



# 2021 Jack Bertolino Summer Leadership Conference Workshops

You can register for only one workshop during each Wave. Workshops consist of four 1-hour sessions. Most workshops are offered in both Waves, however some are only offered one time during SLC. You must register for all workshops by July 28, 2021. [njea.org/slc2021](http://njea.org/slc2021)

## 1. Now That I'm President, What Do I Do?

**Waves I and II**      **Participatory – Max 50**

**For: New presidents**

The job of an effective local president is the most challenging you'll ever face in your association. This workshop is designed to help you identify those challenges, develop strategies to deal with them, and build a strong, effective association. Advocacy topics will be thoroughly discussed to empower you with all the information you need to lead your association. *Please note that this workshop will have additional training during the scheduled mini-course sessions.*

## 2. Vital Skills for Experienced Presidents

**Waves I and II**      **Participatory – Max 50**

**For: Experienced presidents**

**Prerequisite: At least one year of experience as a president**

In this workshop, experienced presidents will have the opportunity to learn not just from the presenters, but from each other. This year, the workshop will help leaders prepare to regain a sense of normalcy as schools begin to reopen to full-time, in-person status as well as traverse the obstacles of coming out of a pandemic. Crisis management and communications are among the key issues we will discuss as well as establishing a "new normal" in handling Association issues. The goal is for presidents to leave the workshop feeling energized, renewed, and ready to face the upcoming school year with confidence.

## 3. Basic Treasurer's Training

**Waves I and II**      **Webinar – Unlimited**

**For: Local treasurers**

Learn the ABCs of being a local treasurer. Understand the fiduciary responsibilities of this important association role. Learn about building a budget and fiscal issues, implementing time management tools, taking the fear out of treasury audits and payroll, and laying the foundation for a computerized treasury. Lastly, understand the benefits of the Local Association Financial Assistance Program (LAFAP) form and learn how to complete a LAFAP through our online system.

## 4. Basic Grievance Processing

**Waves I and II**      **Participatory – Max 50**

**For: Any member who is new to grievance processing as either an association representative (AR) or as a grievance committee representative**

This workshop will introduce the basic vocabulary, essential tools, complete process, and changing laws of grievance work from the local association level through court appeals. Problem-solving options will be offered to local grievance representatives. These will be reviewed through case studies illustrating specific solutions to real problems. *Participants need to bring a copy of their collective bargaining agreement.*

## 5. Advanced Grievance Processing

**Waves I and II**      **Participatory – Max 50**

**For: All members**

**Prerequisite: Basic Grievance Processing or experience in processing grievances**

Learn the skills needed, and why it is necessary, for the local association to present grievances effectively at the board of education level. Case studies and role playing will be utilized in group activities in order for participants to present a grievance to a board of education. Participants will be instructed in the following concepts prior to preparing their cases: past practice, clear versus ambiguous contract language, just cause standards, management rights, maintenance of benefits, and duty of fair representation.

## 6. Legal Issues Affecting School Employees

**Waves I and II**      **Participatory – Max 50**

**For: All members**

This workshop is an in-depth review of pertinent provisions of school and labor laws, and administrative and legal decisions affecting members. We will examine the impact of school and labor laws on employment, analyze techniques for proper forum selection for dealing with disputes (i.e., role of PERC, the commissioner of education, courts and agencies), review decisional law and legislative enactments, recognize statute applications/interpretations through case-by-case determination, and examine, analyze, and review association roles.

## **7. PERC Law**

**Waves I and II**      **Participatory – Max 50**

**For: Negotiators, grievance committee representatives, and other association leaders**

To assist in negotiations and representation, this workshop will focus on unfair labor practices and court cases outlining negotiability/arbitrability disputes including discipline, transfers, extracurricular assignments, and duty of fair representation. What constitutes past practice, just cause, and relief from unilateral changes in working conditions will be explored in depth.

## **8. AR – Key to a Strong Organization**

**Waves I and II**      **Participatory – Max 50**

**For: Association representatives; open to all members**

Learn the fundamentals and develop the skills to become an association advocate. This program concentrates on contract enforcement, basic school law, member benefits, membership promotion, emerging instructional issues, legislative action, and your state and national associations.

## **9. Basic Collective Bargaining**

**Waves I and II**      **Participatory – Max 100**

**For: New and inexperienced negotiators**

Master the essential phases of bargaining with emphasis on the role of laws in the negotiations process; organization of and preparation for negotiations; negotiations tactics and techniques; bargaining laws; impasse resolution including mediation, fact-finding, and superconciliation; job actions and communication; and ratification.

## **10. Advanced Collective Bargaining**

**Waves I and II**      **Participatory – Max 50**

**For: Experienced negotiators who have completed Basic Collective Bargaining or members who have actively participated in the bargaining process as a member of a team**

Advanced Collective Bargaining workshop topics include hot topics at the table, getting to where we want to go and how to get there, salary guides (alternative methods of distribution), what do we do when the going gets tough, legislation affecting bargaining, and bargaining health benefits.

## **11. Salary Guides—What All Members Should Know**

**Waves I and II**      **Participatory – Max 50**

**For: All members**

Methods of costing, analyzing, and understanding salary guides will be presented for both annual and hourly salary guides. Successful salary negotiations techniques such as developing comparisons, member input, and a district's ability to pay will be explored. There will be an emphasis on challenges facing ESP and inclusive local associations.

