



MEA

MICHIGAN EDUCATION ASSOCIATION

Winter Conference

FEBRUARY 6-7, 2025

THE DETROIT MARRIOTT

GAME ON

For Our Members

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Further Information

mea.org/winterconf

Adrienne Puryear, Conference Assistant
Alice Mills, Conference Assistant

conferences@mea.org

Michigan Education Association
PO Box 2573
East Lansing, MI 48826-2573

Location

DETROIT MARRIOTT

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



As educators and MEA members, we are all motivated by the same goal: to ensure that every Michigan student has access to a great public education, regardless of where they live.

In service of this aspiration, each of us brings to the table unique skills, experiences and beliefs. Some of us work as classroom teachers, and others as education support professionals. Some of us are school

counselors, psychologists or social workers, and others work as higher education faculty or staff. We live in cities, suburbs, small towns and dirt roads.

While we might play positions within the education profession, we are joined together as one MEA team — a team that's driven by a shared passion for helping our students succeed. It is through our union that we can find strength in numbers and truly make a difference in the lives of our students, our families, our communities and one another.

Many tough challenges and amazing opportunities lie ahead. I am confident that as long as we are united, we can overcome any tribulations thrown our way and help guide one another along the path to a brighter future.

In Solidarity,

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

Chandra Madafferri
MEA President and CEO

2025 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.

WEDNESDAY, FEB. 5

- 3:30-7:30 p.m. Registration at the Detroit Marriott, Level 3, Ontario Foyer
- 7 p.m. Detroit Pistons Game at Little Caesar's Arena

THURSDAY, FEB. 6

- 7-8:30 a.m. Breakfast
- 7 a.m.-4 p.m. Registration Open
- 8 a.m.-4 p.m. Exhibit Area Open
- 9-10:30 a.m. 100 Series Sessions
- 10:30-10:45 a.m. Break
- 10:45 a.m.-12:15 p.m. 200 Series Sessions
- 12:30 p.m. Lunch
 - Speaker: Brett Smith, MEA Vice President
 - MEA Human Rights Human Rights & Excellence Awards
- 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
- 8-11 p.m. Game Room; Hosted by CLL
 - Euchre Tournament begins tentatively at 8:30 p.m.

FRIDAY, FEB. 7

- 7 a.m.-2 p.m. Registration Open
- 8-10:30 a.m. Exhibit Area Open
- 8:30-10 a.m. 500 Series Sessions
- 10:15 a.m.-12 p.m. Brunch
 - Speaker: Chandra Madafferi, MEA President; Special Guest
- 12:30-2 p.m. 600 Series Sessions



MEA Awards for Human Rights & Excellence

Four awards will be presented during lunch on Thursday, Feb. 6.

INSTRUCTIONAL EXCELLENCE FOR DIVERSE LEARNERS AWARD

This individual demonstrates exceptional skill in teaching and/or provides ancillary support to students with Individualized Educational Plans (IEPs), 504s, English Language Learners, or any other specialized program. As a result of their work, outstanding student outcomes measured in proficiency or growth are clearly observed. Eligible winners come from the ranks of anyone who services a student in special education: para educators, teachers, higher education instructors/professors and include all ancillary support members in counseling, social workers, speech and language teachers/therapists.

INSTRUCTIONAL EXCELLENCE AWARD

This individual demonstrates exceptional skill in teaching and has outstanding student outcomes measured in proficiency or growth. Eligible winners come from the ranks of para educators, PK-12 teachers, higher education instructors/professors.

DIVERSITY, EQUITY & INCLUSION CHAMPION AWARD

This individual demonstrates exceptional work advocating for diversity, equity, & inclusion for students in PK-16 public schools and has created or supported a system that had a positive impact on all underrepresented populations.

DISTINGUISHED SERVANT OF PUBLIC EDUCATION AWARD

This individual positively promotes public education through union activity, political action, and/or community advocacy. Eligible winners come from the ranks of ESP, PK-12 teachers, or higher education.



MEA

WINTER CONFERENCE PISTONS SOCIAL

WEDNESDAY, FEBRUARY 5 | 7 PM



PACKAGE INCLUDES:

- Pistons Game Ticket In the North End Club
(All-You-Can-Eat Arena Fare i.e. Hotdog, Nachos, Popcorn, Pop & Water)
- MEA x Detroit Pistons Lanyard

TICKETS **\$20**
ONLY

[PISTONS.COM/MEASOCIAL](https://pistons.com/measocial)



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.

A chance to win in each session!

(Must be present to win.)

Stop by to visit MESSA!

MESSA is back at the Winter Conference this year with games, giveaways and a fun photo op! You'll find our team of MESSA field representatives and other MESSA staff outside the Renaissance Ballroom, ready to answer any questions you have about your MESSA benefits.

While you're there, connect with the MESSA Communications team to share how MESSA makes a difference for you and your family. Big or small, we want to know the reason why you love your MESSA!

Share your MESSA story!

Does MESSA make the difference for you and your family? Whether your reason for loving MESSA is big or small, we want to hear why MESSA is important to you. Stop by the MESSA area outside the Renaissance Ballroom to share your story with the MESSA Communications Team.



Hours are Thursday, 8 a.m.–4 p.m. and Friday, 8 a.m.–2 p.m.

Hosted by MESSA Field Representatives



Bring your own bag to use at the 2025 Winter Conference, and be entered into a gift card drawing!

(Bags will not be provided.)

2025 Conference Registration Information

Online registration is available until Jan. 15, 2025.

Online Registration Process

Pardon Our Dust! This process is being updated to better serve our members.

Registration is solely online this year. No paper forms will be provided nor accepted.

- Log in to your MEA account at mea.org under the tab Members Only. Select Event Registration and choose the 2025 Winter Conference.
- Confirm all credential information is correct including the email address your confirmation will be sent to. Submit.
- Choose your fee type. (MEA Member, Presenter/Exhibitor/Staff, Board Member)
- Check Out: Enter payment information and click submit.

NOTE: You will choose your sessions through the confirmation link in your email.

Open your confirmation email:

- In your confirmation email, you will be redirected to a new site to register for your sessions.
- All sessions can be chosen and modified through this link.

CONFIRMATION EMAIL

After you choose your fee type and submit, a confirmation message will be sent to the email on file. Here, you will find the link to choose sessions. If you do not receive a confirmation email, check the email on file first, and then contact the conference coordinators at conferences@mea.org.

REGISTRATION FEES

Fee If received by Jan. 15	MEA Member: \$200
Fee If received by Jan. 15	MEA Member: THURSDAY ONLY – \$140
Fee for Late or On-Site	MEA Member: \$350

REGISTRATION GUIDELINES

- **PLEASE NOTE:** To use online registration, each member must sign into their MEA account so that the information is on their record. One MEA member cannot register another MEA member. Online registration will be done individually.
- A credit card or checking account — with the routing and account numbers — is required to register online.
- Checks or money orders will not be accepted. Questions or concerns? Contact conferences@mea.org.
- Session availability will be in real-time. If the session is available to select when registering, the session has seats available. If it does not, the session is full. Waitlists will be available.

