellence and concern for improvement of student-focused education. The nominee should have demonstrated commitment to educational excellence and a concern for the improvement of student-focused education.



Presents

## 600 Series In Your Session Prize Giveaway

Each 600 series session will draw a winner of a \$100 Visa gift card at the conclusion of the session.

1 chance to win in each session!

\*Must be present to win.



For the 2024 Winter Conference, if you bring your own bag to use while at the conference, you will be entered into a drawing for some great prizes.

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

### **MESSA Information Center Hours:**

Thursday: 8 a.m. – 4 p.m. • Friday: 8 a.m. – 2 p.m.

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

**Hosted by MESSA Field Representatives**



# 2024 Conference Registration Information

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

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### REGISTRATION FEES

The Registration Fee for MEA's 2024 Winter Conference is \$200 if registration is received/processed by Friday, Feb. 9, 2024.

The Late/On-Site Fee for any registration received on-site at the conference will be \$350.

Registrations can be done by individual members online (credit card or checking account information required), through email (if paying by credit card), or mailed to MEA headquarters for processing (if paying with either a check or credit card).

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### PAYMENT IN FULL MUST ACCOMPANY THE REGISTRATION FORM:

Check or money orders — make payable to: Michigan Education Association

Credit Card payment — complete all information on the form and be sure to print the information clearly

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### WHERE TO SUBMIT THE FORM:

US Mail to:

Adrienne Puryear, Conference Assistant  
Center for Leadership and Learning  
Michigan Education Association  
P.O. Box 2573  
East Lansing, MI 48826-2573

Email: Send scanned registration form with payment information to: [conferences@mea.org](mailto:conferences@mea.org).

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### ON-SITE REGISTRATION DATES AND TIMES:

Wednesday, March 6, 5:30-8:30 p.m.

Thursday, March 7, 7 a.m.-4 p.m.

Friday, March 8, 7 a.m.-2 p.m.

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### HOW TO REGISTER ONLINE:

To register online for MEA's 2024 Winter Conference, go to: [mea.org/winterconference](http://mea.org/winterconference)

Find the conference registration information under "Upcoming Events." Online Registrations can be paid with a credit card or the routing and account number of a checking or savings account. Each member must sign into the system separately in order to register. Because of the way the system works, one person cannot register multiple people; each person must sign in to register themselves and pay at that time.

When registering online, you will be selecting your sessions and meals; therefore, you do not need to enter/select more

than one option (like you do on the actual registration form when mailing in). If a session is not listed for you to select, it is full and no longer available.

Should you have technical questions, please email: [meait@mea.org](mailto:meait@mea.org).

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

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

PLEASE NOTE: Some sessions continue into the next time block (e.g., 113-213). Please check all time blocks for each session and look for conflicting times.

If you do not plan to attend a session during a time block or a meal, select "Not Attending" on the form. PLEASE DO NOT LEAVE ANYTHING BLANK as this will result in a delay in processing your registration form.

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### ADDITIONAL INFORMATION

Plan to register early due to limited enrollment in some sessions. Substitutions/changes to sessions and/or meals may be made by contacting the registration coordinator, Adrienne Puryear at [conferences@mea.org](mailto:conferences@mea.org), by Friday, Feb. 9, 2024, or at on-site registration. Changes received by Feb. 9 will be reflected in the registration packet.

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### CONFIRMATION EMAIL

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

If you do not receive a confirmation email — no matter how you register — please contact Adrienne Puryear at [conferences@mea.org](mailto:conferences@mea.org).

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### CANCELLATIONS

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



# RESERVATIONS & PARKING

## MEA'S 2024 WINTER CONFERENCE MARCH 7-8, 2024

### HOTEL RESERVATIONS

A block of rooms has been set aside at the Detroit Marriott at the Renaissance Center.

#### RATE GUARANTEED THROUGH FEB. 9, 2024

Available rooms are king or two queens at the negotiated rate of \$178 plus 15% room tax. This rate is only guaranteed for reservations made through 6 p.m. on Friday, Feb. 16. After that time, the Detroit Marriott does not guarantee this rate.

Check-in time is 4 p.m.

Check-out time is 11 a.m.

Reservations may be made online at:

<https://book.passkey.com/go/MEAWinterConf2024> or by calling (877) 901-6632 and mentioning you are with the MEA Winter Conference.

Reservations must be made no later than 6 p.m. on Friday, Feb. 9, 2024. After Feb. 9, 2024, reservations will be accepted on a space and rate availability basis only. The above rate will no longer be guaranteed.

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

Full refund of deposit will be made upon cancellation of your room reservation if it is received by 4 p.m. on the day of your scheduled arrival.

## PARKING

### ALL PARKING FEES ARE SUBJECT TO RATE INCREASE

#### 1. VALET PARKING

GM Wintergarden and Marriott Hotel Entrance

\$25 0-8 Hours

\$35 8+ Hours

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

#### 2. BEAUBIEN PLACE GARAGE

(313) 568-5676

Accessible from Beaubien Street or St. Antoine Open 24 hours per day, 7 days a week, including Holidays.

\$20 maximum per day

\$2 per 30 minutes until maximum of \$20 weekdays

\$3 per hour until maximum of \$15 weekends beginning after 5 p.m. Friday

\$3 per hour until maximum of \$15 standard holidays

#### 3. PORT ATWATER PARKING

(313) 259-3595

Accessible from Beaubien Street near Tower 200. Please Note: Evenings and weekends these doors may be locked.

\$2 every 20 minutes

\$20 maximum per day per 24 hours (Monday–Friday)

\$10 maximum per 24 hours (Saturday and Sunday)

#### 4. CENTER GARAGE

(313) 259-2186

Located directly across from the Marriott Hotel Lobby Entrance.

\$26/per day maximum

\$6 — 0-1 Hours

\$12 — 1-3 Hours

\$18 — 3-4 Hours

\$20 — 4-8 Hours

\$26 — 8-24 Hours

Lost Ticket Fee: \$80

# 2024 WINTER CONFERENCE REGISTRATION FORM

**Registrations must be received by February 9, 2024**

Please complete the ENTIRE registration form. All information is required to process the registration. All payment information must accompany this registration form (except as noted below).

## PRINT CLEARLY

Last First Middle initial

Name to appear on name tag Previous/Maiden name Last 4 digits of SSN

Member Information: ☐ MEA Member ☐ MEA-Retired ☐ AEM Student ☐ MEA Staff

Profession: ☐ EA Instructional ☐ EA Non-Instructional ☐ ESP Instructional ☐ ESP Non-Instructional ☐ Higher Ed

School District Local/Unit

Home Address: Street City State Zip Code

Cell Phone Home Phone

Email you would like used to receive registration confirmation: \_\_\_\_\_

## Type of Registration and Fee

The following registrations do not require payment with registration and should be sent directly to Adrienne Puryear. These are **due by February 9, 2024**

☐ MEA Board Member—attending as my MEA Board Paid Conference

**Fee If Received by Feb. 9 Fee For Late or On-Site**

☐ MEA Member \$200 \$350

Number of registrations included with payment: \_\_\_\_ of \_\_\_\_ Total payment: \_\_\_\_\_

## PAYMENT METHOD

☐ Check (payable to MEA) Check # \_\_\_\_\_ Received from: \_\_\_\_\_

☐ VISA ☐ Master Card ☐ Discover ☐ American Express

Card number Expiration date

Print name of authorized signer Authorized signature

## Mail Form and Payment to:

Adrienne Puryear  
Michigan Education Association  
1216 Kendale Blvd., P.O. Box 2573  
East Lansing, MI 48826-2573

**OR**

Email to **conferences@mea.org**

Credit card registrations and registrations not requiring a fee be paid

## Registration Coordinator

(800) 292-1934, ext. 6250  
**conferences@mea.org**

Conference information at:  
**mea.org/conferences**

**Session and meal  
registration next page.**



# 2024 WINTER CONFERENCE REGISTRATION FORM

Please complete this page for activities, meals and session selections.

