

2018 High Desert Service Center Council Fall Leadership Conference

Friday Early Bird Sessions

Cal-STRS Pension2 Workshop (1:00 pm – 3:00 pm)

Looking for a smart way to save more money for your future? Your CalSTRS retirement benefits is a smart start but most likely you'll need additional savings to meet your retirement income goal. Pension2, CalSTRS' supplemental savings program, offers low-cost 403(b), 457(b), Roth 457(b) plans to help you close any gap between your benefit and your goal.

Treasurers Training (1:00 pm – 3:30 pm)

This session is designed to provide the duties and the responsibilities of the Treasurer in an interactive general session. Training topics include general responsibilities, business practices, budgeting post Janus, financial reporting, PERB requirements and filings with the Internal Revenue Service and Franchise Tax Board. This training is geared towards all chapters.

SESSION 1

Saturday 8:30 am – 10:00 am

Beginning Rep Training

The training addresses the basic duties of the Site Rep and the roles and responsibilities every good rep must know and understand. A comprehensive look at the many hats the site rep wears including complaint procedures, grievances, contract enforcement, administrative conferences, fiduciary and legal responsibilities.

Cal-STRS: Save for Your Future Workshop *30 Max*

Learn household budgeting tips and how to establish short-term and long-term savings goals. Create a spending plan that gives you control of your money, keeps you focused on your financial goals and helps you organize your expenses, debt and savings. Spend ninety minutes learning the strategies financial planners use to get their clients on the right financial path.

Charter Schools- What are they? Why are they created?

Did you know that CTA has over 10,000 members that work in charter schools? What is CTA's role and your role as a local chapter and/or local leader in dealing with charter schools? This session is meant to introduce chapter leaders to charter schools, their role and CTA's role together impacting education and affecting the lives of our members.

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From Enrollment to Engagement- The New Member Lifecycle

Engaging and organizing members is essential and rewarding! It is critical for Membership Chairs and local leaders to know how to sign up a new member, answer the tough questions, know what to do with enrollment forms and understand how to update and share membership information with CTA. Discover CTA's Association Management tools and Membership Chair resources which will aid locals in their member engagement plans. Also included is a step-by-step guide to successfully committing individuals to membership with the new CTA Commitment Card. This personalized Commitment Card is used by locals to recommit members to the organization. We'll share success stories and how you can get started in your local.

Keeping Your Members out of Trouble with Technology

Relational organizing is the best way to reach our members, but how do you keep contact when you're not at a school site? This session will cover various social media platforms and cover ways to get your message out to a broader audience.

Rep Training- Non-Contractual Violations & Complaints (Double Session 1 of 2)

Some of the most difficult challenges that impact our members are not violations of the contract—but they can make the workplace miserable. Learn what constitutes a complaint and how to successfully pursue an appropriate resolution.

Social Justice in Mathematics: Eliminating Deficit Views of Mathematics & Science Learning

Come and learn various ways to approach your teaching of mathematics and science through a social justice lens. Some questions that are explored during this session: What is a deficit view of mathematics and science learning? How do deficit thinking and deficit language impact students? What are some suggestions to eliminate deficit views of mathematics and science education?

Treasurer Training for Smaller Locals

This session is designed to provide the duties and the responsibilities of the Treasurer in an interactive general session. Training topics include general responsibilities, business practices, budgeting post Janus, financial reporting, PERB requirements and filings with the Internal Revenue Service and Franchise Tax Board. This training is geared towards smaller chapters.

Untold Asian American Civil Rights Stories and How to Document Your Own History

This session will focus on the untold Asian Americans Civil Rights Stories. Using these stories, the teachers will be able to heighten their awareness of the little-known struggles of Asian Americans and their fight for Civil and Human Rights.

