



January 31 – February 2, 2020

HILTON EAST BRUNSWICK • 3 TOWER CENTER BLVD • EAST BRUNSWICK, NJ

- 1. **NEW in 2020:** Trenton & You: Perfect Together? (Part 1) *
- 2. **NEW in 2020:** Game of Thrones: The political players & how politics works – (Part 2) * (follow-up of Trenton & You: Perfect Together?)
- 3. What would you do? *
Limited to 15 participants
- 4. Organize Your Local
- 5. Preparing for your Evaluation *
- 6. Understanding Your Union & Its Importance to You *
- 7. You & Your Pension
- 8. **NEW in 2020:** Preparing for Negotiations – Collective Bargaining
- 9. Para Power *
- 10. ESP Power *
- 11. Your Money: Your Life *
- 12. So You're a "Blue", & what it Says About You
- 13. School Law & the Anti-Bullying Law *
- 14. Health & Safety for ESPs *
- 15. PERC Law for ESP
- 16. What have you Done for Me Lately
- 17. Salary Guide Development for ESP
- 18. Lessons for Today's Unions *
- 19. **NEW in 2020:** You Can't Spell Leadership without ESP
- 20. **NEW in 2020:** You & IAIU: What Every Public School Employee Should Know About Institutional Abuse Investigations in the Workplace *
- 21. **NEW in 2020:** Using Art to Discover Your True Potential *

* (Session 1 Only) * (Session 2 Only)

Come honor the 2020 NJEA ESP of the Year and county nominees!

NJEA ESP CONFERENCE | C/O Beneficial Bank, PO Box 13661, Philadelphia, PA 19101-3661

Enclose a check payable to "NJEA/ESP." Preregistration required & accepted on a first-come basis. **REGISTRATION DEADLINE: JANUARY 3.**

Choose ONE rooming option below

Double occupancy – \$217* per person *Must include a roommate for double occupancy. If not indicated, one will be assigned.

Roommate's Name _____

Single occupancy \$330 Commuter \$185

(Please print below)

NAME _____

HOME ADDRESS _____

CITY _____ STATE _____ ZIP _____

HOME PHONE _____ EMAIL _____

WORK PHONE _____ CELL PHONE _____

COUNTY ASSN. _____

LOCAL ASSN. _____

SELECT TWO SEMINARS:

1	2	3	4	5	6	7	8	9	10	11	12
13	14	15	16	17	18	19	20	21	22		

SELECT TWO ALTERNATES:

MEAL CHOICE: BEEF CHICKEN FISH
REGISTRATION BEGINS AT 4 P.M. ON FRIDAY

Most seminars are offered for both Session 1 and Session 2. **Session 1** seminars are held on Saturday from 9 a.m. – 3:30 p.m. **Session 2** seminars are held beginning Saturday 4 p.m., through Sunday. *Due to safety concerns & lack of childcare provisions, no children are permitted*

To participate in the professional development seminars listed above. **Preregistration is required by Jan. 3.** For more information and registration form, visit njea.org/esp.

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1. **NEW for 2020: Trenton & You: Perfect Together? (Part 1)** – *(Offered Session 1)*

This workshop is a basic introduction to the basics of government, why politics matter to your job, and strategies to organize for action.

2. **NEW for 2020: Game of Thrones: The political players & how politics works – (Part 2)** – *(Offered Session 2) (follow-up of Trenton & You: Perfect Together?)*

This seminar will discuss what really happens behind the scenes in lobbying, government, and politics, and how it all ties together.

3. **What would you do?** *(Offered Session 1)* *Limited to 15 participants*

This workshop is a hands-on, scenario based exercise in advocacy. Learn about internal and external organizing, communication strategies, and interpersonal relations and then apply your new skills in real-life experiences including representing a member in a conflict and defending colleagues in a public forum. Participants will be put in situations which will sharpen your decision-making and advocacy skills. This highly interactive workshop will give you skills and strategies to improve your ability to advocate for yourself, your local, and your profession.

4. **Organize Your Local**

Do you often find yourself asking why don't more of my members care or why won't more of my members get involved? Then this workshop is for you! Learn how to use the story of self, host one on one conversations, and map your local to energize your membership. This workshop is great for local leaders and a team of members who are interested in engaging others.

5. **Preparing for your Evaluation** *(Offered Session 2)*

Learn what ESP evaluation should include, how to utilize your evaluation for career development, and how to protect your rights in the evaluation process.

6. **Understanding Your Union & Its Importance to You** *(Offered Session 1)*

Explore what your dues dollars pay for, what you are entitled to as a union member, and what are your responsibilities as a member.

7. **You & Your Pension**

Learn about your PERS pension benefits. Discuss options, retirement dates, life insurance, purchase of prior service, Social Security, taxation of retirement benefits, and health insurance after retirement. Procedures for retirement and completion of forms will also be discussed.