NAME: \_\_\_\_\_

## 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.

SERIES Selection	100 3/7 9-10:30 a.m.	200 3/7 10:45 a.m-12:15 p.m.	300 3/7 2-3:30 p.m.	400 3/7 3:15-4:45 p.m.	500 3/8 9-10:30 a.m.	600 3/8 10:45 a.m-12:15 p.m.	700 3/8 1:30-3 p.m.
1st Choice	101	204	306	409	500	602	713
2nd Choice	103	203	305	408	501	607	702
3rd Choice	109	205	307	407	502	610	708

### ESP and SCECH Credits:

☐ I would like to receive ESP or SCECH credits for the sessions that are eligible. ☐ **ESP** ☐ **SCECH**

You **MUST** provide 1st, 2nd, and 3rd choice for each session.

SERIES Selection	100 3/7 9-10:30 a.m.	200 3/7 10:45 a.m-12:15 p.m.	300 3/7 2-3:30 p.m.	400 3/7 3:45-5:15 p.m.	500 3/8 8:30-10 a.m.	600 3/8 12:30-2 p.m.
1st Choice						
2nd Choice						
3rd Choice						

## MEALS (Mark YES or NO for each meal/activity. ALL OTHER MEALS ARE ON YOUR OWN.)

### Thursday, March 7

Breakfast	7-8:30 a.m.	<input type="checkbox"/> YES <input type="checkbox"/> NO
Lunch	12:30-1:45 p.m.	<input type="checkbox"/> YES <input type="checkbox"/> NO
Afterglow Reception, Hosted by MESSA	8-11 p.m.	<input type="checkbox"/> YES <input type="checkbox"/> NO

### Friday, March 8

Breakfast	7-8:15 a.m.	<input type="checkbox"/> YES <input type="checkbox"/> NO
Brunch	10:30 a.m.-12 p.m.	<input type="checkbox"/> YES <input type="checkbox"/> NO

**Menu:** All meals will offer a daily variety of vegetarian, vegan, and gluten-free options:


<b>THURSDAY BREAKFAST</b>	Scrambled eggs, breakfast potatoes, sausage, bacon, breakfast pastries, fresh fruit, and coffee/juice/tea
<b>THURSDAY LUNCH</b>	Mediterranean buffet with a choice of pita and hummus, orzo salad/pasta, Greek salad, marinated chicken thigh, roasted lamb, pulled duck over pasta, Brussels sprouts, potatoes, peppers and onions, with baklava and chocolate cake
<b>FRIDAY BREAKFAST</b>	Hard-boiled eggs, assorted breakfast pastries, fresh fruit, with coffee/juice/tea
<b>FRIDAY BRUNCH</b>	Brunch buffet with choice of omelet or scrambled eggs, biscuits and gravy, creamy grits, fresh fruit, assorted veggies, roast beef, seared chicken, sausage links, breakfast potatoes, rice pilaf, with assorted desserts with coffee/juice/tea

**Special dietary need:** If you have a special dietary need that you feel cannot be met, please indicate that so special arrangements can be made:


Please review this form for completeness prior to mailing.

# MEA SCECHs & ESP Certificate Programs

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

Select sessions will qualify for State Continuing Education Clock Hours (SCECH) credits and are marked with . See information on page 13.

Attendance must be verified by the presenters or facilitators at the close of each SCECH-approved session.

Select sessions will qualify for ESP Certificate Program credit in accordance with MEA-approved guidelines. Those sessions that qualify for the ESP Certificate Program are marked with .

Attendance must be verified by the presenters or facilitators at the close of each approved session.

**For both types of credit, please note the procedures to participate:**

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### NUMBER 1: PICK UP ATTENDANCE FORM

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

Each conference attendee must pick up a SCECH AND ESP Session Attendance form from the registration area before attending approved sessions. It's that simple.

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### NUMBER 2: COMPLETE AND SUBMIT ATTENDANCE FORM AT THE CONFERENCE

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

- A. Give your form (SCECH or ESP) to the presenter or facilitator, if one is assigned, when you arrive at your SCECH or ESP Certificate approved session (that way they know you are taking the course for credit). We suggest you arrive at your session a few minutes before the start of the session.
- B. Attend the full session.
- C. Pick up your signed form from the presenter/facilitator as proof you have attended that session for the entire allotted time.
- D. Return your completed form to the registration area at the end of the conference or before leaving the conference. Due to Michigan Department of Education regulations, ALL SCECH AND ESP CERTIFICATE ATTENDANCE FORMS MUST BE TURNED IN BEFORE LEAVING THE CONFERENCE. The forms will no longer be accepted via U.S. Mail after the conference.

You will only receive credit for sessions that are approved for SCECH or ESP Certification as noted in the announcement and program.

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

We look forward to seeing you at the conference!

# STATE CONTINUING EDUCATION CLOCK HOURS (SCECH) ELIGIBLE SESSIONS

If you have any questions about the SCECH program or what is required of you, please call (517) 333-6250.

- |   |  |
|---|--|
| <b>102</b> The Resilient Educator Project   | <b>311</b> Early Literacy and Justice for All  |
| <b>106</b> Media Relations 101  | <b>312</b> Onward: Cultivating Emotional Resilience in Educators                                   |
| <b>109</b> The Future of Public Education   | <b>504</b> The Money Talk: Using and Sustaining Covid Relief Funds to Support Students and Members |
| <b>111</b> All Hands-on Tech!   | <b>505</b> Revealing 2024's Top Trends with Students, Tech, and Social Media                       |
| <b>112-212</b> Design Thinking: Using Collaboration and Creativity in Planning and Strategizing             | <b>506</b> Mental Wellness in Schools  |
| <b>203</b> Twenty Tech Tools for Enhances Learning and Life Enrichment                                      | <b>601</b> Overcoming Death by PowerPoint  |
| <b>204</b> Black Educators and Teachers' Union  | <b>602</b> From Vision to Reality: Cultivating and Pitching Your Innovative Education Ideas        |
| <b>205</b> Healthy Lifestyles in Classroom and Beyond   | <b>604</b> The Future of Public Education  |
| <b>206</b> Raise Your Voice: Storytelling to Make Our Message Heard   | <b>605</b> AI for Academic Excellence: How to Guide Students and Support Your Own Goals            |
| <b>208</b> Powerful and Practical Classroom Management Techniques   | <b>606</b> Everything You Need to Know About Student Loan Forgiveness                              |
| <b>209</b> Parents and Educators Coming Together to Win!  | <b>609</b> Making Common Sense Common Practice   |
| <b>211</b> Lasso's Leadership Lessons   |  |
| <b>303</b> Boundaries vs Guardrails: Supporting Educational Staff in Achieving Balance and Avoiding Burnout |  |

# ESP CERTIFICATE PROGRAM ELIGIBLE SESSIONS

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

If you have any questions about the ESP Certificate Program or what is required of you, please call (517) 333-6250.

## CORE — BEHAVIOR MANAGEMENT

- 208** Powerful and Practical Classroom Management Techniques

## CORE — COMMUNICATION

- 106** Media Relations 101  
**206** Raise Your Voice: Storytelling to Make Our Message Heard  
**410** Communicate with Your Members Through Video  
**411** Always Together: EA and ESP Units Working Together in K-12 Districts  
**601** Overcoming Death by PowerPoint

## CORE — LEGAL/ETHICAL

- 108** Legislative Update and Chat with a Lobbyist

## ELECTIVE — TECHNOLOGY

- 111** All Hands-On Tech!  
**203** Twenty Tech Tools for Enhanced Learning and Life Enrichment  
**505** Revealing 2024's Top Trends with Students, Tech, and Social Media  
**601** Overcoming Death by PowerPoint

## ELECTIVE — WORK ENVIRONMENT/SCHOOL ORGANIZATION

- 210** Developing Committees and Boards that Empower, Motivate, and Foster a Pipeline  
**411** Always Together: EA and ESP Units Working Together in K-12 District