IMPORTANT: You cannot finalize your registration if you register for overlapping sessions. Remove one of the sessions to complete.

- All individuals attending all or any part of the conference must register.
- QR codes will be posted for session check-in where you will scan to confirm attendance, request SCECH and ESP credit, and receive evaluations.

For additional information, contact conference coordinators Adrienne Puryear and Alice Mills at conferences@mea.org

Should you have registration system issues or technical questions, please email: meait@mea.org.

ADDITIONAL INFORMATION

Plan to register early due to limited enrollment in some sessions. Session and add-on adjustments may be made by contacting the conference coordinators at conferences@mea.org prior to Jan. 15, 2025, or on-site at registration. Changes received by this date should be reflected in your registration packet.

CANCELLATIONS

All cancellations must be in writing via email with the member's name, local unit, and reason for cancellation to conferences@mea.org. No refunds will be made for cancellations postmarked/received after Jan. 17, 2025.

HOTEL RESERVATIONS

Rooms have been set aside at the Detroit Marriott at the Renaissance Center. Rooms are king or two queens at \$182 plus 15% room tax for reservations made through 5 p.m. on Wednesday, Jan. 15. After that, the Detroit Marriott will 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/MEAWinterConference2025> or by calling (313) 568-8000 and mentioning you are with the MEA Winter Conference.

For cancellations or changes to your hotel reservation, contact the Detroit Marriott directly.

PARKING

ALL PARKING FEES ARE SUBJECT TO RATE INCREASE

Valet Parking GM Wintergarden and Marriott Hotel Entrance Metropolitan Parking Services (313) 568-5676 Monday-Friday from 8 a.m. to 5 p.m. 0-8 Hours \$30, 8+ Hours \$40	Beaubien Place Garage (313) 568-5676 Accessible from Beaubien Street or St. Antoine Open 24 hours per day including holidays. 5-24 hours \$25, Lost ticket \$40	Port Atwater Parking (313) 259-3595 Accessible from Beaubien Street near Tower 200. Doors may be locked evenings and weekends. \$25 per 24 hours (Monday-Friday)
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DO YOU WANT/NEED SCECH OR ESP CERTIFICATE PROGRAM & CREDIT?

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

NUMBER 1:

When checking into a session, you will scan a QR code to confirm your attendance.

If the session is SCECH and/or ESP eligible, you select 'Yes, I want SCECH and/or ESP credit'. If you select SCECH credit, you must provide your own PIC number. If you do not know it, the system will redirect you to find it in your MOECS account.

NOTE: MEA is not authorized to identify PIC numbers.

NUMBER 2:

Once you have selected if you would like to receive SCECH/ESP credit and confirm your check-in, you are all set.

All SCECH/ESP attendance must be done at session check-in so we can confirm your attendance for credit.

NUMBER 3:

After the conference, SCECH credit will be reflected in your MOECS account once it is processed and confirmed by the SCECH Coordinator.

As noted in the announcement, you will only receive credit for sessions approved for SCECH or ESP Certification.

ELIGIBLE SESSIONS: SCECH

The sessions listed below have been certified as part of the State Continuing Education Clock Hours Program.

- 105 Education in the Age of Artificial Intelligence: Challenges, Opportunities, and Implications for Social Justice
- 106 Get in Gear with MESSA
- 201 From Educator to Elected: Navigating the Path to Office

- 209 Teaching When the World is on Fire
- 210 MISelf In Books: Diverse K-12 Book Recommendations
- 304 Managing Menopause — Navigating Through the Change
- 305 Fostering Inclusive & Safe Workspaces: Empowering LGBTQ+ Educators at All Levels
- 308 Overview of Michigan Education Policy and MEA Bargaining Resources
- 311-411 Empowering Educators: Building AI Literacy and Skills for the Future
- 401 How to Run an Effective and Efficient Meeting
- 410 Design, Create and Share: Introduction to Canva Workshop
- 504 Laws on Medication Administration and Procedures in schools
- 505 AI as a Catalyst for Educational Transformation
- 509 How to "Know" a Person: Intentional Interactions for Relational Organizing
- 510 FMLA and ADA Overview
- 601 Understanding Michigan's PK-12 School Finance System
- 605 From Vision to Reality: Cultivating and Pitching Your Innovative Education Ideas
- 609 I'm Paraprofessional, Now What!
- 610 Social Media and Free Speech (or lack thereof!)

If you have any questions about SCECH credit at the conference, contact conferences@mea.org.

ELIGIBLE SESSIONS: ESP

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

CORE — Communication

- 205 Communicating your Message about Bargaining

- 309 Building Better Relationships at the Bargaining Table...and Beyond!

CORE — Legal/Ethical

- 103 Legislative Update & Chat with a Lobbyist
- 303 Legislative Update & Chat with a Lobbyist
- 510 FMLA and ADA Overview
- 610 Social Media and Free Speech (or lack thereof!)

ELECTIVE — Cultural Diversity

- 210 MISelf In Books: Diverse K-12 Book Recommendations
- 305 Fostering Inclusive & Safe Workspaces: Empowering LGBTQ+ Educators at All Levels

ELECTIVE — Instructional Practices

- 605 From Vision to Reality: Cultivating and Pitching Your Innovative Education Ideas

ELECTIVE — Medical/Health

- 106 Get in Gear with MESSA
- 304 Managing Menopause — Navigating Through the Change
- 504 Laws on Medication Administration and Procedures in schools

ELECTIVE — Other (Special Education Paraprofessionals)

- 609 I'm Paraprofessional, Now What!

ELECTIVE — Technology

- 311-411 Empowering Educators: Building AI Literacy and Skills for the Future
- 410 Design, Create and Share: Introduction to Canva Workshop
- 505 AI as a Catalyst for Educational Transformation

ELECTIVE — Work Environment/School Organization

- 507 ESP Bill of Rights

If you have any questions about the ESP Certificate Program or what is required, please contact Lisa at lfox@mea.org.

