

2019 High Desert Service Center Council Fall Leadership Conference

SESSION 1

Saturday 8:30 am – 10:00 am

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.

Site 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.

Cal-STRS: Financial Awareness Series - Save for Your Future Workshop *40 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.

Contract Campaigns – Build Power & Win!

Want to learn the concrete steps needed to build power around your members' bargaining priorities? Want your members, students, and communities to win with every bargain? Our session explores how a local union can transform traditional bargaining practices into a power-generating contract campaign that unites and organizes rank-and-file members, students, and community members around bargaining priorities. Learn the different phases of a contract campaign and the actions you can take to succeed. You will leave our session with a bargaining roadmap to WIN!

Hashtags, Photos, and Stories! Using Instagram and Twitter to Build Member Engagement & Advocate for Education

Before you can use social media to address your goals, it helps to understand the tools. This fast-paced session dives into Twitter and Instagram, giving you the lingo and best practices, you need to know. Leave this session with a Rockstar Twitter and Instagram bio, learn how to create an Instagram story, and use hashtags. It is recommended participants come to this session with the two apps already downloaded to a phone or tablet, and accounts created in order to participate effectively.

We Have the Power!

Don't let a bad administrator bring down your site morale. Learn how to use membership data to increase site capacity to solve issues that are important to your members. Empower your members to advocate from themselves, their colleagues and their students.

Understanding the Interplay Between the Dashboard, Differentiated Assistance and State System of Support

Is your school and/or district in need of assistance because of your Dashboard data? This session will provide information about the new System of Support and Continuous Improvement Model our state has adopted. Come and learn about the state and local indicators making up the Dashboard and the new requirements for various levels of support. 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.

SESSION 2

Saturday 10:15 am – 11:45 am

Alternatives to Student Discipline Through PBIS & Restorative Justice

Positive Behavioral Interventions and Supports along with Restorative Practices, aim to keep students engaged in the classroom while addressing the root cause of misbehavior. Participants will discuss these alternatives to suspension and expulsion and examine the effectiveness of integrating PBIS and Restorative Practices together. PBIS shifts from punishing and excluding negative behavior, to teaching and rewarding positive behavior, while Restorative Practices encourage accountability, personal reflection, and healing for students. As a whole-school model approach to discipline, these two programs can be used hand and hand to emphasize prevention and positive outcomes for student behaviors. Materials will be provided for all participants.

Site 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.

Cal-STRS: Financial Awareness Series - Plan for Your Future Workshop

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.

2019-2020 State Budget & LCFF

This presentation will include the details of the 2019-2020 state education budget including information to support bargaining.

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.

Membership Committees: Engaging, Activating & Building an Organizing Culture in Your Local Chapter

Learn how to assemble a membership committee in your local chapter, set membership recruitment, organizing, and engagement goals, develop year-long plans, and prepare for a membership blitz or focused campaign. This session is suitable for chapters who currently do not have a membership committee as well as chapters looking to increase their capacity and outreach.

Build Relationships Through Focused Listening

Perhaps you thought listening was fairly straight forward. In this session, you will learn specific listening strategies to connect with colleagues, parents, and students. Listening for intent helps to understand what people are saying and will help you build relationships. This interactive session will provide opportunities to reflect on and practice key aspects of listening. So come, talk, and listen.

SESSION 3

Saturday 1:15 pm – 2:45 pm

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.

Site 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.

Cal-STRS: 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.

Budget Documents & 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.

Special Ed Issues: IEPs, Ed Code, and Resources, Oh My!

What are your legal responsibilities and rights as a member of the IEP team? What are some additional resources that can help with behavior? How can you advocate for the best placement possible for your students, and get the training you need? This workshop will look at legal requirements, IEPs, resources, and ways that general and special education teachers can work together to make the best of this changing landscape.

Member Engagement

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.

Social Emotional Learning: What is it and how to embed it in your curriculum

Want to learn more about Social Emotional Learning (SEL) and how to embed it in your curriculum? This session will provide participants with practical strategies they can easily embed in the curriculum at any grade level. It also provides a safe place to explore real life scenarios teachers encounter every day in their professional life. So come and obtain strategies for creating an SEL classroom.

SESSION 4

Saturday 3:00 pm – 4:30 pm

Meditation for Educators

Meditation helps us to create space between stimulus and how we respond. Research shows real benefits such as reduced stress and burnout for educators and improved memory, organizational skills, reading and math comprehension, social-emotional skills, and overall well-being for our students. Come learn some of these techniques and start practicing today!

Site 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.

CTA Member Benefits: Journey to Financial Independence

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.

School Site Councils

AB 716 (O’Donnell) was signed into law in August 2018. This law revises and recasts provisions related to School Site Councils, the Single Plan for Student Achievement, and the Consolidated Application to account for implementation of the LCFF, LCAP, and ESSA. This law also strengthens School Site Councils to play an integral role in empowering and engaging our schools and communities in the LCAP and ESSA process. Come find out how.

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.

Organizing to Win at the Bargaining Table

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.

Organizing with 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.

SESSION 5

Sunday 8:30 am – 10:00 am

Meditation for Educators

Meditation helps us to create space between stimulus and how we respond. Research shows real benefits such as reduced stress and burnout for educators and improved memory, organizational skills, reading and math comprehension, social-emotional skills, and overall well-being for our students. Come learn some of these techniques and start practicing today!

Site 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.

Cal-STRS Pension2 403(b)

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

Connection Circles

Connection Circles are a relationship building process used to promote understanding, share experiences and build relationships. In this training the participants will learn how to use these circles to transform the culture and community of the school and classroom. Participants will learn types of Connection Circles, circle preparation, the essential elements of the circle and the use of combining the circle with other alternative discipline formats. Collectively, we will discover how to establish a circle and participate in small group discussions about the positive and negative uses of Restorative Circles. Materials will be provided for all participants.

Sex, Drugs & Rock-n-Roll

What exactly are the causes for teacher dismissal? How does the discipline and dismissal process work? This session will offer guidance on the roles and rules when members face possible disciplinary action.

CTA Member Benefits: Get on the Right Track with CTA/NEA Member Benefits

All Aboard! Looking for new ways to connect with and engage your members? We'll share great strategies to add variety to your Association's member engagement and retention platforms. Member Benefits staff will provide you with the Leader Pocket Guide and tips on how to use Member Benefits in your member organizing strategies, from one-on-ones to chapter events. Also, to assist with building member appreciation and loyalty, an overview of all Member Benefits will be provided including information on the CTA Retirement Savings Plan. Join us and learn how to use one of the many tools available to you when demonstrating the value of membership.