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Use Member Benefits to Help Build a Stronger Association

Looking for new ways to connect with and engage your members? Do you know that CTA and NEA Member Benefits offer almost 50 exclusive programs to benefit members of all ages? Member Benefits staff will provide you with the Organizing with CTA and NEA Member Benefits Tool Kit and tips on how to use Member Benefits in your member organizing, from one-on-ones to chapter events. Also, an overview of all Member Benefits will be provided to demonstrate how they can benefit you, your family and your career and how they can do the same for your members.

Join us and learn how to use one of the many tools available to you for member organizing, the value of CTA and NEA Member Benefits.

SESSION 2

Saturday 10:15 am – 11:45 am

Cal-STRS: Plan for Your Future Workshop *30 Max*

Make sure your retirement income lasts for your lifetime. Many retirees underestimate their retirement income and expenses. Being realistic, planning ahead and learning ways to mitigate common obstacles, including inflation, rising health care costs and scams, can help you make sure your money lasts throughout your retirement.

CTA 360 Pro & CTA 360 App- Using the Power of Data to Organize

Introducing CTA 360Pro, the updated desktop and laptop access point to CTA's Association Management System. This game changer for local leaders opens the door to powerful individual information, leadership roles and reports. Also learn how to use CTA 360, CTA's mobile app for leaders. Get trained on CTA 360 functionalities including updating individual information and converting potential members to full active members with just a few taps on your mobile device. Upon completion of this class and authorization from your chapter president, you will receive access to both tools which will allow for a powerful data management to help your local organize and engage members.

Defense Against the Dark Arts: What to do About "My Pay, My Say," and Other Membership Drop Campaigns

You've seen it on Facebook or in an email using your work email address – My Pay, My Say: Union membership is your choice...But who is really behind these organizations pushing your members to drop? More important, how does your local work to inoculate your membership to these union busting tactics.

Educators and the Law

This workshop will focus on the educator's individual rights in the workplace including workplace safety, protected activities and educator Education Code rights.

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Rep Training- Non-Contractual Violations & Complaints (Double Session 2 of 2)

Some of the most difficult challenges that impact our members are not violations of the contract—but they can make the workplace miserable. Learn what constitutes a complaint and how to successfully pursue an appropriate resolution.

Special Education Issues- Rights & Responsibilities

In this informative session, local leaders and members will familiarize themselves with the impact and implications of state and federal special education laws based on current statistics and information regarding special education issues. Bargaining strategies and language is embedded throughout this training. The topics of the training will focus on an environmental scan of special education in California, special education issues, rights of educators in IEP meetings, rights of educators to discipline special education students and resources for local leaders to address special education issues. This session will enlighten and empower local leaders and members to clarify misconceptions about special education.

Understanding the Dashboard & Systems of Support in our New Accountability System

Was your school or district in Program Improvement? The accountability system ended with the Local Control Funding Formula (LCFF). Our new LCFF accountability system includes state and local indicators in the Dashboard and a new system of supports. Come and learn about the state and local indicators making up the Dashboard and the new requirements for various levels of support. This will be the first year schools will be identified for support as required in ESSA. The Dashboard is designed to present data used to view school and district progress and areas of need. Come and review all of this information to help you in bargaining and understanding your school's progress.

What General Education Teachers Need to Know About 504's and IEP's

Students that have learning disabilities and/or display aggressive behavior in the classroom can be a challenge to any teacher. Many general education teachers are not equipped or trained to understand these students. If a student has an IEP or a 504 plan, what happens if he/she repeatedly violates classroom rules or displays violent behavior on the playground? Can this student be disciplined? What protections does a student have with an IEP or a 504 plan? This session will provide the answers to these questions and review Federal and State laws under IDEA. The participants will also have group discussions and develop plans on how to handle these potential problems. All educators are welcomed!

What Were They Thinking?

From the creators of CTA's Sex, Drugs and Rock and Roll... This session will explore educator rights and responsibilities in online communities. Facebook, Twitter, Snapchat are all great tools for teachers. This session will offer tips and advice that all educators should know to make digital connections without ruining their careers.