<p>100 SERIES 9-10:30 a.m.</p> <p>101 PLAN, ORGANIZE, WIN: POLITICAL ORGANIZING FOR EDUCATION ADVOCATES</p> <p>102 USING PROFESSIONALISM TO STRENGTHEN YOUR LOCAL</p> <p>103 LEGISLATIVE UPDATE & CHAT WITH A LOBBYIST</p> <p>104 ONLINE TO IN-PERSON — MEA LEADS PROFESSIONAL GROWTH WITH "THE CENTER"</p> <p>105 EDUCATION IN THE AGE OF ARTIFICIAL INTELLIGENCE: CHALLENGES, OPPORTUNITIES, AND IMPLICATIONS FOR SOCIAL JUSTICE</p> <p>106 GET IN GEAR WITH MESSA</p>	<p>200 SERIES 10:45 a.m. - 12:15 p.m.</p> <p>201 FROM EDUCATOR TO ELECTED: NAVIGATING THE PATH TO OFFICE</p> <p>202 FINANCIAL AND FIDUCIARY RESPONSIBILITIES FOR LOCAL LEADERS</p> <p>203 IT'S TIME TO UPDATE MICHIGAN'S EDUCATION SYSTEM; LESSONS LEARNED FROM NORWAY</p> <p>204 KEYS TO THE ORGANIZING KINGDOM: TWO NEW NEA KEYS FOR YOUR KEY CHAIN</p> <p>205 COMMUNICATING YOUR MESSAGE ABOUT BARGAINING</p> <p>206 PINT SIZED PD: MEMBER DRIVEN, MEMBER DERIVED PROFESSIONAL DEVELOPMENT</p>	<p>300 SERIES 2-3:30 p.m.</p> <p>301 ALPHABET SOUP OF PROTECTION, ADVOCACY AND ACCOUNTABILITY</p> <p>302 MESSA INSURANCE FUNDAMENTALS</p> <p>303 LEGISLATIVE UPDATE & CHAT WITH A LOBBYIST</p> <p>304 MANAGING MENOPAUSE — NAVIGATING THROUGH THE CHANGE</p> <p>305 FOSTERING INCLUSIVE & SAFE WORKSPACES: EMPOWERING LGBTQ+ EDUCATORS AT ALL LEVELS</p> <p>306 EXPLORE MESSA HEALTH AND PRESCRIPTION PLANS</p>	<p>400 SERIES 3:45-5:15 p.m.</p> <p>401 HOW TO RUN AN EFFECTIVE & EFFICIENT MEETING</p> <p>402 PROVEN WINNING STRATEGIES FOR SCHOOL BOARD AND BOND CAMPAIGNS</p> <p>403 BUILDING BRIDGES WITH ADMINISTRATION</p> <p>404 EA AND ESP UNITS ALWAYS TOGETHER: THE NEXT CHAPTER</p> <p>405 AI AS YOUR UNION ALLY: TRANSFORMING CONTRACT ANALYSIS AND GRIEVANCE PROCESSING WITH ARTIFICIAL INTELLIGENCE</p> <p>406 ORGANIZING AND BUILDING MEMBERSHIPS</p>
T H U R S D A Y L U N C H			
<p>107-407 BARGAINING BASICS</p>	<p>108-208 NEGOTIATING THE RETURN OF RESTORED TEACHER RIGHTS</p>	<p>107-407 BARGAINING BASICS</p>	<p>107-407 BARGAINING BASICS</p>
<p>109 BUILD, RETAIN & SAVE!</p>	<p>109 TEACHING WHEN THE WORLD IS ON FIRE</p>	<p>308 OVERVIEW OF MICHIGAN EDUCATION POLICY AND MEA BARGAINING RESOURCES</p>	<p>408 MAXIMIZING FINANCIAL GAINS AT THE BARGAINING TABLE</p>
<p>110 REBRANDING, RECRUITING AND RETAINING MEMBERS IN YOUR LOCAL</p>	<p>210 MISELF IN BOOKS: DIVERSE K-12 BOOK RECOMMENDATIONS</p>	<p>309 BUILDING BETTER RELATIONSHIPS AT THE BARGAINING TABLE AND BEYOND!</p>	<p>409 TURNING NO INTO YES</p>
<p>111 MY MEMBER DID WHAT?: BUILDING REP TRAINING FOR BETTER ADVOCACY</p>	<p>211 TURNING ANGER INTO ACTION: WRITING, PROCESSING AND PRESENTING GRIEVANCES</p>	<p>310 SPRINT INTO SPRING ENROLLMENT 2025!</p>	<p>410 DESIGN, CREATE AND SHARE: INTRODUCTION TO CANVA WORKSHOP</p>
112-212 PRE-RETIREMENT INFORMATION MEETING FOR MIP/BASIC MEMBERS			
113-413 LEADING YOUR LOCAL TO NEW HEIGHTS			
<p>312 MPERS FUNDAMENTALS FOR LOCAL LEADERS</p>	<p>311-411 EMPOWERING EDUCATORS: BUILDING AI LITERACY AND SKILLS FOR THE FUTURE</p>	<p>312 MPERS FUNDAMENTALS FOR LOCAL LEADERS</p>	<p>410 CLOSED SESSION MEA LRB COMMITTEE/ SBSIT ANNUAL MEETING</p>
113-413 LEADING YOUR LOCAL TO NEW HEIGHTS			

500 SERIES

8:30-10 a.m.

501


INTEREST BASED BARGAINING — WHAT IT IS & HOW CAN IT WORK FOR YOU!

502


UPDATING YOUR LOCAL GOVERNANCE DOCUMENTS

503

THE PSYCHOLOGY OF BARGAINING

504 

LAWS ON MEDICATION ADMINISTRATION AND PROCEDURES IN SCHOOLS

505 

AI AS A CATALYST FOR EDUCATIONAL TRANSFORMATION

506

BEST PRACTICES IN NEGOTIATING HEALTHCARE

507 

ESP BILL OF RIGHTS

508

MEA SYSTEMS FOR LEADERS

509 

HOW TO "KNOW" A PERSON: INTENTIONAL INTERACTIONS FOR RELATIONAL ORGANIZING

510 

FMLA AND ADA OVERVIEW

BRUNCH

10:30 a.m.

**Brunch
for all
Attendees**

600 SERIES

12:30-2 p.m.

601 

UNDERSTANDING MICHIGAN'S PK-12 SCHOOL FINANCE SYSTEM

602

EVALUATING AND COMPARING PAY SCALES: DETERMINING FAIR MARKET VALUE FOR YOUR LABOR

603

INSURANCE CPR

604

SAVING MAKES SENSE WITH MEA & NEA

605 

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

606

ELECTIONS MATTER!

607

ORGANIZE, COMMUNICATE, WIN: EFFECTIVE STRATEGIES FOR BETTER UNION CONTRACTS

608

PAYROLL DUES DEDUCTION: KNOW YOUR OPTIONS

609 

I'M PARAPROFESSIONAL, NOW WHAT?

610 

SOCIAL MEDIA AND FREE SPEECH

Sessions by Core Competency

ADVOCACY

- 103 Legislative Update & Chat with a Lobbyist
- 105 Education in the Age of Artificial Intelligence: Challenges, Opportunities, and Implications for Social Justice
- 108-208 Negotiating the Return of Restored Teacher Rights
- 201 From Educator to Elected: Navigating the Path to Office
- 210 MISelf In Books: Diverse K-12 Book Recommendations
- 303 Legislative Update & Chat with a Lobbyist
- 305 Fostering Inclusive & Safe Workspaces: Empowering LGBTQ+ Educators at All Levels
- 404 EA and ESP Units Always Together: The Next Chapter
- 504 Laws on Medication Administration and Procedures in schools
- 506 Best Practices in Negotiating Healthcare
- 510 FMLA and ADA Overview
- 606 Elections Matter!
- 610 Social Media and Free Speech (or lack thereof!)