## 2024 MEA Winter Conference — Thursday Session Grid

100 Series 9–10:30 a.m.	200 Series 10:45 a.m.–12:15 p.m	12:30 p.m.	300 Series 2-3:30 p.m.	400 Series 3:45-5:15 p.m.
101 Payroll Dues Deduction: Know Your Options	201 Student Learning Objectives (SLO) For Educator Evaluation	L U N C H  F O R  A L L  P A R T I C I P A N T S	301-401 Pre-Retirement Informational Meeting for MIP and Basic Plan Members	
102 The Resilient Educator Project	202 Turning “No” Into “Yes”		302 Saving Money Makes Sense With MEA/NEA Member Benefits	402 MEA Systems for Leaders
103 Interest-Based Bargaining: It Worked for Us - It Can Work for You!	203 Twenty Tech Tools for Enhanced Learning and Life Enrichment		303 Boundaries vs Guardrails: Supporting Educational Staff in Achieving Balance	403 Up The Creek Without a Paddle: O.A.R. To the Rescue
104 Treasurer’s Workshop	204 Black Educators and Teachers’ Union		304 Your Guide to Setting Up and Running an Online Election in Your Local	404 My Member Did What? Building Rep Training for Better Advocacy
105 Local Wellness Programs: If You Build It, They Will Come	205 Healthy Lifestyles in the Classroom and Beyond		305 Elect Your Employer: How to Win a School Board Election	405 Alphabet Soup of Protection, Advocacy and Accountability
106 Media Relations 101	206 Raise Your Voice: Storytelling To Make Our Message Heard		306 Stronger Together: Recruiting and Retaining ESP Members	406 Understanding Michigan PK-12 School Finance
107-407 Bargaining Basics			107-407 — Continued Bargaining Basics	
108 Legislative Update and Chat with a Lobbyist	208 Powerful and Practical Classroom Management Techniques		308 Everything Old Is New Again: MEA’s History, Present and Future	408 Bargaining Amidst Financial Adversity: Birmingham’s Road to Fair Wages, Equity and Retention
109 The Future of Public Education	209 Parents and Educators Coming Together to Win!		309 MESSA Insurance 101: Deep Dive into MESSA’s Medical Plans, Including Our New Plan, MESSA Balance+	409 How to Grow Membership One Member at a Time Through Community and Member Engagement
110 MESSA Insurance 201: MESSA’s Ancillary Coverages, Including Supplemental Plans	210 Developing Committees and Boards That Empower, Motivate, and Foster a Pipeline of Diverse Leaders		310 How to Run an Effective NEO (New Member Orientation)	410 Communicate with Your Members Through Video
111 All Hands-On Tech!	211 Lasso’s Leadership Lessons		311 Early Literacy and Justice for All	411 Always Together: EA and ESP Units Working Together in K-12 Districts
112-212 Design Thinking: Using Collaboration and Creativity in Planning and Strategizing			312 Onward: Cultivating Emotional Resilience in Educators	412 How to Save with MESSA
113 Uniquely MESSA	213 MESSA’s New Medical Plan: MESSA Balance+		313 Tips for New Leaders	



## 2024 MEA Winter Conference — Friday Session Grid

500 Series 8:30–10 a.m.	10:30 a.m.	600 Series 12:30 – 2 p.m.
<b>501</b> Learn, Save, Thrive		<b>601</b> Overcoming Death by PowerPoint
<b>502</b> Bargaining Back Teacher Evaluation, Placement and Discipline Provisions		<b>602</b> From Vision to Reality: Cultivating and Pitching Your Innovative Education Ideas
<b>503</b> Social Justice 101: What Do You Know?	B R U N C H	<b>603</b> Building Better Relationships at the Bargaining Table and Beyond
<b>504</b> The Money Talk: Using and Sustaining COVID Relief Funding to Support Students		<b>604</b> The Future of Public Education
<b>505</b> Revealing 2024's Top Trends with Students, Tech and Social Media		<b>605</b> AI For Academic Excellence: How to Guide Students and Support Your Own Goals
<b>506</b> Mental Wellness in Schools		<b>606</b> Everything You Need to Know About Student Loan Forgiveness
<b>507</b> Updating Your Local Governance Documents	A L L	<b>607</b> Canva 101: How to Utilize it in Your Local!
<b>508</b> Mentoring and Induction, Professional Learning, and Teacher Retention Supports		<b>608</b> Taking Control of Your Own Wellness
<b>509</b> Standing Up to Your Employer: Dealing With Unreasonable School Board Members		<b>609</b> Making Common Sense Common Practice
<b>510</b> Election 2024 and Beyond		<b>610</b> See Michigan Educators Run
<b>511</b> Fun With Numbers: Sharing Resources to Tell Our Story and Organize	P A R T I C I P A N T S	<b>611</b> Pre-Retirement Informational Meeting For Pension Plus Plan Members
<b>512-612</b> Planning Strategically for a Strong Local		<b>512-612</b> — Continued Planning Strategically for a Strong Local
<b>513</b> Driving The Conversation on Assessment		<b>613</b> Bargaining Back Teacher Evaluation, Placement and Discipline Provisions

# Sessions by Category

## BARGAINING

- 103** Interest-Based Bargaining: It Worked for Us — It Can Work for You!
- 107-407** Bargaining Basics
- 108** Legislative Update and Chat with a Lobbyist
- 202** Turning “No” Into “Yes”
- 406** Understanding Michigan PK-12 School Finance
- 408** Bargaining Amidst Financial Adversity: Birmingham’s Road to Fair Wages, Equity and Retention
- 502** Bargaining Back Teacher Evaluation, Placement, and Discipline Provisions
- 511** Fun with Numbers: Sharing Resources to Tell Our Story and Organize
- 512-612** Planning Strategically for a Strong Local
- 603** Building Better Relationships at the Bargaining Table and Beyond
- 613** Bargaining Back Teacher Evaluation, Placement, and Discipline Provisions

## COMMUNICATIONS

- 106** Media Relations 101
- 108** Legislative Update and Chat with a Lobbyist
- 204** Black Educators and Teachers’ Union
- 206** Raise Your Voice: Storytelling to Make Our Message Heard
- 210** Developing Committees and Boards that Empower, Motivate, and Fosters a Pipeline of Diverse Leaders
- 211** Lasso’s Leadership Lessons
- 304** Your Guide to Setting Up and Running an Online Election in Your Local
- 310** How to Run an Effective NEO (New Member Orientation)
- 313** Tips for New Leaders
- 403** Up the Creek Without a Paddle: O.A.R. to the Rescue!
- 404** My Member Did What? Building Rep Training for Better Advocacy
- 405** Alphabet Soup of Protection, Advocacy, and Accountability
- 410** Communicate with Your Members Through Video
- 411** Always Together: EA and ESP Units Working Together in K-12 Districts
- 509** Standing Up to Your Employer: Dealing with Unreasonable School Board Members
- 512-612** Planning Strategically for a Strong Local
- 601** Overcoming Death by PowerPoint
- 603** Building Better Relationships at the Bargaining Table and Beyond
- 607** Canva 101: How to Utilize it in Your Local!
- 609** Making Common Sense Common Practice

## FINANCE

- 104** Treasurer’s Workshop
- 109** The Future of Public Education
- 302** Saving Money Makes Sense with MEA/NEA Member Benefits
- 406** Understanding Michigan PK-12 School Finance
- 504** The Money Talk: Using and Sustaining Covid Relief Funding to Support Students and Members
- 511** Fun with Numbers: Sharing Resources to Tell Our Story and Organize
- 604** The Future of Public Education

## GOVERNANCE

- 210** Developing Committees and Boards that Empower, Motivate, and Fosters a Pipeline of Diverse Leaders
- 211** Lasso’s Leadership Lessons
- 304** Your Guide to Setting Up and Running an Online Election in Your Local
- 313** Tips for New Leaders
- 507** Updating Your Local Governance Documents

## HIGHER EDUCATION

- 108** Legislative Update and Chat with a Lobbyist
- 210** Developing Committees and Boards that Empower, Motivate, and Fosters a Pipeline of Diverse Leaders

## LEGAL

- 404** My Member Did What? Building Rep Training for Better Advocacy
- 405** Alphabet Soup of Protection, Advocacy and Accountability
- 509** Standing Up to Your Employer: Dealing with Unreasonable School Board Members