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Wisdom & Advice from a School Board Member

Positive relationships with your district trustees can go a long way to help accomplish union goals. Having the votes necessary to influence is doable, given right approach. This session will be trained by CTA staff that has behind-the-scenes experience as a former school board trustee.

SESSION 3

Saturday 1:45 pm – 3:15 pm

2018-2019 State Budget & LCFF

This presentation will include the details of the 2018-19 state education budget including information to support bargaining.

CTA Legal & Legislative Update

This session will focus on recent cases, both state and federal, current trends and legislative changes that affect an educator's workplace.

Member Engagement Post Janus

Now that the Supreme Court has ruled in the Janus Case and we can no longer collect Fair Share fees, what does it mean for your Association? It means that your Association must engage members and non-members in meaningful ways that will either keep them as members or have them become members. This workshop will give you concrete ways to engage your members throughout the year. While many see Janus as a catastrophe, those with a strong membership engagement plan will see it as an opportunity to not only maintain membership but build real power for your Association.

Nuts and Bolts of Bargaining

Bargaining is one of the most important components of a strong local association. This training is designed for bargaining teams, executive boards, rep councils and anyone that wants to understand the fundamentals of bargaining under the Educational Employment Relations Act (EERA). Topics include: the mandatory subjects of bargaining, sun shining, expired contracts/reopeners/successor agreements, the timelines to request budget documents, what is a demand to bargain, proper use of a Memorandum of Understanding (MOU), the Tentative Agreement (TA) and the guidelines for ratification of the TA. The training will conclude with ways to avoid Duty of Fair Representation (DFR) breaches in the area of Collective Bargaining.

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Pledging Allegiance and Free Speech

In the summer of 2016, a Pro Football player sparks national debate by refusing to stand or to hold his hand over his heart during the singing of the National Anthem as a protest of the violence and biased treatment by police towards communities of color. Taking into consideration the historical and social context of patriotic protest, we will engage in a facilitated discussion exploring the meanings of patriotism, protest and what it means in our classrooms. This session should particularly benefit all of us as we enter a new political climate and vigorously exercise and defend the rights guaranteed us under the Constitution. Please join us to add your voice and perspectives to this ongoing dialogue of race, class and power in our world today.

Rep Training- Grievances

This session will provide a comprehensive understanding of the grievance process as it relates to the Collective Bargaining Agreement. In addition to defining, processing and filing a grievance, participants will also learn the specific roles of chapter reps, elected leaders and teachers, the arbitration process and the course of action determined through the Chapter's Bylaws and Local Standing Rules.

School Safety for Teachers: Making Change Possible

Violence against teachers is a "national crisis" and yet, the issue is generally ignored or at least underreported. This has created widespread implications for school safety, the teaching profession and student learning. Focusing solely on student victimization to the exclusion of teacher victimization results in an inadequate representation of safety issues, which makes it more difficult to formulate effective solutions. You will leave this workshop with forward thinking ideas that your teachers association can implement to begin to address these issues.

Scientific Modeling that Engages in Collaboration, Reflection & Deep Content Knowledge

Do you want your student scientists to work in teams, share their thinking and remember what they have learned? Scientific modeling is the perfect vehicle for teacher facilitated discovery of science knowledge. This strategy can be used with many science topics in any grade level K-12. Students will work in teams to develop, plan, present and refine a working scientific model through class collaboration and further research. Through this process students learn vocabulary and key concepts through non-threatening peer critique, class discussion and investigation. After revision and learning, students are able to make a successful independent model to demonstrate their own learning.

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Social Class & Its Influences on Student Engagement

Several experts, policy makers and practitioners suggest student engagement can be predicted by social class. Countless, programs, policies and practical approaches are based upon faulty research on social class. What can we learn from this? How does this apply to the everyday classroom? Why should we care or consider the influences social class has on student engagement and academic achievement? Even experts may be surprised by the research this session reveals. Don't miss this opportunity to examine and share with your colleagues back home.