COMMUNICATION

- 109 Build, Retain & Save!
- 205 Communicating your Message about Bargaining
- 301 Alphabet Soup of Protection, Advocacy and Accountability.
- 401 Herding Cats (How to run an effective and efficient meeting)

GOVERNANCE AND LEADERSHIP

- 107-407 Bargaining Basics
- 111 My Member Did WHAT?!: Building Rep Training For Better Advocacy
- 211 Turning Anger into Action: Writing, Processing and Presenting Grievances
- 402 Proven Winning Strategies for School Board and Bond Campaigns
- 405 AI as Your Union Ally: Transforming Contract Analysis and Grievance Processing with Artificial Intelligence
- 502 Updating Your Local Governance Documents
- 503 The Psychology of Bargaining
- 508 MEA Systems for Leaders
- 603 Insurance CPR
- 608 Payroll Dues Deduction: Know Your Options

LEADING OUR PROFESSIONS

- 102 Using Professionalism To Strengthen Your Local
- 104 Online to In-person — MEA Leads Professional Growth with "The Center"
- 203 It's Time to Update Michigan's Education System; Lessons Learned from Norway
- 304 Managing Menopause — Navigating Through the Change

- 311-411 Empowering Educators: Building AI Literacy and Skills for the Future
 - 410 Design, Create and Share: Introduction to Canva Workshop
 - 501 Interest Based Bargaining — What it is & how can it work for you!
 - 505 AI as a Catalyst for Educational Transformation
 - 507 ESP Bill of Rights
 - 605 From Vision to Reality: Cultivating and Pitching Your Innovative Education Ideas
 - 609 I'm Paraprofessional, Now what!
-

ORGANIZING

- 101 Plan, Organize, Win: Political Organizing for Education Advocates
 - 110 Rebranding, recruiting, and retaining members in your local
 - 113-413 Leading Your Local to New Heights
 - 204 Keys to the Organizing Kingdom: Two New NEA Keys for Your Key Chain
 - 309 Building Better Relationships at the Bargaining Table...and Beyond!
 - 310 Sprint into Spring Enrollment 2025!
 - 403 Building Bridges with Administration
 - 406 Organizing and Building Memberships
 - 509 How to "Know" a Person: Intentional Interactions for Relational Organizing
 - 604 Saving Makes Sense With MEA & NEA
 - 607 Organize, Communicate, Win: Effective Strategies for Better Union Contracts
-

SOCIAL AND EMOTIONAL INTELLIGENCE

- 106 Get in gear with MESSA
 - 209 Teaching When the World is on Fire
-

STRATEGY AND FISCAL HEALTH

- 112-212 Pre-Retirement Information Meeting for MIP/Basic Members
- 202 Financial and Fiduciary Responsibilities for Local Leaders
- 302 MESSA Insurance Fundamentals
- 306 Explore MESSA health and prescription plans
- 308 Overview of Michigan Education Policy and MEA Bargaining Resources
- 312 MPSERS Fundamentals for Local Leaders
- 408 Maximizing Financial Gains at the Bargaining Table
- 409 Turning "No" Into "Yes"
- 601 Understanding Michigan's PK-12 School Finance System
- 602 Evaluating and Comparing Payscale: Determining Fair Market Value for Your Labor

MEA WINTER CONFERENCE SESSION DESCRIPTIONS

100 Series 9–10:30 a.m.

Feb. 6, 2025

101

PLAN, ORGANIZE, WIN: POLITICAL ORGANIZING FOR EDUCATION ADVOCATES

Participants will learn effective strategies for political organizing and strengthening their union's influence locally and at the capitol. The session will focus on tactics for mobilizing members, building internal and external relationships, and identifying and recruiting new leaders. Special attention will be given to PAC fundraising, offering practical advice on how to raise funds and ensure locals have the resources needed to make a political impact. Attendees will leave with actionable tools to run campaigns, improve working conditions, and advocate for public education.

Doug Pratt, Director of Communications & Public Engagement
Jessica Lumbreras, UniServ Consultant – Member & Political Organizer

102

USING PROFESSIONALISM TO STRENGTHEN YOUR LOCAL

Attendees will learn how professionalism will improve and strengthen their Association. In this session, we will set a SMART goal for your Association and evaluate goals using SWOT analysis. Participants will learn tips for remaining professional in difficult settings and learn how your professionalism can improve your relationship with your school district/college/university.

Kurt Murray, UniServ Director
Lisa Robbins, UniServ Director

103 

LEGISLATIVE UPDATE & CHAT WITH A LOBBYIST

Meet with the MEA lobbyists for a current update on legislative issues, as well as suggestions on how to communicate with legislators and chat with our lobbyists on promoting MEA's legislative agenda. 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 and preK-12 education.

Dr. David Michelson, MEA Lobbyist
Andy Neumann, MEA Lobbyist

104

ONLINE TO IN-PERSON — MEA LEADS PROFESSIONAL GROWTH WITH “THE CENTER”

Dive into The Center, MEA's new Learning Management System, designed to transform professional learning. This session takes you on a journey into our future in how we will engage education employees and leaders across their career continuum, creating opportunities for continuous improvement and career development. Explore how you can access or even lead impactful professional learning. Whether you prefer in-person, live online, or online anytime learning. Learn how The Center will connect you and your colleagues with high-quality learning opportunities while fostering a culture of growth and collaboration. We are at the very beginning of a new horizon in education, learn how we will move into the future together with you at The Center! Note: Participants are encouraged to bring a laptop to this session to access The Center first hand

Chad Williams, MEA UniServ Consultant – Professional Issues

105 SCECH

EDUCATION IN THE AGE OF ARTIFICIAL INTELLIGENCE: CHALLENGES, OPPORTUNITIES, AND IMPLICATIONS FOR SOCIAL JUSTICE

This session's purpose is to address the social inequities within the realm of student access, use, and messaging surrounding the use of various AI tools. Additionally, we will discuss how to advocate for social justice through recognizing and addressing disparities in AI to prepare students for the workforce. Session attendees can expect to be engaged in discussions and collaborative sharing of experiences. Everyone will have an opportunity to consider implementing strategies introduced and reflect on the social justice implications of teaching with AI tools.

Dr. Marcia Mackey, Professor, MEA Board, MAHE President

106 SCECH 

GET IN GEAR WITH MESSA

MESSA's Worksite Wellness program is a great way to build camaraderie, work-life balance and overall well-being. In this session, MESSA Health Promotions Consultant Rhonda Jones will show you how to transform your worksite into a place of mindfulness, movement, nutrition and connection. Learn how to incorporate activities that help reduce health risks and improve healthy behaviors, all while having fun along the way. This session will give you tools to build a worksite wellness program for your district in a virtual or brick-and-mortar setting.

Rhonda Jones, MS, BSN, RN, CHES, CCM MESSA Health Promotion Consultant

107-407

9 AM – 5:15 PM

BARGAINING BASICS

The goal of this session is to give a bargainer from any educational employee group the tools, knowledge, and resources to be an effective bargainer for their group. This full day session will encompass all bargaining basic information and resources regarding essential topics for a bargainer. These will include building a bargaining team and bargaining team member roles, strategies and styles, planning for bargaining, requesting and analyzing unit and district economic information, collecting non-economic information, legal aspects of bargaining, mediation, fact-finding, and impasse. A discussion of possible public relations & bargaining support activities (i.e., crisis) will also be included in this presentation. At the end of this training day, a bargainer will have a footprint for beginning and completing a successful bargain!