## MEA FINANCIAL SERVICES

- 501** Learn, Save, Thrive

## MEMBER ENGAGEMENT

- 105** Local Wellness Programs: If You Build It, They Will Come
- 108** Legislative Update and Chat with a Lobbyist
- 112-212** Design Thinking: Using Collaboration and Creativity in Planning and Strategizing
- 205** Healthy Lifestyles in Classroom and Beyond
- 209** Parents and Educators Coming Together to Win!
- 211** Lasso’s Leadership Lessons
- 302** Saving Money Makes Sense with MEA/NEA Member Benefits
- 304** Your Guide to Setting Up and Running an Online Election in Your Local
- 305** Elect Your Employer: How to Win a School Board Election
- 306** Stronger Together: Recruiting and Retaining ESP Members
- 313** Tips for New Leaders
- 403** Up the Creek Without a Paddle: O.A.R. to the Rescue!
- 405** Alphabet Soup of Protection, Advocacy and Accountability
- 409** How to Grow Membership One Member at a Time Through Community and Member Engagement
- 411** Always Together: EA and ESP Units Working Together in K-12 Districts
- 509** Standing Up to Your Employer: Dealing with Unreasonable School Board Members
- 512-612** Planning Strategically for a Strong Local
- 602** From Vision to Reality: Cultivating and Pitching Your Innovative Education Ideas
- 607** Canva 101: How to Utilize it in Your Local!
- 610** See Michigan Educators Run

## MEMBER RETENTION

- 105** Local Wellness Programs: If You Build It, They Will Come
- 205** Healthy Lifestyles in Classroom and Beyond
- 302** Saving Money Makes Sense with MEA/NEA Member Benefits
- 306** Stronger Together: Recruiting and Retaining ESP Members
- 403** Up the Creek Without a Paddle: O.A.R. to the Rescue!
- 404** My Member Did What? Building Rep Training for Better Advocacy
- 503** Social Justice 101: What Do You Know?
- 511** Fun with Numbers: Sharing Resources to Tell Our Story and Organize
- 512-612** Planning Strategically for a Strong Local

## MESSA

- 105** Local Wellness Programs: If You Build It, They Will Come
- 110** MESSA Insurance 201: MESSA’s Ancillary Coverages, Including Our Supplement Plans
- 113** Uniquely MESSA
- 213** MESSA’s Balance +
- 309** MESSA Insurance 101: Deep Dive into MESSA’s Medical Plans, Including our New Plan, MESSA Balance+
- 412** How to Save with MESSA

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## POLITICAL

- 108 Legislative Update and Chat with a Lobbyist
- 109 The Future of Public Education
- 209 Parents and Educators Coming Together to Win!
- 305 Elect Your Employer: How to Win a School Board Election
- 509 Standing Up to Your Employer: Dealing with Unreasonable School Board Members
- 510 Election 2024 and Beyond
- 511 Fun with Numbers: Sharing Resources to Tell Our Story and Organize
- 604 The Future of Public Education
- 610 See Michigan Educators Run

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## PROFESSIONAL DEVELOPMENT

- 102 The Resilient Educator Project
- 111 All Hands-On Tech!
- 112-212 Design Thinking: Using Collaboration and Creativity in Planning and Strategizing
- 203 Twenty Tech Tools for Enhanced Learning and Life Enrichment
- 208 Powerful and Practical Classroom Management Techniques
- 311 Early Literacy and Justice for All
- 312 Onward: Cultivating Emotional Resilience in Educators
- 503 Social Justice 101: What Do You Know?
- 506 Mental Wellness in Schools
- 513 Driving the Conversation on Assessment
- 601 Overcoming Death by PowerPoint
- 602 From Vision to Reality: Cultivating and Pitching Your Innovative Education Ideas
- 606 Everything You Need to Know About Student Loan Forgiveness

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## PROFESSIONAL ISSUES

- 102 The Resilient Educator Project
- 108 Legislative Update and Chat with a Lobbyist
- 205 Healthy Lifestyles in Classroom and Beyond
- 303 Boundaries vs Guardrails: Supporting Educational Staff in Achieving Balance and Avoiding Burnout
- 312 Onward: Cultivating Emotional Resilience in Educators
- 405 Alphabet Soup of Protection, Advocacy and Accountability
- 411 Always Together: EA and ESP Units Working Together in K-12 Districts
- 503 Social Justice 101: What Do You Know?
- 509 Standing Up to Your Employer: Dealing with Unreasonable School Board Members
- 513 Driving the Conversation on Assessment
- 607 Canva 101: How to Utilize it in Your Local!
- 608 Taking Control of Your Own Wellness
- 609 Making Common Sense Common Practice

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## PROTECTING PUBLIC EDUCATION

- 108 Legislative Update and Chat with a Lobbyist
- 109 The Future of Public Education
- 209 Parents and Educators Coming Together to Win!
- 305 Elect Your Employer: How to Win a School Board Election
- 404 My Member Did What? Building Rep Training for Better Advocacy
- 411 Always Together: EA and ESP Units Working Together in K-12 Districts
- 604 The Future of Public Education
- 610 See Michigan Educators Run

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## SCHOOL REFORM

- 109 The Future of Public Education
- 205 Healthy Lifestyles in Classroom and Beyond
- 209 Parents and Educators Coming Together to Win!
- 513 Driving the Conversation on Assessment
- 604 The Future of Public Education

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## SOCIAL JUSTICE

- 311 Early Literacy and Justice for All
- 503 Social Justice 101: What Do You Know?
- 506 Mental Wellness in Schools

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## TECHNOLOGY

- 111 All Hands-on Tech!
- 203 Twenty Tech Tools for Enhanced Learning and Life Enrichment
- 402 MEA Systems for Leaders
- 505 Revealing 2024's Top Trends with Students, Tech, and Social Media
- 602 From Vision to Reality: Cultivating and Pitching Your Innovative Education Ideas
- 605 AI for Academic Excellence: How to Guide Students and Support Your Own Goals

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## OTHER — ORGANIZING PLANS

- 403 Up the Creek Without a Paddle: O.A.R. to the Rescue!

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## OTHER — STUDENT WELL-BEING

- 505 Revealing 2024's Top Trends with Students, Tech and Social Media

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## OTHER — RETIREMENT

- 301-401 Pre-Retirement Information Meeting for MIP and Basic Plan Members
- 611 Pre-Retirement Information Meeting for Pension Plus Plan Members

# MEA WINTER CONFERENCE 2024 SESSION DESCRIPTIONS

## 100 Series

Thursday, March 7, 2024

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### 101 PAYROLL DUES DEDUCTION: KNOW YOUR OPTIONS

9–10:30 a.m.

Payroll dues deduction is back! Is it the right choice for your local? What will it mean for your members and officers? Learn about the factors to consider when making this choice. Develop your action plan to bargain this right and make the change as soon as the 2024–25 school year.

**Presenter:** Angela Lanczynski, MEA Director of Member and Information Services

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### 102 THE RESILIENT EDUCATOR PROJECT

9–10:30 a.m.

The Resilient Educator Project (The REP) is a skill-building initiative that enhances educators' social-emotional competence and personal resilience. Rooted in research-backed strategies, it empowers teachers to manage stress, adapt to challenges, and improve classroom performance, benefiting both educators and students.

**Presenter:** Jonathan Haynes, M.A., Certified Mental Performance Consultant

SCECH

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### 103 INTEREST-BASED BARGAINING: IT WORKED FOR US — IT CAN WORK FOR YOU!

9–10:30 a.m.

Negotiations turned from very contentious to very collaborative using Interest-Based Bargaining (IBB). Let us tell you more about IBB and how it worked for us.

**Presenters:** Bill Barnes, Superintendent, Grand Ledge Public Schools  
John Ellsworth, Communication Director, Grand Ledge Public Schools  
Steve Gabriel, Asst. Superintendent, Grand Ledge Public Schools  
Ashleigh Lore, Grand Ledge E  
Jim Manning, MEA UniServ Director, Okemos  
Melissa Mazzola, Grand Ledge E  
Colleen Price, Grand Ledge E

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### 104 TREASURER'S WORKSHOP

9–10:30 a.m.

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

**Presenters:** Kelly Cline, MEA Controller  
Aaron Eling, MEA Secretary-Treasurer

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

9–10:30 a.m.

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

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### 106 MEDIA RELATIONS 101

9–10:30 a.m.