## **12. Engaging All Members**

**Waves I and II**      **Participatory – Max 100**

**For: All members**

Learn why membership matters and discover ways to support members while building their commitment and involvement. This is a great program for membership chairs, ARs, and those who would like to get other members involved in their local associations but don't know where to begin. Learn how to use NJEA resources to help your membership succeed, as well as attract and retain your volunteers.

## **13. Membership Chair Training**

**Waves I and II**      **Webinar – Unlimited**

**For: All Membership Chairs: novice and experienced**

During this course, we will examine the calendar of yearly responsibilities, as well as best practices and new techniques to help you meet those requirements. The course will be broken into four parts that will include Redesigning Your New Employee Orientation, How to Make the Membership Ask, Authentic Engagement and Follow-up, and Member Retention.

## **14. Educational Support Professionals (ESP): You Are Essential, You Matter!**

**Wave I**      **Participatory – Max 50**

**For: ESP members**

Join fellow ESP members and experts on ESP issues in this lively workshop where you'll gain the tools necessary to build your career and safeguard your interests. Just as you play an essential role in your school, your contributions to this workshop will ensure its success.

## **15. Unleashing the Potential Political Power of Your Local Association**

**Wave I**      **Participatory – Max 100**

**For: Members who know that politics matters!**

Across the state, NJEA members go to work each day, where someone else makes decisions that impact their profession. Learn how through organizing and collective action, your local association can build its political power to make sure your members have control over their professional world and their lives and influence over the people who make decisions about public education.

## **16. Calling All Policy Wonks!**

**Wave II**      **Participatory – Max 50**

**For: All members**

Are education issues and education policy on your mind? Do you consider yourself a wonk? Learn about the policy-making process and hear from experts on current issues facing public education. Hear from lobbyists and policymakers who work on education policy and join the discussion on why we need to be part of the organizing and lobbying process in order to achieve good outcomes.

## **17. Health and Safety: COVID and Beyond**

**Waves I and II**                      **Webinar – Unlimited**

**For: All members**

This workshop will prepare you for reopening of the new school year with health and safety as the number one priority. Learn how to build and maintain a health and safety committee, address indoor air quality concerns, and maintain a COVID-secure workplace. This workshop will also cover the funding from the American Rescue Plan that is to be used to address health and safety.

## **18. Using Evaluation as an Organizing Tool**

**Waves I and II**                      **Participatory – Max 100**

**For: All members**

After nearly a decade with TEACHNJ, evaluation continues to provide challenges for both individual members and local leaders. This session will provide an overview of the evaluation statute and associated regulations, but more importantly strategies for organizing your members around effective and transparent evaluation practices.

## **19. Advocating for Trauma Informed Care in Our Schools**

**Wave I**                                      **Participatory – Max 100**

**For: All members**

In this workshop, participants will briefly overview the Adverse Childhood Experiences Study. Learn the impacts of trauma on the brain and its implications for the classroom. Discuss how restorative practices should be used as trauma-sensitive practices and procedures. Explore the next steps your local can take to effectively respond to students exposed to trauma.

## **20. Fighting Privatization of Education and Winning Community Schools: Of, By, and For the People**

**Wave II**                                      **Participatory – Max 100**

**For: All members**

Community schools have a strong track record of school improvement by using strategies that respond to the unique local needs of students, educators, families, and the community. Meanwhile, some billionaires are funding a campaign to privatize our public schools with charters and vouchers. Find out how these billionaires plan to privatize education, learn what the best community schools do, and discover how you can build a campaign to grow the number of community schools in your district while also growing your membership and increasing the number of active members in your local.

## **21. Racial Justice All Day, Every Day: REAL Movement-Building**

**Waves I and II**                      **Webinar – Unlimited**

**For: All members**

Our union work is racial justice work. Our racial justice work is union work. Education is the undercurrent to both. How can our collective power and community cultural wealth change the game? In this session, we will sharpen our tools, share strategies, and deepen our understanding to build on our movement for racial equity, affirmation, literacy, and justice across New Jersey public schools.

## **22. Digital Communication Tools with NJEASites**

**Wave I**                                      **Webinar – Unlimited**

**For: Association editors and webmasters with an NJEASites website in the newest Ocean theme**

This session will cover how to customize your website and build pages using Page Builder and custom NJEA Modules. Other topics of discussion include creating posts, events, galleries and forms, sending email using Sendy, text messaging tools, and other digital communications resources.

## **23. Communicating in the “New Normal”**

**Wave I**                                      **Participatory – Max 50**

**For: Local leaders/communications committee members and chairs**

As the world continues to adjust to a “new normal,” local associations should consider refining their communication practices. In this workshop we will explore safe and effective methods for your association to communicate with your members and the community at large.

## **24. Health Benefits and Pensions for Your Local**

**Waves I and II**                      **Participatory – Max 100**

**For: All members**

Become your local’s go-to person for all your members’ health benefits and pension questions. Learn the ins and outs of what you need to know when assisting your members in understanding health plan options, minimizing out-of-pocket health care costs, premium-sharing contributions, preparing for retirement, understanding their pensions, and more.

## **25. Moneywise Members**

**Wave II**                                      **Webinar – Unlimited**

**For: Member Benefits Coordinators and all members**

This training will encompass all programs and services offered through NJEA Member Benefits. Attendees will learn more about the full referral service of AID-NJEA and important financial matters including life insurance, income protection, supplemental retirement income, and member discounts on everyday items and services.