Terese Fitzpatrick, UniServ Director
John Creasey, UniServ Director
Kim Abel, UniServ Director

NEGOTIATING THE RETURN OF RESTORED TEACHER RIGHTS

For almost an entire year now, teachers have had the right to negotiate the restoration of contractual provisions for discipline, placement, and evaluation. This session will review the new requirements and bargaining law changes that were legislated in 2023, as well as some of the negotiation successes and common struggles currently facing some bargainers throughout the state.

Craig Culver, MEA Statewide Bargaining Consultant

109**BUILD, RETAIN & SAVE!**

Join MEA Financial Services in a fun and informative gathering. In this session you will learn how to leverage the Member Benefits of MEA Financial Services to BUILD strong relationships within your unit, RETAIN those relationships, and finally learn how MEAFS can SAVE you money and help offset your Union dues.

Jason T Diotte, Investment Sales Manager for MEA Financial Services
Amy Lothschutz, Senior Manager for MEA Financial Services

110**REBRANDING, RECRUITING, AND RETAINING MEMBERS IN YOUR LOCAL**

The purpose of our session is to help local leaders develop systems and strategies that will help recruit new members to your local, retain current members, and engage them to be active members. This will include sharing flow charts, timelines, processes and communication strategies our local developed that resulted in a large increase in membership, and more engaged members overall.

Chris DeYonke, Farmington E
Mamie Giller, Farmington E

111**MY MEMBER DID WHAT?!: BUILDING REP TRAINING FOR BETTER ADVOCACY**

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 an Association Rep and a newfound confidence to serve your members.

Bill Triolet, MEA 2E Coordinating Council Executive Director

112–212**PRE-RETIREMENT INFORMATION MEETING FOR MIP/BASIC MEMBERS**

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. Note: THIS SESSION IS FOCUSED ON THE MPSERS'S MIP AND BASIC PLANS ONLY

Paul Helder, Field Service Consultant

LEADING YOUR LOCAL TO NEW HEIGHTS

Want to take your local to new heights? This is the session for you. Come on your own or as a team, and learn how to reflect on your local's current strengths and areas of growth. Leave with a better understanding of where your local is currently, and how to take the needed steps to be even stronger. This is an interactive session where you will leave with action steps to supercharge your local's identity and service to your members.

Chuck Alberts, LSEA President
Charles Richardson, UniServ Director

200 Series 10:45 a.m.–12:15 p.m.

Feb. 6, 2025

201 SCECH

FROM EDUCATOR TO ELECTED: NAVIGATING THE PATH TO OFFICE

This session is for public school employees who are interested in running for office. Participants will learn the basics of running a campaign, from building a platform to connecting with voters. The session will cover the unique challenges educators face in politics and offer practical advice on balancing work and a political career. Attendees will leave with the tools and confidence needed to start their journey toward public office and advocate for education.

Jessica Lumbreras, UniServ Consultant – Member & Political Organizer
Alexis Duling Hart, Executive Director of the Great Lakes Political Academy

202

FINANCIAL AND FIDUCIARY RESPONSIBILITIES FOR LOCAL LEADERS

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.

Aaron Eling, MEA Secretary-Treasurer
Kelly Cline, MEA Finance Controller

203 SCECH

IT'S TIME TO UPDATE MICHIGAN'S EDUCATION SYSTEM; LESSONS LEARNED FROM NORWAY

Join President Madafferi as she shares the lessons learned on her trip to Norway for reconfiguring education in Michigan. Norway and Michigan are distinct places, and we can't simply snap our fingers and adopt the Norwegian model. However, there are aspects we can and should embrace — because our current education system is outdated and bogged down by too many standardized tests that sap the joy from learning.

We need to rekindle a love of education and prepare our students to be problem solvers and creative thinkers who can grow into responsible, hard-working adults capable of engaging with one another. We've discarded our VCRs; it's time to consider upgrading our educational model for the future.

Chandra Madafferi, MEA President

204

KEYS TO THE ORGANIZING KINGDOM: TWO NEW NEA KEYS FOR YOUR KEY CHAIN

The OAR TEAM (Organizing & Retention) will share fresh resources and best practices of year-round organizing. NEA's 5 Keys of Organizing have recently expanded to 7. We will explore these two new keys and learn how to utilize them in your upcoming Early Enrollment Campaign Plan. Our Team will be accompanied by EA & ESP Presenters who will share strategies geared toward successful Early Enrollment campaigns. Join us to learn these new keys and how to use them. You'll leave with a plan to focus on the upcoming Early Enrollment portion of Year-Round Organizing. If you think you have tried everything, we invite you to refresh yourself and focus on incorporating them into your Local's work.

Mary Aldecoa, Organizational Development Specialist
Linda LaVictor, Organizational Development Specialist
Michael McGee, UniServ Director
Jimalatice Thomas-Gilbert, UniServ Director
Andy Borrelli, UniServ Director
Melissa Williams, UniServ Director
Chris Pratt, Executive Director 7A

205 

COMMUNICATING YOUR MESSAGE ABOUT BARGAINING

Having a student-centric message about your economic and working condition proposals for bargaining is critical to making the public case for a new contract. Learn how, at every step of the way, to convey a strong message to the community to support your local.

Thomas Morgan, Communications Consultant

206

PINT SIZED PD: MEMBER DRIVEN, MEMBER DERIVED PROFESSIONAL DEVELOPMENT

Learn how the Plymouth Canton Education Association, in conjunction with a grant from the NEA and support from MEA, has fulfilled members' desire for relevant professional development and fostered our members' leadership skills with one relatively simple to duplicate member engagement program. At our Pint Size PD sessions, which take place at a member owned brewery, fellow members share their expertise and develop short, "hot topic" centered professional development opportunities for fellow members. This program values members' professional knowledge and gives them an opportunity to share their passion with peers. Conference session will highlight the development of the program and share sample flyers, forms and other resources that you can use to implement this pint size program in your local.

Christine Rushlow, Plymouth-Canton EA Vice President
Seth Furlow, UniServ Director

209 SCECH

TEACHING WHEN THE WORLD IS ON FIRE

Politics, war, racism, LGBTQ+ issues — there is no end to the hot topics that may come up in classrooms. In this era of aggressive and polarized politics, it may be challenging to address these difficult topics in class without fear of creating an unnecessary conflict for classroom teachers. This session will focus on key takeaways from “Teaching When the World is on Fire”, a collection of essays from educators addressing the concerns we all share when attempting to balance addressing real world topics and the limitations of doing so with students.