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

**Presenters:** Thomas Morgan, MEA Communications Consultant  
Doug Pratt, MEA Director of Communications and Public Engagement

SCECH

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## 107-407 BARGAINING BASICS

**9 a.m.-5:15 p.m., break 12:30-2 p.m.**

This full day session will encompass all bargaining basic information for all groups. Topics covered will include bargaining team basics, strategies, and styles, planning for bargaining, requesting and analyzing unit and district economic information, collecting non-economic information, insurance considerations, legal aspects of bargaining, mediation, fact-finding, and impasse. Planning for PR and bargaining support activities (i.e., crisis) will be included.

**Presenters:** Kim Abel, MEA UniServ Director, Commerce Twp.  
John Creasey, MEA UniServ Director, Port Huron  
Terese Fitzpatrick, MEA UniServ Director, Commerce Twp.

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## 108 LEGISLATIVE UPDATE AND CHAT WITH A LOBBYIST

**9-10:30 a.m.**

Budget, bargaining rights, Michigan Merit Curriculum, retirement issues, employee rights, certification requirements, teacher preparation, transportation issues, etc. are all topics of legislation affecting higher education, PreK-12 education. Meet with the MEA lobbyists for a current update on legislative issues, as well as suggestions on how to communicate with legislators and to chat with our lobbyists on promoting MEA's legislative agenda.

**Presenters:** Tammy Daenzer, MEA Lobbyist  
Dr. David Michelson, MEA Lobbyist  
Andy Neumann, MEA Lobbyist

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## 109 THE FUTURE OF PUBLIC EDUCATION

**9-10:30 a.m.**

Education policy in Michigan and across the country is at a crossroads. As the political alliances and consensus education policy reforms of the past quarter century crumble, the remaining questions is "what's next?" In this session, hear a proposal for the future of public education in Michigan.

**Presenter:** Tanner Delpier, MEA Labor Economist

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## 110 MESSA INSURANCE 201: MESSA'S ANCILLARY COVERAGES, INCLUDING SUPPLEMENTAL PLANS

**9-10:30 a.m.**

Learn about the ancillary coverages available at MESSA, including dental, vision, life and Long-Term Disability (LTD) insurance, and supplemental plan coverage. Members have access to vision and dental coverage and the largest networks in Michigan. Prepare for financial security with life and LTD benefits, and receive cash back for covered injuries, illness, or hospitalizations with MESSA's supplemental plans.

**Presenters:** Heather Scott, MESSA Field Representative  
Andrew Lavendusky, MESSA Field Representative

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## 111 ALL HANDS-ON TECH!

**9-10:30 a.m.**

The purpose of this session is to demonstrate how educators can use Canva, Adobe, and Jamboards for their newsletters, student projects, class bulletin boards, and community advocacy efforts. The presenter will share examples of successful projects with 5th and 6th grade students, along with parent-teacher-school communication via tech strategies.

**Presenter:** Jane Montero, Dexter Community Schools

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## 112-212 DESIGN THINKING: USING COLLABORATION AND CREATIVITY IN PLANNING AND STRATEGIZING

**9 a.m.-12:15 p.m.**

Design thinking is clear process for creating solutions with groups of people. There are many possible applications, from strategizing with union leadership and membership, to working with the community. Teachers can even use this process in their instruction with students. In this session, you will experience a condensed version of the design thinking as you learn about different ways that you can use it in your professional practice.

**Presenters:** Danielle Peck, Professional Development Specialist  
Anne Perez, Professional Development Specialist

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## 113 UNIQUELY MESSA

9-10:30 a.m.

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

**Presenters:** Viola Collin, MESSA Field Representative  
Jacqui Mast, MESSA Field Representative

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## 200 Series

Thursday, March 7, 2024

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### 201 STUDENT LEARNING OBJECTIVES (SLO) FOR EDUCATOR EVALUATION

SCECH

10:45 a.m.-12:15 p.m.

Legislation changes require that teacher performance evaluation be developed "with the involvement of teachers and school administrators" and after collective bargaining, including metrics for measuring "student growth, assessment data, or student learning objectives metrics. Attend this session to learn about SLO's for teacher performance evaluations.

**Presenters:** Joe Priest, Professional Learning Consultant, Michigan Department of Education  
Marty Snitgen, Professional Learning Consultant, Michigan Department of Education

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### 202 TURNING "NO" INTO "YES"

10:45 a.m.-12:15 p.m.

In this session, we will review the strategies and data used to change the way bargaining had historically operated and get most of the contractual changes sought. This includes the largest teacher raise in our history, reduced workload, and improved student discipline language. Come chat about turning "No" into "Yes".

**Presenters:** Patrick Connell, Port Huron Education Association  
Makenzie Jurzysta, Port Huron Education Association

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### 203 TWENTY TECH TOOLS FOR ENHANCED LEARNING AND LIFE ENRICHMENT

 SCECH

10:45 a.m.-12:15 p.m.

Discover versatile technology tools that amplify classroom learning and enrich your personal life. Engage in discussions on tools fostering engagement, assessment, collaboration, and personal satisfaction and joy. Share your experiences and explore tools that resonate with you.

**Presenter:** Emily Sicilia, Asst. Director of Professional Learning, Michigan Virtual

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### 204 BLACK EDUCATORS AND TEACHERS' UNION

10:45 a.m.-12:15 p.m.

Drawing parallels between pushing out American Teachers Association Black educators due to the 1954 Brown v. Topeka Board of Education and boxing out of minorities in the 3-1(g).

**Presenters:** AJ Engels, Ann Arbor Education Association  
Noncy Fields, Ann Arbor Education Association  
Tabia Patton, Ypsilanti Education Association

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### 205 HEALTHY LIFESTYLES IN THE CLASSROOM AND BEYOND

10:45 a.m.-12:15 p.m.

Take a closer look at healthy living by following the six pillars of lifestyle medicine in the classroom and beyond.

**Presenter:** Ann Marie Borders, MEA-Retired

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### 206 RAISE YOUR VOICE: STORYTELLING TO MAKE OUR MESSAGE HEARD

 SCECH

10:45 a.m.-12:15 p.m.

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, including training on messaging, preparation, tactics and more.

**Presenters:** Brenda Ortega, MEA Editor  
Doug Pratt, MEA Director of Communications and Public Engagement



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## 208 POWERFUL AND PRACTICAL CLASSROOM MANAGEMENT TECHNIQUES

10:45 a.m.–12:15 p.m.

Participants will learn skills that everyone wished they knew when they started teaching. Research-based and practical skills for engaging students, getting attention, communicating and so much more. Teachers will enjoy the fast-paced, fun session, and are guaranteed to come away with an understanding why their own techniques work, and some new ideas to try!

**Presenter:** Dr. Jerry Evanski

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## 209 PARENTS AND EDUCATORS COMING TOGETHER TO WIN!

SCECH

10:45 a.m.–12:15 p.m.

Parents, educators, and school staff can organize together! Michigan Education Justice Coalition has been working across the state to support these efforts. Come and learn from folks across the state working together in their communities and leave with concrete next steps in how to partner with community and parent groups in your school.

**Presenters:** Jessica Lumbreras, MEA UniServ Consultant — Member and Political Organizer  
Trina Tocco, Belding E

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## 210 DEVELOPING COMMITTEES AND BOARDS THAT EMPOWER, MOTIVATE, AND FOSTER A PIPELINE OF DIVERSE LEADERS



10:45 a.m.–12:15 p.m.

This interactive session explores the purpose of a board/committee and member roles. Highly functioning groups communicate, embrace the mission, and accomplish goals while fostering inclusion and embracing diversity as the foundation for success. Attendees will explore their responsibility to create a legacy that actively brings others into leadership roles.

**Presenters:** Marcia J. Mackey, Central MI UNIV E  
Eva Menefee, Lansing CC E

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## 211 LASSO'S LEADERSHIP LESSONS

SCECH

10:45 a.m.–12:15 p.m.

"Ted Lasso" is a beloved program with a devoted following. And for good reason, it has all the feels! But looking deeper we'll subtle leadership lessons weekly. We'll look at several such moments and discuss how they might apply to the work we do as union leaders.