Special Education Issues-Empowering Yourself by Using Your Union to Advocate

This interactive session will explore state and local trends related to special education to include; legal compliance, teacher rights, IEPs, advocacy and workload issues. Discover resources and strategies to strengthen the IEP process, problem solve issues and improve special education services at your school by using your union.

SESSION 4

Saturday 3:30 pm – 5:00 pm

Awaken Your Curriculum with a Lens of Social Justice!

What if the basis of public education was to develop socially just humans? Common core offers and opportunity of infusing social justice into all subjects. How does this happen in a creative and imaginative way? Subjects can be much more engaging and have a greater impact on students when the material relates to them. Participants will develop delivery methods to actual English, Math, History, PE and Science curriculum for multiple grade levels that explore difference styles and view curriculum in new ways.

Black Males and School Discipline

The enduring and seemingly unyielding, research supported, reality of Black males being over-represented in the discipline office (including suspension and expulsion), special education classrooms, dropout/forced out rolls and ultimately the prison system is systemic and has deep roots within our American framework.

Black males endure an alarming rate of questionable applied discipline. The blow to absenteeism in higher education and the professional ranks including teaching has become endemic and a detriment to families, communities and to the fabric of our tattered nation. Our mantra, One Nation Under God Indivisible with Liberty and Justice for All will need to be rewritten if we can't collectively reverse the inequitable trends of the over-representation of Black males in the discipline office phenomenon.

This session is designed to engage the participant in a transformative experience that will encourage them to establish socially just and culturally competent engagements with Black males in the classroom and the school setting as a whole.

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Budget Documents and Bargaining

This session will review which essential budget documents are needed for bargaining prep, how to read these documents and how to use them to help educate our membership.

Cal-STRS Pension2 Workshop (2 Hour Workshop, ends at 5:30 pm)

Looking for a smart way to save more money for your future? Your CalSTRS retirement benefits is a smart start but most likely you'll need additional savings to meet your retirement income goal. Pension2, CalSTRS' supplemental savings program, offers low-cost 403(b), 457(b), Roth 457(b) plans to help you close any gap between your benefit and your goal.

How to Respond to Members Leaving the Union

When you are talking with a potential member or one that wants to drop membership, they will probably have questions, concerns, opinions and objections. This highly interactive session will provide you the tools and information to prepare your site membership teams for the tough conversations that are sometimes necessary to ask educators to belong and participate in their union.

Journey to Financial Independence- Our Plan. Our Union

CTA wants you to have a long and happy retirement. CalSTRS and CalPERS will only cover about half of the income you will need in retirement so it is essential that you start a retirement savings plan to make up the difference. There are a lot of plans offered to educators but many have high fees or surrender charges. In this session, we will help you get started toward a financially secure retirement and avoid the suboptimal plans. We will review the basics of saving for retirement using easy-to-understand terms. We will share the new CTA Retirement Savings Plan which was designed for educators and the only plan endorsed by CTA. This plan has a simple "quick enrollment" process that makes saving for retirement easy.

Professional Development to Engage Members in a Post Janus World to Recruit & Retain Members

What do they want, PD!

When do they want it, Now!

Who do they want it, from ILC, that's How!

In this session association leadership will learn how to access the ILC resources to engage members through the use of member driven professional development.

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Rep Training- Administrative Meetings

Representing a member in an administrative meeting is one of the most fundamental functions of a union representative. This training will lay out an approach for assessing your member's needs, deciding which issues you should handle as the site rep, president and/or grievance chair and which should go on to your CTA staff person or an attorney. You'll also learn how to prepare for and participate in the administrative meeting as well as what points to cover in your follow up with your member. Expect some hands-on practice along with discussion. Yours is an important union responsibility.

Stress Reduction Activities to Use at Work, Home and with Students

Every day we are faced with challenges that could alter our day or even our week. Sometimes these things can cause stress in our lives and we need to find ways to decompress while at work. Hard work should not be synonymous with stress because eventually our personal lives are affected. You can become more productive by eliminating the stressors, so you can enjoy your job and your family. We will explore different methods and tips you can use to relax at work and at home. As we all know, students also feel the stressors of the day and we will also share activities you can use with your class. After this session, you will have a bag of options to control the stressors and in turn find peace at work and in your personal life.