Annette Christiansen, MiNE
Michigan New Educators State Organizer
Brittany Perreault, Farmington E
Skye Kapinus Vaden, Lansing E

210 SCECH 

MISELF IN BOOKS: DIVERSE K-12 BOOK RECOMMENDATIONS

MISelf in Books is an annual list of inclusive books for Michigan learners. The list is selected by a committee of certified school librarians who are members of the Michigan Association of School Librarians (MASL). These recommendations are based on books that they see learners reading and enjoying in their libraries. The books are published in the last two years and are selected with a focus on authenticity. Attendees will learn the purpose for the diverse book list, criteria for book selection, how to access the app, and a highlight of the favorite titles from this year’s list.

Maggi Rohde, School Librarian, Ann Arbor E

211

TURNING ANGER INTO ACTION: WRITING, PROCESSING AND PRESENTING GRIEVANCES

When disagreements arise between management and the union, it is crucial that union representatives understand the grievance process to best advocate for the rights of their members and ensure the integrity of their contract. Attendees will learn practical strategies to effectively and confidently recognize when a grievance occurs, how to file and process a grievance, and how to argue your case to maximize your chances of success.

Bill Triolet, MEA 2E CC Executive Director

300 Series 2–3:30 p.m.

Feb. 6, 2025

301

ALPHABET SOUP OF PROTECTION, ADVOCACY AND ACCOUNTABILITY

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.

Lisa Robbins, MEA UniServ Director
Larry Gabka, UniServ Director

302

MESSA INSURANCE FUNDAMENTALS

Become an expert in MESSA health plans so you can bargain the best benefits available for your group. You'll learn how MESSA's medical and prescription plans can be combined to ensure your members have a choice of options to fit every need and every budget. You'll also learn about the ancillary coverage MESSA offers, including dental, vision, long-term disability, and supplemental plans for injuries, illnesses and hospital stays. You'll leave this session with all the information you need to bargain a strong contract that ensures your members are cared for and supported by an exceptional MESSA health plan.

Mark Middlewood, MESSA Field Services Representative

303 

LEGISLATIVE UPDATE & CHAT WITH A LOBBYIST

Meet with the MEA lobbyists for a current update on legislative issues, as well as suggestions on how to communicate with legislators and chat with our lobbyists on promoting MEA's legislative agenda. 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 and preK-12 education.

Dr. David Michelson, MEA Lobbyist
Andy Neumann, MEA Lobbyist

304  

MANAGING MENOPAUSE — NAVIGATING THROUGH THE CHANGE

Managing menopause and finding the right support during this phase of life can be challenging. Many of the most common symptoms — hot flashes, sleep disruption and mood swings — can interfere with daily life on the job and at home. During this session, MESSA Health Promotion Consultant Rhonda Jones will take the mystery out of menopause. She'll share healthy strategies including exercise, nutrition, stress management and other treatment options that will empower you to navigate your way through menopause.

Rhonda Jones, MS, BSN, RN, CHES, CCM Health Promotion Consultant

305  

FOSTERING INCLUSIVE & SAFE WORKSPACES: EMPOWERING LGBTQ+ EDUCATORS AT ALL LEVELS

This session will explore strategies and best practices for creating inclusive, safe, and supportive work environments. Participants will gain insights into the unique challenges faced by LGBTQ+ Educators and learn how to foster a culture of belonging, respect, and equity. Through case studies, discussions, and practical tools, attendees will leave equipped to advocate for and implement policies that protect and value LGBTQ+ Educators.

Frank Burger, Carman-Ainsworth Education Association President

306

EXPLORE MESSA HEALTH AND PRESCRIPTION PLANS

It's good to have options. In this session you'll discover the many combinations of MESSA health and prescription plans that are designed to fit your members' needs. Learn how MESSA's exceptional benefits give you access to the nation's largest network of providers, the world's best hospitals, virtual 24/7 Care, our Medical Case Management program and more. You will walk away knowing that MESSA makes the difference by giving you peace of mind in every stage of life, no matter where you are in your career.

Tara Wilbur, MESSA Field Services Representative

308 SCECH

OVERVIEW OF MICHIGAN EDUCATION POLICY AND MEA BARGAINING RESOURCES

In this session, We will review where to find Michigan's education policy resources including district audits, State Aid Financial Status Report, laws, and budgets. Additionally, we will also learn about available MEA bargaining tools and resources.

Tanner Delpier, Labor Economist

Craig Culver, MEA Statewide Bargaining Consultant

309 

BUILDING BETTER RELATIONSHIPS AT THE BARGAINING TABLE...AND BEYOND!

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

Eric Kennedy, UniServ Director

Troy Beasley, UniServ Director

Lori Hudson, UniServ Director

Bill Milligan, UniServ Director

310

SPRINT INTO SPRING ENROLLMENT 2025!

Build an easy-to-implement Early Enrollment campaign plan based on the key field strategies of organizing and retention. This session will include instruction on acquiring data, recruiting and training member organizers, incentivizing recruitment, and hosting a follow-up new member engagement event. Let's work together to capitalize on this year's Early Enrollment opportunity: One of the most effective member-recruiting tools in our toolkit!

Heather Burnside, Field Organizer

Mary Aldecoa, UniServ Organizational Development Specialist

Linda LaVictor, UniServ Organizational Development Specialist

311-411 SCECH

2-5:15 P.M.

EMPOWERING EDUCATORS: BUILDING AI LITERACY AND SKILLS FOR THE FUTURE

As AI continues to evolve, it presents unique opportunities for education leaders to shape how it supports student success within their communities. This interactive session introduces attendees to a structured, seven-level framework for AI adoption in education, guiding them through essential applications that enhance teaching and learning. Through engaging demonstrations and real-world scenarios, participants will explore tools that support skill-building, promote ethical AI use, and enable personalized student learning experiences.

Dr. Phillip Olla, University of Detroit Mercy

312

MPSERS FUNDAMENTALS FOR LOCAL LEADERS

Are you a past, current, or future local leader? Do people regularly come to you to get explanations for how things work? Do you feel intimidated, confused, or inadequate when it comes to your knowledge about MPSERS plans and benefits? Do you think you've got it all figured out, but you want to be SURE?

Paul Helder, Field Service Consultant

400 Series 3:45–5:15 p.m.

Feb. 6, 2025

401 SCECH

HOW TO RUN AN EFFECTIVE AND EFFICIENT MEETING

This session, presented by Southgate EA Local Leaders with over 15 years of experience. This session is designed to give local leaders and representatives tools and models to efficiently run building representative meetings, general membership meetings, as well as meetings for insurance and contract ratifications. Attendees can expect to create detailed meeting agendas and simple spreadsheets to help keep track of membership lists and seniority numbers. Additionally, you will learn to access crucial membership information from the MEA leadership dashboard, as well as implementing strategies to help keep meetings on task and on time.

Ryan Furkas, Local President of the United Teachers of Southgate

Melissa Kasprzyk, Southgate E

Alicia Kennedy, Southgate E

402

PROVEN WINNING STRATEGIES FOR SCHOOL BOARD AND BOND CAMPAIGNS

Use proven strategies to help create your MEA Local Union plan for a successful School Board and/or School Bond Campaign. This session will focus on sharing key strategies to help ensure our members win their school elections the FIRST time they run. These strategies have been used for over 30 years to help our members win over twenty school board and bond elections including two school board and bond elections in the last two years.