**Presenter:** Doug Hill, Rochester Education Association

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## 213 MESSA'S NEW MEDICAL PLAN, MESSA BALANCE+

10:45 a.m.–12:15 p.m.

MESSA's new health plan, Balance+ provides members more options than ever for choosing the right plan. MESSA Balance+ includes a bundle of supplemental plans that pay cash for covered accidents, critical illness and hospitalization, providing a financial safety net when you need it most. It also features a health savings account, the largest network of providers and the unmatched service MESSA members rely on for peace of mind.

**Presenters:** Monica McKay, MESSA Field Representative  
Matt Zimmerman, MESSA Field Representative

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**301-401 PRE-RETIREMENT INFORMATIONAL MEETING FOR MIP AND BASIC PLAN MEMBERS****2–5:15 p.m.**

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

**Presenter:** Paul Helder, MEA Field Service Consultant

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**302 SAVING MONEY MAKES SENSE WITH MEA/NEA MEMBERS BENEFITS****2–3:30 p.m.**

You gain a vast array of savings and discounts as an 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!

**Presenters:** Deb Larson, MEA UniServ Director, Alpena  
Lisa Robbins, MEA UniServ Director, Mt. Pleasant  
LouAnn Vidmar, MEA UniServ Director, Berrien Springs  
Hans Wienke, MEA UniServ Director, Hancock

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**303 BOUNDARIES VS GUARDRAILS: SUPPORTING EDUCATIONAL STAFF IN ACHIEVING BALANCE****2–3:30 p.m.**

The past few years have made clear that educators are looking to achieve greater work-life balance. This session will explore how the distinction between “boundaries” and “guardrails” can help us achieve this balance. We will discuss systems and policies that schools need to protect educators. We will also examine how we can take the initiative by establishing structural guardrails that show care, ensure balance, and work actively against burnout.

**Presenters:** Danielle Peck, Professional Development Specialist  
Anne Perez, Professional Development Specialist

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**304 YOUR GUIDE TO SETTING UP AND RUNNING AN ONLINE ELECTION IN YOUR LOCAL****2–3:30 p.m.**

In this session, we will walk members through how to set up and run an online election through MEA from beginning to end and all the in between. This session will address common pitfalls as well as show you how to use your election as an organizing tool to build member engagement.

**Presenters:** Tom Greig, MEA UniServ Director, Kalamazoo  
Andrea Villarreal, MEA Field Assistant, Kalamazoo

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**305 ELECT YOUR EMPLOYER: HOW TO WIN A SCHOOL BOARD ELECTION****2–3:30 p.m.**

Now more than ever, it is crucial to endorse and elect individuals to local school boards who support our members and students. This session will provide a playbook for electing champions for education, with tools to help you engage your members before the election and strategies to hold elected officials accountable.

**Presenters:** Zach Crim, MEA UniServ Consultant — Member and Political Organizer  
Jessica Lumbreras, MEA UniServ Consultant — Member and Political Organizer

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**306 STRONGER TOGETHER: RECRUITING AND RETAINING ESP MEMBERS****2–3:30 p.m.**

ESP Members from Van Buren Public Schools, their UniServ Director and an MEA Field Organizer discuss strategies that helped them increase their membership by over 20%. They will share ideas on how to take advantage of programs/grants that the MEA offers like OAR, special trainings, BFCL and NEO, as well as ideas for fun activities that promote member engagement. Participants will be given time to create a plan of their own to bring back to their local unit.

**Presenters:** Sheila Daggett, Van Buren CMPT  
Caleigh Hunt, MEA Field Organizer  
Jessica McIntyre, Van Buren CMPT  
Kim Sattler, Van Buren CMPT  
Bill Triolet, MEA UniServ Director, Plymouth

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### 308 EVERYTHING OLD IS NEW AGAIN: MEA'S HISTORY, PRESENT, AND FUTURE

2–3:30 p.m.

The MEA is the oldest operating union in the country, and we should take pride that our organization lead the country in shaping and professionalizing public education. However, history can only give context to the present; it is not a guarantee of the future. We are in a moment where some fights need to be fought again, and gains lost, reclaimed. Knowing where we came from helps us be confident about where we are going and what we need to do to get there. In this session, you will learn more about the MEA's history and legacy, and with that knowledge, how you can direct and shape our future.

**Presenter:** Chad Williams, MEA UniServ Consultant — Professional Issues Organizer

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### 309 MESSA INSURANCE 101: DEEP DIVE INTO MESSA'S MEDICAL PLANS, INCLUDING OUR NEW PLAN, MESSA BALANCE+

2–3:30 p.m.

We want to make sure you understand how to get the best contract possible for your members. Attendees will learn about MESSA's medical plans and how they compare, including MESSA's newest medical plan, MESSA Balance+. You'll walk away with the knowledge to bargain great group coverage.

**Presenters:** Andrew Lavendusky, MESSA Field Representative  
Heather Scott, MESSA Field Representative

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### 310 HOW TO RUN AN EFFECTIVE NEO (NEW MEMBER ORIENTATION)

2–3:30 p.m.

Presenting information for leaders on how to run a successful NEO.

**Presenters:** Brian Boze, Saline E  
Bridget Corie, Saline E  
Tina D'Andrea, Saline E  
Kelly Powers, MEA UniServ Director, Ann Arbor  
Brandon Smith, Saline E  
Carl Spina, Saline E

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### 311 EARLY LITERACY AND JUSTICE FOR ALL

SCECH

2–3:30 p.m.

This session will allow participants to explore Pre-kindergarten and K-3 Literacy Essentials for the state of Michigan. The presentation will highlight the connections these practices have to the four domains (identity, diversity, justice, and action) of the Social Justice Standards from the Learning for Justice Anti-Bias Framework.

**Presenters:** Deanna Roland, K-5 Literacy Coach, Kalamazoo  
Renay Williams-Whitson, K-5 Literacy Coach, Kalamazoo

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### 312 ONWARD: CULTIVATING EMOTIONAL RESILIENCE IN EDUCATORS

SCECH

2–3:30 p.m.

Based on the book *Onward* by Elena Aguilar, this session will focus on helping members learn resilience by helping them make sense of irritants, interruptions, and unexpected events because interpretation dictates actions. By cultivating resilience, educators can fulfill the intentions that brought them into the profession to begin with. We will discuss how building resilience is the first step to the systemic changes that will transform education.

**Presenters:** Annette Christiansen, MEA UniServ Consultant — Professional Issues Organizer  
Kate Dutcher, Lake Orion E  
Brittany Perreault, Farmington E

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### 313 TIPS FOR NEW LEADERS

2–3:30 p.m.

This session will cover an overview of leadership roles in a local, and ways to improve effectiveness

**Presenters:** Capalene Howse, MEA Organizing Consultant  
Kurt Murray, MEA UniServ Director, Petoskey

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## 402 MEA SYSTEMS FOR LEADERS

**3:45-5:15 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.

**Presenter:** Angela Lanczynski, MEA Director of Member and Information Services

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## 403 UP THE CREEK WITHOUT A PADDLE: O.A.R. TO THE RESCUE

**3:45-5:15 p.m.**

This session will provide you with a deeper understanding of resources available to you and how to empower members and leaders to build a strong, vibrant local. We will show you how anyone can help develop a plan to get new members, and help you develop a new organizing plan you can return to your local, share, and hit the ground running!

**Presenters:** Mary Aldecoa, MEA UniServ Organizational Development Specialist  
Christine Anderson, MEA UniServ Director, Kalamazoo  
Tom Greig, MEA UniServ Director, Kalamazoo  
Capalene Howse, MEA Organizing Consultant  
Eric Kennedy, MEA UniServ Director, Flint  
Linda LaVictor, MEA UniServ Organizational Development Specialist  
Mike McGee, MEA UniServ Director, Belding

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## 404 MY MEMBER DID WHAT? BUILDING REP TRAINING FOR BETTER ADVOCACY

**3:45-5:15 p.m.**

This training will prepare Association Representatives (union stewards) with the knowledge and tools needed to effectively represent members in disciplinary investigations and grievance processing. You will leave with a better understanding of the duties and responsibilities of the Association Rep and a newfound confidence to serve your members.