We Are Union Strong

Do you want to learn tips and tools to build and maintain a strong union? Do you want your union to have success in bargaining? Then, this is the session for you. Come learn organizing strategies to use for involving and retaining your members as well as building power within your union.

SESSION 5

Sunday 8:30 am – 10:00 am

Bullying in the Workplace

There are bullies in every aspect of our lives and they can play a major role in creating a toxic environment. Bullying will prevent progress in the workplace and the stagnation is inevitable. Millions of adults are bullied daily because they see no alternatives. On the contrary, you can survive and work with a bully. We will explore the types of bullies and the strategies necessary to be productive and keep your sanity. A bully-free workplace starts with you. It is not your job to change the bully, but to protect yourself.

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Cal-STRS: My Retirement Decisions *60 Max*

Are you counting down to retirement? Have a retirement date in mind? Then this interactive workshop is for you. You'll learn how to calculate your monthly retirement benefit. The options you can choose if you want to provide a lifetime monthly benefit to your survivors and how much each option would affect the amount of your monthly benefit. Our choices for receiving the funds in your Defined Benefit Supplement account, if you have one. How to complete your Service Retirement Application. What you need to know if you return to work in the California public school system in retirement.

Civic Academies: Engaging Your Members and Community in the LCAP Process

Frustrated by lack of input into your district's Local Control Accountability Plan? A Civic Academy might be just the thing to jumpstart conversations. As education experts, our members need to have a say in the LCAP process and bringing the community to the table can be a strategic step both for the LCAP and bargaining. We'll talk about who and how to engage participants and how to run a Civic Academy.

Membership Engagement Using Social Media

Highlighting the best organizing actions and membership engagement using social media to drive member participation. This training takes real life examples of how local association chapters are using social media and mobile devices to reach both members and the public for the rapid and more efficient communications around a variety of issues, including advocacy, organizing and campaign. Learn how to use Twitter, Instagram and Facebook to engage, interact and connect with members. This is an interactive session where trainers and participants will share strategies, gadgets, apps, tools and resources.

Organizing Your Local to Win at the Bargaining Table and Beyond

Does your local constantly find itself fighting the District for a decent raise? Are members sometimes apathetic and are the same people doing all the work for the Association? Has your local ever lamented that new leaders are needed but that no one is stepping up to the plate? Does the District treat your local like an equal partner or as the enemy? If your local is experiencing any of these issues, then this is the training for you. Find out how dynamic organizing can put your local on the path to not only winning at the bargaining table but can also build a strong and vibrant Association.

Restorative Justice: A Different Approach to Student Discipline

In many classrooms today, maintaining discipline while building strong relationships with students has become an almost insurmountable task. Restorative justice practices can help repair torn relationships between students and staff, while creating a safe environment that fosters respect, responsibility and self-empowerment. This session will give an overview of restorative practices that are currently being used in the classroom along with the practice and use of the restorative circles. Participants will also learn to role play restorative circle activities which can help them develop practical ideas for alternatives to student discipline.

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Understanding Empathy & Connecting with Students

Join in a conversation in understanding the role of empathy in connecting with students. We will explore empathy and sympathy and how they can impede or facilitate deeper relationships with your students. The goal of this session is to understand how to create deeper connections and overcome differences, leading to greater teaching and learning experiences.

We Are Union Strong

Do you want to learn tips and tools to build and maintain a strong union? Do you want your union to have success in bargaining? Then, this is the session for you. Come learn organizing strategies to use for involving and retaining your members as well as building power within your union.

Welcoming New Members to the Union

New members are a valuable resource to keeping our local associations strong. In this session you will learn about making the most of your new hire orientation time and engaging new members throughout the year.