John Duffy, Center Line EA Teacher, CLEA Elections Chairperson, Region 6 Delegate

403

BUILDING BRIDGES WITH ADMINISTRATION

What happens when you are in a difficult situation between administration and your local unit? Often times situations between leaders in the district and the union struggle to rebuild fractured bonds. Our session will look at some of the ways that relationships get stressed, and then how to rebuild the relationship so that both sides can return to a working status. Finally, what can locals do when the administration side doesn't want to work collaboratively and collectively.

Roger W. Rothe, NEA Director & BREA Treasurer

Amy Urbanowski-Nowak, Birch Run E

404

EA AND ESP UNITS ALWAYS TOGETHER: THE NEXT CHAPTER

Many districts contain many locals. Communication between units is important to make sure everyone's voices are heard, and information is shared consistently. In this next step, we will guide you through our multi-year effort to build the communication and relationship between an EA and ESP group for the betterment of all members and students while helping you develop your strategy to work together, as one union family, across all locals in your district!

Anthony Pennock, Battle Creek E
Sarah Garrett, Battle Creek O

405

AI AS YOUR UNION ALLY: TRANSFORMING CONTRACT ANALYSIS AND GRIEVANCE PROCESSING WITH ARTIFICIAL INTELLIGENCE

Harness the power of artificial intelligence to revolutionize your contract negotiations, grievance processing, and strategizing. In this informational and hands-on workshop led by Howell EA's Chief Contract Negotiator Deven Parrish and Union President Kristi Craig, learn to leverage AI tools like ChatGPT, NotebookLM, and Claude to enhance and elevate your union leadership capabilities and capacity. You will leave this session with ready-to-implement strategies, tool recommendations, and a framework for AI integration in your union work.

Deven Parrish, Chief Contract Negotiator, Howell Education Association
Kristi Craig, Howell E

406

ORGANIZING AND BUILDING MEMBERSHIPS

This session will give you tools to organize your membership. We will discuss ways to communicate and boost your membership, along with tips for organizing your Executive Board to help with membership and leaders.

Karrie Smith, Mattawan Education Association Membership Chair

408

MAXIMIZING FINANCIAL GAINS AT THE BARGAINING TABLE

This training will demonstrate analysis and methods for bargainers to use for developing the most solid pay proposals to bring to the bargaining table. Examples of how to deliver these proposals at the bargaining table. Additionally, How to share the analysis with your membership and community will be demonstrated and modeled.

Craig Culver, MEA Statewide Bargaining Consultant

409

TURNING "NO" INTO "YES"

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".

Patrick Connell & Makenzie Jurzysta, Co-Chief Bargainers for Port Huron, Statewide SNAP Bargainers

410 SCECH 

DESIGN, CREATE AND SHARE: INTRODUCTION TO CANVA WORKSHOP

In this hands-on session, you will learn the fundamentals of Canva, including how to set up your account, navigate the platform, and create stunning designs that can elevate your teaching and communication resources. Bring your laptop and join our Introduction to Canva_session designed specifically for educators looking to harness the power of graphic design with an easy-to-use program!

Kathy Miskokomon, Utica E
Cheryl Boes, Utica E

412

CLOSED SESSION — LONG RANGE BARGAINING COMMITTEE & SBSIT MEETING

500 Series 8:30–10 a.m.

Feb. 7, 2025

501

INTEREST BASED BARGAINING — WHAT IT IS & HOW CAN IT WORK FOR YOU!

Join this engaging session to see a demonstration of Interest-Based Bargaining (IBB) in action and discover how it can transform challenging negotiations into a foundation for lasting collaboration. Through real-life successes and practical tips, a panel of local administrators and union leaders will provide insights into how IBB fosters essential leadership and communication skills, strengthening district relations and developing a constructive, solutions-oriented school culture. Panelists will break down the IBB process — highlighting its advantages over traditional negotiation methods — and address common skepticism about IBB. Bring your questions and gain valuable insights from colleagues who have used IBB as a powerful leadership tool to not only resolve conflicts but also build stronger, unified teams committed to district success.

Jim Manning, MEA Uniserv Director
Melissa Mazzola, GLEA President
Angel Landis, Grand Ledge EA
Ashleigh Lore, GLEA Vice President
Tiffany Organek, Grand Ledge EA
Bill Barnes, GL Superintendent
Steven Gabriel, GL Deputy Superintendent
John Ellsworth, GL Communications Director

502

UPDATING YOUR LOCAL GOVERNANCE DOCUMENTS

In this session, you will learn the steps and requirements to make sure your local is operating in compliance with MEA and NEA requirements. Bring your local's constitution and by law documents as well a laptop.

Lance Little, MEA Board Member, Owosso EA President

503

THE PSYCHOLOGY OF BARGAINING

This session is meant to improve bargaining outcomes at the table. We will discuss the role of cognitive bias, communication breakdowns, and how the baggage we bring to the table influences contract outcomes. Participants will see how the connections between the pre frontal cortex, hippocampus, and the amygdala during the bargaining process cause failure or success. We will provide specific strategies for bargainers to take back to the table.

Brian Makowski, UniServ Director

Sandy Paesens, UniServ Director

Andy Borrelli, UniServ Director

504 SCECH 

LAWS ON MEDICATION ADMINISTRATION AND PROCEDURES IN SCHOOLS

This session focuses on learning the laws for the administration of medication and school employees performing other health related procedures for students, and how members can advocate for themselves in this area as well as for the students. When you leave this session you will be more well informed than most school administrators on this topic and it will ensure you and your colleagues know what you can and cannot legally do.

Anita Szczepanski, Esq., Staff Attorney – Arbitration Specialist

505 SCECH 

AI AS A CATALYST FOR EDUCATIONAL TRANSFORMATION

This session examines how generative AI can support educators and school leaders in addressing challenges like personalizing learning, managing workloads, and improving student outcomes. Participants will explore strategies for integrating AI tools to meet the needs of diverse learners while considering ethical and equitable practices. The session will cover: practical applications of AI for instructional differentiation; ways to use AI to reduce administrative tasks and focus on teaching and leadership priorities; and approaches for guiding schools or districts in adopting AI responsibly.

Dr. Kecia Waddell, Utica E

506

BEST PRACTICES IN NEGOTIATING HEALTHCARE

Amendments to PA 152 (Hard cap 80/20 Legislation) will drastically alter how health insurance is negotiated. In this session you will learn what changes have been made to PA 152 and discuss bargaining strategies under the new legislation.

Brad Gibson, MEA Insurance Strategy and Development Consultant

507 

ESP BILL OF RIGHTS

Join us to learn all about Michigan's ESP Bill of Rights, where we will explore the goals and priorities of this groundbreaking initiative. This campaign aims to elevate ESPs across the state by identifying key issues such as a thriving wage, dignified retirements, workplace protections and more! During this session, members will have the opportunity to learn about the proposed priorities, and contribute to the discussion. Together, we will work toward crafting a Bill of Rights that ensures lasting change and strengthens the respect of ESPs in our schools. Be part of this critical conversation and help shape the future for all ESPs!