**Presenters:** Sandy Paesens, MEA UniServ Director, Battle Creek  
Bill Triolet, MEA UniServ Director, Plymouth

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## 405 ALPHABET SOUP OF PROTECTION, ADVOCACY, AND ACCOUNTABILITY

**3:45-5:15 p.m.**

During this interactive presentation, attendees will gain an understanding of the importance of advocacy and accountability through follow-up documentation of discussions, understandings and agreements. Sample documentation letters will be provided to cover a variety of situations.

**Presenters:** Larry Gabka, MEA UniServ Director, Rapid River  
Lisa Robbins, MEA UniServ Director, Mt. Pleasant

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## 406 UNDERSTANDING MICHIGAN PK-12 SCHOOL FINANCE

**3:45-5:15 p.m.**

This session will give attendees a basic understanding of how Michigan's education finance system functions at both the state and local level.

**Audience:** Teachers and ESP Members Only

**Presenter:** Tanner Delpier, MEA Labor Economist

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## 408 BARGAINING AMIDST FINANCIAL ADVERSITY: BIRMINGHAM'S ROAD TO FAIR WAGES, EQUITY AND RETENTION

**3:45-5:15 p.m.**

After bargaining through a district budget deficit of \$14 million, Birmingham's journey to a new salary structure during their 2023 contract settlement will be reviewed. Benefits in the agreement include: a revised 13-step structure with competitive middle and top steps, a "hold harmless" clause, and a way of addressing all teachers who were hired in on step levels that did not match their years of service.

**Presenters:** Ed Caughell, Birmingham EA  
Amy Wagner, President, Birmingham EA  
Scott Warrow, MEA UniServ Director, Lathrup Village  
Anne Wind, Treasurer, Birmingham EA

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## **409 HOW TO GROW MEMBERSHIP ONE MEMBER AT A TIME THROUGH COMMUNITY AND MEMBER ENGAGEMENT**

**3:45-5:15 p.m.**

Share local experiences of community events that work when engaging and organizing current and prospective members.

**Presenter:** Patricia Hampton, MSU-APA

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## **410 COMMUNICATE WITH YOUR MEMBERS THROUGH VIDEO**

**3:45-5:15 p.m.**

Learn the value of communication through videos to your members. Valuable communication to members will maintain and increase membership. Leave this training with a finished product that you will be able to send to your membership. Saline ESP leader has a proven track record to help you put together a valuable resource to keep your members informed.

**Presenters:** Steve Lucas, Saline CFMOPT  
Kelly Powers, MEA UniServ Director, Ann Arbor

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## **411 ALWAYS TOGETHER: EA AND ESP UNITS WORKING TOGETHER IN K-12 DISTRICTS**

**3:45-5:15 p.m.**

Many districts contain many locals. Communication between units is important to make sure everyone's voices are heard, and information is shared consistently. We will guide you through a multi-year effort to build the communication and relationship between an EA and ESP group for the betterment of all members and students.

**Presenters:** Sarah Garrett, Battle Creek Educational Secretaries  
Anthony Pennock, Battle Creek Education Association

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## **412 HOW TO SAVE WITH MESSA**

**3:45-5:15 p.m.**

MESSA can also help save members money. Participants will get useful tips on how to maximize the value of their MESSA medical plan and keep more cash in their pocket.

**Presenters:** Monica McKay, MESSA Field Representative  
Rahshaan Watson, MESSA Field Representative

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# **500 Series**

**Friday, March 8, 2024**

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## **501 LEARN, SAVE, THRIVE**

**8:30-10 a.m.**

Join us for a fun and informative time as you LEARN about essential Investment and Insurance concepts that will help you SAVE money, and help you THRIVE in your day-to-day journey through life!

**Presenters:** Jason Diotte, MEA Financial Services, Regional Manager  
Amy Lothschultz, MEA Financial Services, Senior Manager Insurance Products

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## **502 BARGAINING BACK TEACHER EVALUATION, PLACEMENT, AND DISCIPLINE PROVISIONS**

**8:30-10 a.m.**

We will cover the best practices and strategies to achieve bargaining successes as the entire state pursues the restoration of contractual rights that were stripped from teachers in 2011. Model sample proposals will also be provided and reviewed.

**Presenter:** Craig Culver, MEA Statewide Bargaining Consultant

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## **503 SOCIAL JUSTICE 101: WHAT DO YOU KNOW?**

**8:30-10 a.m.**

Many people have heard of social justice and may have a general idea about it. Can you define or explain social justice? Here is an opportunity to learn about social justice, what it means, how to bring social justice into our work as educators and into our classrooms?

**Presenter:** MEA Social Justice Committee

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## 504 THE MONEY TALK: USING AND SUSTAINING COVID RELIEF FUNDING TO SUPPORT STUDENTS



**8:30-10 a.m.**

Review the origin, rules, and opportunity surrounding COVID relief funds in this session while also learning ways to sustain this level of funding in your districts when COVID funds expire.

**Presenters:** Tanner Delpier, MEA Labor Economist  
Heather Palo, MEA UniServ Consultant — American Rescue Plan Organizer

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## 505 REVEALING 2024'S TOP TRENDS WITH STUDENTS, TECH AND SOCIAL MEDIA



**8:30-10 a.m.**

Without a doubt, social media significantly influences student well-being, and their attitudes towards tech evolve rapidly. This session will explore results from the world's largest survey about social media's and tech's impact on student well-being and how educators can empower students to navigate both in positive ways.

**Audience:** Teachers Only  
**Presenter:** Andrea Jenkins, Director of Partner Success, The Social Institute

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## 506 MENTAL WELLNESS IN SCHOOLS



**8:30-10 a.m.**

Emotional needs of students have been documented, but those of educators have frequently been overlooked, especially during the pandemic. Both student and educator populations have been affected. Join this enjoyable and interactive session to discover strategies for supporting staff and exploring available programs for students in Michigan to address these needs.

**Presenter:** Lauren Kazee, LMSW Consultant, Living S.L.O.W.

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## 507 UPDATING YOUR LOCAL GOVERNANCE DOCUMENTS

**8:30-10 a.m.**

Bring your local's constitution and bylaw documents and learn the steps and requirements necessary to make sure your local is operating in compliance with MEA and NEA requirements.

**Presenter:** Lance Little, Owosso E

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## 508 MENTORING AND INDUCTION, PROFESSIONAL LEARNING, AND TEACHER RETENTION SUPPORTS

**8:30-10 a.m.**

This session will provide information around current professional learning, mentoring and induction, and other retention practices in Michigan, including information on the Section 27h mentoring and induction grants.

**Presenters:** Joe Priest, Professional Learning Consultant, Michigan Department of Education  
Marty Snitgen, Professional Learning Consultant, Michigan Department of Education

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## 509 STANDING UP TO YOUR EMPLOYER: DEALING WITH UNREASONABLE SCHOOL BOARD MEMBERS

**8:30-10 a.m.**

Difficult board members get elected — what can you do when they try to control the narrative and misrepresent YOU and the district to the public? Find out what one Local did when a newly elected Board of Education trustee went on social media and attacked one member's professional decisions and integrity and what that local is doing now after a HUGE win. Learn how to parlay this workshop into your own strategy to overcome these extremists.

**Presenters:** Deb Lotan, MEA UniServ Director, Lake Orion  
Amy Rever-Oberle, Rochester Education Association

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## 510 ELECTION 2024 AND BEYOND

**8:30-10 a.m.**

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, including training on messaging, preparation, tactics and more.

**Presenters:** Zach Crim, MEA UniServ Consultant — Member and Political Organizer  
Jessica Lumbreras, MEA UniServ Consultant — Member and Political Organizer  
Doug Pratt, MEA Director of Communications and Public Engagement



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## 511 FUN WITH NUMBERS: SHARING RESOURCES AND ORGANIZE TO TELL A STORY

**8:30-10 a.m.**

There are many great resources being created, we need to share them. The concept is for the presenter and attendees to share data resources related to bargaining, membership and politics and encourage ongoing sharing. One example is a change in career earnings spreadsheet used to encourage new hires to join.