Roy Freeman, MEA-ESP President
Gezelle Oliver, Southern Zone Director
Danielle Baranowski, Anti-Privatization Specialist
Heather Burnside, Field Organizer

508

MEA SYSTEMS FOR LEADERS

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.

Angela Lanczynski, MEA Director of Member & Information Services

509 

HOW TO “KNOW” A PERSON: INTENTIONAL INTERACTIONS FOR RELATIONAL ORGANIZING

We live and work in communities that are deeply divided in the way we see the world, yet as unionists we strive to find our common deeply held beliefs to improve our work lives. How do we accomplish this goal in today's political environment? In David Brooks's latest book, *How to Know a Person: The Art of Seeing Others Deeply and Being Deeply Seen*, he explores how to go beyond surface-level interactions to build meaningful relationships. This session will give member organizers additional strategies for “loud listening” as an avenue to build meaningful connections and solidarity that withstands differences that might otherwise divide us. Participants will engage with one another to practice conversations meant to transform their union toward a participatory community — one that binds us to one another and the communities we serve. Through relational organizing, unions can overcome individual differences, even political ones, and find common ground on the issues that matter most to our members.

Capalene Howse, Lead Organizer – MSU Campaign
Scott Warrow, 7-B Executive Director

510  

FMLA AND ADA OVERVIEW

This session will cover the nuts and bolts of the Family Medical Leave Act (FMLA) and the Americans with Disabilities Act (ADA). As members and leaders, we want to do our best to inform our member of their rights and help protect them so that they may provide the best educational experience for students. This session will provide guidance on your member's rights when taking FMLA covered leave and also their rights to accommodations when experiencing a disability.

Michelle Pollok, MEA Staff Attorney

601 SCECH

UNDERSTANDING MICHIGAN'S PK-12 SCHOOL FINANCE SYSTEM

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

Tanner Delpier, Labor Economist

602

EVALUATING AND COMPARING PAYSCALES: DETERMINING FAIR MARKET VALUE FOR YOUR LABOR

How do you evaluate a pay scale? What are the right comparison points? How do you know if you are being compensated fairly for the work you are doing? Learn how to evaluate your pay scale and labor market and gain valuable tools and strategies to do so. Ensure that you are being paid a fair market value for your labor.

Michael McGee, UniServ Director

Clint Waller, UniServ Director

603

INSURANCE CPR

This session covers how to bargain MESSA Insurance, and how to maintain it as your district's insurance. We will explain the multi-plan discount, and to use it to your advantage. We will also show you how to determine what your district is currently spending on medical and ancillary insurance benefits.

Brian Makowski, UniServ Director

Tara Wilbur, MESSA Field Services Representative

Sandy Paesens, UniServ Director

604

SAVING MAKES SENSE WITH MEA & NEA

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!

Deb Larson, MEA UniServ Director

Eric Kennedy, UniServ Director

Linda LaVictor, UniServ Organizational Development Specialist

Kurt Murray, UniServ Director

Hans Wienke, UniServ Director

Lisa Robbins, UniServ Director

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

In the evolving landscape of K-12 education, innovation is a necessity. Whether it be new educational models, different classroom approaches, or edtech solutions to educational challenges, the essence of bringing innovative ideas to life and ensuring their alignment with educational goals is paramount. This presentation, tailored for the curious and forward-thinking K-12 educators across Michigan, aims to navigate the journey from conceptualization to realization of innovative education ideas.

Scott Watkins, Senior Director of Business Strategy at Michigan Virtual
Jonathan Marceau, Utica E

606

ELECTIONS MATTER!

Educators must advocate for the resources and environments to provide quality education for all students. We also need to promote our union's role in advancing student learning and elevating our professions. Topics covered will include electing your boss, leveraging community partnerships, increasing member engagement in the political process, and holding elected officials accountable.

Wendy Winston, GREA PAC Chair
Jeff Pietrowski, Grandville E

607

ORGANIZE, COMMUNICATE, WIN: EFFECTIVE STRATEGIES FOR BETTER UNION CONTRACTS

Earning key wins for members is more than just what happens at the bargaining table. The Rochester Education Association recently settled an historic contract with big gains for members that was 18 months in the making. This session will highlight pre-bargaining approaches to amplify member voices, along with communication and organizing methods during negotiations to keep members engaged and well-informed.

Liz Schroeck, President, Rochester Education Association
Roger Winn, Rochester E
Jenny Schneider, Rochester E

608

PAYROLL DUES DEDUCTION: KNOW YOUR OPTIONS

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 for the 2025-26 school year.

Angela Lanczynski, MEA Director of Member & Information Services

I'M PARAPROFESSIONAL, NOW WHAT!

Join us for an engaging professional development class designed for aspiring, and seasoned Special Education Paraprofessionals in Michigan. This course will explore the essential tools and strategies needed to support students with diverse learning needs effectively. Participants will learn about classroom management techniques, communication skills, and individualized support strategies. We'll also discuss resources and technologies that enhance learning experiences. Whether you're just starting or looking to refine your skills, this class will equip you with the knowledge and confidence to make a positive impact in the classroom.

Kecia Jones, Pontiac Schools Special Education Paraprofessional and PPIA Vice President
Fred McFadden, Pontiac P

SOCIAL MEDIA AND FREE SPEECH (OR LACK THEREOF!)

This session will cover the nuts and bolts of Social Media and Free Speech. As members and leaders, we want to do our best to inform our members of their rights and help protect them so that they may provide the best educational experience for students. This session will provide guidance on your rights to free speech and how it interacts with social media use.

Michelle Pollok, MEA Staff Attorney

Upcoming MEA Conferences

Aspiring Educators of Michigan Conference

TBD for 2025

ESP Statewide Conference

June 20-21, 2025

Summer Conference

July 15-17, 2025

Higher Education Conference

TBD for 2025

Conference Planning Committee

Terri Collett-Such, Member At Large ESP

Stacy Daniels, Board Member, EA

Tonya Karpinski, Liaison Staff

Crystal Kinard, Member At Large ESP

Kim Largen, Board Member EA

Marcia Mackey, Board Member and Co-Chair HE/EA

Charles Miller, Member At Large EA

Cathy Murray, Board Member, EA

Kurt Murray, Liaison Staff

Jamie Pietron, Member At Large EA

Brett Smith, MEA Vice-President

Katherine Walker-Telma, Liaison MEA-Retired

Arminda Westra, Executive Director, Center for Leadership and Learning

CONFERENCE COORDINATORS:

Adrienne Puryear, Conference Assistant, Center for Leadership and Learning

Alice Mills, Conference Assistant, Center for Leadership and Learning

Michigan Education Association

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AARON ELING, SECRETARY-TREASURER • ERIK EDOFF, SENIOR EXECUTIVE DIRECTOR

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.