**Presenters:** John Mierz, Whitehall E  
Tim Smith, MEA UniServ Director, Norton Shores

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## 512-612 PLANNING STRATEGICALLY FOR STRONG LOCAL

**8:30-10 a.m., continues 12:30-2 p.m.**

Attendees will work through multiple subsections of the overall strategic planning process to strengthen their local. Subsections include member recruitment and retention, marketing, communication structures, engagement plans, and much more. Individuals and/or teams from a local are encouraged to attend and take part in this "learn, discuss, and do" workshop.

**Presenters:** Chuck Alberts, Lansing Education Association  
Charles Richardson, MEA UniServ Director, Okemos

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## 513 DRIVING THE CONVERSATION ON ASSESSMENT

SCECH

**8:30-10 a.m.**

Recent changes in school legislation are driving the need for a better understanding of assessment. Developing teachers to engage in meaningful conversations concerning student achievement and growth is essential. We do this through thoughtful examination of assessment practices embedded in quality teaching and learning that will positively impact student achievement and contribute to increased educator effectiveness.

**Presenters:** Kathy Dewsbury-White, Michigan Assessment Consortium  
Ellen Vorenkamp, Michigan Assessment Consortium

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# 600 Series

**Friday, March 8, 2024**

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## 601 OVERCOMING DEATH BY POWERPOINT

**12:30-2 p.m.**

PowerPoint (or any presentation software) has the potential to be a dynamic, interactive aid in education and business — but often ends up being a textbook-on-a-screen. Learn the different uses and outcomes of PowerPoint and how to optimize its potential.

**Presenter:** Martlin "Stewart" Reed, St. Clair Community College

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## 602 FROM VISION TO REALITY: CULTIVATING AND PITCHING YOUR INNOVATIVE EDUCATION IDEAS

**12:30-2 p.m.**

This presentation will equip K-12 educators with the knowledge and skills to refine their innovative education solutions and pitch them convincingly to a discerning audience. Attendees will leave with a toolkit of strategies and insights to propel their innovative education ideas from the drawing board to the classrooms of Michigan.

**Presenter:** Scott Watkins, MSU Research Foundation Member

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## 603 BUILDING BETTER RELATIONSHIPS AT THE BARGAINING TABLE AND BEYOND

**12:30-2 p.m.**

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, Flint  
Lori Hudson, MEA UniServ Director, Howell  
Eric Kennedy, MEA UniServ Director, Flint  
Bill Milligan, MEA UniServ Director, Ishpeming

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## 604 THE FUTURE OF PUBLIC EDUCATION

SCECH

**12:30-2 p.m.**

Education policy in Michigan and across the country is at a crossroads. As the political alliances and consensus education policy reforms of the past quarter century crumble, the remaining questions is "what's next?" In this session, hear a proposal for the future of public education in Michigan.

**Presenter:** Tanner Delpier, MEA Labor Economist

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## 605 AI FOR ACADEMIC EXCELLENCE: HOW TO GUIDE STUDENTS AND SUPPORT YOUR OWN GOALS

**12:30-2 p.m.**

ChatGPT and other AI innovations are transforming education. They enhance online learning and revolutionize classrooms. In this interactive session, you'll learn how to unlock AI's potential for an even more effective classroom experience that elevates your students' learning and enhances your own professional growth and success.

**Audience:** Teachers Only

**Presenter:** Andrea Jenkins, Director of Partner Success, The Social Institute

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## 606 EVERYTHING YOU NEED TO KNOW ABOUT STUDENT LOAN FORGIVENESS

SCECH

**12:30-2 p.m.**

Designed to familiarize educators with a variety of options to reduce and/or eliminate student loan debt through federal loan forgiveness programs created for all public-school employees — not just teachers! We will dive deep into Public Service Loan Forgiveness, discuss Teacher Loan Forgiveness, and provide updates on the latest news in a rapidly changing landscape. There will be time at the end for Q&A.

**Presenters:** Christine Anderson, MEA UniServ Director, Kalamazoo  
Terese Fitzpatrick, MEA UniServ Director, Commerce Twp  
Jon Toppen, MEA UniServ Director, Norton Shores  
Marty Zmiejko, MEA UniServ Director, Flint

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## 607 CANVA 101: HOW TO UTILIZE IT IN YOUR LOCAL!

**12:30-2 p.m.**

Canva is an up-and-coming resource so readily available to us! Learn the basics and walk away with some awesome "make and takes" for your own local: Building Rep/Steward Introduction docs, engagement docs, recruitment flow charts, and more!

\*Canva account must be set up prior to session.

**Presenter:** Danielle Baranowski, MEA UniServ Organizational Development Specialist

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## 608 TAKING CONTROL OF YOUR OWN WELLNESS

**12:30-2 p.m.**

With increasing mental health challenges, it is important for educators to take control of creating solutions for this issue. In this session, participants will learn about funding and grants available to support students and staff, resources, creating a wellness program in your local, and bargaining ideas around this issue.

**Presenters:** Annette Christiansen, MEA UniServ Consultant — Professional Issues Organizer  
Rhonda Jones, MESSA Health Promotion Consultant  
Heather Palo, MEA UniServ Consultant — American Rescue Plan Organizer

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## 609 MAKING COMMON SENSE COMMON PRACTICE

SCECH

**12:30-2 p.m.**

Members will be presented with the 3 C's of our commonsense approach:

1. Communication — Learning how to communicate so expectations are met
2. Culture — Developing a positive, productive, and safe atmosphere within a work environment
3. Community — Understanding the community norms and expectations that will maximize success

**Presenters:** Dave Gott, MEA UniServ Director, Caro  
Tonja Hinkston, MEA UniServ Director, Midland  
Melissa Williams, MEA UniServ Director, Caro

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## **610 SEE MICHIGAN EDUCATORS RUN**

**12:30-2 p.m.**

Join Alexis Duling-Hart, Executive Director of the Great Lakes Political Academy, for a primer on running for political office. Participants will learn the nuts and bolts of a campaign and hear about upcoming opportunities to elect more educators for public office.

**Presenters:** Alexis Duling-Hart, Executive Director, Great Lakes Political Academy  
Jessica Lumbreras, MEA UniServ Consultant — Member and Political Organizer

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## **611 PRE-RETIREMENT INFORMATIONAL MEETING FOR PENSION PLUS PLAN MEMBERS**

**12:30-2 p.m.**

Members in the Pension-Plus retirement plan (hire dates from 07/01/2010 through 01/31/2018) can find out about the details of their plan and how they can plan for retirement. Topics include Social Security, Medicare, MPSERS pension, MPSERS health benefits, applying for retirement with ORS, and working after retirement.

**Presenter:** Paul Helder, MEA Field Service Consultant

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## **613 BARGAINING BACK TEACHER EVALUATION, PLACEMENT AND DISCIPLINE PROVISIONS**

**12:30-2 p.m.**

We will cover the best practices and strategies to achieve bargaining successes as the entire state pursues the restoration of contractual rights that were stripped from teachers in 2011. Model sample proposals will also be provided and reviewed.

**Presenter:** Craig Culver, MEA Statewide Bargaining Consultant

## Upcoming MEA Conferences

### Aspiring Educators of MEA Conference

March 23, 2024 — Virtual

### ESP Statewide Conference

June 21-22, 2024

### Summer Conference

July 16-18, 2024

### Higher Education Bargaining Conference

To be determined for 2024

## Conference Planning Committee

Terri Collett-Such	Waverly FOP
Stacy Daniels	Flushing E
Chris Furlong	Portage E
Tonya Karpinski	MEA UniServ Director
Crystal Kinard	Ann Arbor P
Marcia Mackey	Central Michigan University E
Chuck Miller	Fenton E
Kurt Murray	MEA UniServ Director
Eursla Moore-Doyle	Kalamazoo OPT
Cathy Murray	Port Huron E
Robyn O'Keefe	Birmingham P
Kay Walker-Telma	MEA-Retired
Chad Williams	MEA UniServ Consultant
Jeffrey Wilson	MSU-APA

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### CONFERENCE DIRECTOR

Arminda Westra, Executive Director, MEA Center for Leadership & Learning

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### CONFERENCE COORDINATOR

Adrienne Puryear, Center for Leadership & Learning

## Michigan Education Association

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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.