8. **NEW for 2020: Preparing for Negotiations – Collective Bargaining**

Learn the bargaining process from beginning to end, emphasizing mediation and fact-finding, negotiation strategies, and benefit costs.

9. **Para Power** *(Offered Session 1)*

This workshop is for paraprofessionals, 1:1's, teacher's aides and focuses specifically on how paraprofessionals become more successful with their assigned job responsibilities. Through discussions and activities, we

will provide paraprofessionals with the skills necessary to maintain and improve relationships within their school buildings and their communities. Topics will include: interaction/communication – staff/student and staff/staff; managing behaviors, non-classroom duties; and classroom duties.

10. **ESP Power** *(Offered Session 2)*

This workshop is for school custodians, security, maintenance, bus drivers, secretaries and will help ESP members become more successful with their assigned job responsibilities. Through discussions and activities, we will provide ESP members with the skills necessary to maintain and improve relationships within their school buildings and their communities. Topics will include: interaction/communication – staff and staff/student; managing behaviors; regular duties; and other assigned duties.

11. **Your Money: Your Life** *(Offered Session 1)*

This seminar is designed for ESPs. Every hard-earned dollar counts in living the best life you can. In this seminar, we will cover: Living within your financial means, Protecting and growing your net worth, and Planning for the next generation.

12. **So You're a "Blue," & what it Says About You**

Did you ever think of yourself as a color and how well you mix with other "colors"? Are you Red, Blue, Yellow or White? Were you born that "color" or did you become that "color"? What happens when we work or live with "colors" that clash with our personalities? Come prepared to learn and laugh about yourself and others, recognize our strengths and weaknesses and how to overcome them, and PAINT. Yes, PAINT!!! You will leave with an original painting that reflects what you have learned in this seminar.

13. **School Law & the Anti-Bullying Law** *(Offered Session 1)*

This seminar will examine the impact of the law on employment; analyze the proper forum for dealing with disputes; and review association roles, responsibilities, and liabilities in its duty of fair representation. Learn the responsibilities and rights of school employees with regard to bullying – student to student, student to staff, and staff to student. An in-depth review of pertinent provisions of school and labor laws, and administrative and legal decisions affecting ESP members will also be provided.

14. **Health & Safety for ESPs** *(Offered Session 1)*

With aging public schools, postponement of preventive maintenance, ongoing renovations, and planned construction, health and safety dangers often threaten students, educational support professionals and teachers. Poor indoor air quality, mold, asbestos, construction dust, and vermin are just some of these hazards.

Learn ways to remediate these issues. Discussions will include the Public Employees Occupational Safety and Health (PEOSH), who develops and enforces occupational health standards for public employees, and encourages employers and employees to improve their working environment. Occupational Safety Health Administration (OSHA) Under federal law, you are entitled to a safe workplace. Your employer must provide a workplace free of known health and safety hazards. If you have concerns, you have the right to speak up about them without fear

of retaliation. We'll also discuss forming a Health and Safety Committee in your local association, and/or school building.

15. **PERC Law for ESP**

Negotiations and impasse resolution procedures, case law on scope of negotiations and grievance adjudication. Discipline vs. Evaluation, Transfers, Unfair Labor Practices and other issues will be discussed using specific cases involving ESP members.

16. **What have you Done for Me Lately**

As an ESP member have you ever read your contract and wanted to ask, "What have you done for me lately?" In this session we will analyze your past contracts to see what has been negotiated for you and design a path forward to help you get what you need!"

17. **Salary Guide Development for ESP**

Every wonder how your salary guide works? Want to know how they are created? This hands-on workshop will take you through salary guide development for BOTH hourly rates and annual salaries. We will build a salary guide together, analyze YOUR salary guide and discuss best practices for settlements! Bring your pencils, calculators and contract and get ready for some fun!

18. **Lessons for Today's Unions** *(Offered Session 1)*

This workshop uses events and trends from the history of unions in the USA to make sense of current issues and challenges for unions, and to suggest strategies for unions in today's environment.

19. **NEW for 2020: You Can't Spell Leadership without ESP**

Have you ever considered becoming a leader in your local association but doubted whether you had the tools and the knowledge necessary to do the job? This workshop will explore individual styles of leadership, the skills and knowledge required for effective association leadership, and will also include a segment on "finding your voice" as a local leader – being able to deliver effective public speeches to your local, your administration, and the board/public. Participants will be expected to bring a copy of their contract, constitution, and by-laws to this interactive workshop.

20. **NEW for 2020: You & IAIU: What Every Public School Employee Should Know About Institutional Abuse Investigations in the Workplace** *(Offered Session 1)*

This workshop will provide an overview of the who, what, where, when and why institutional abuse reporting and investigations are important. Join us to get to know your rights – and how to protect children.

21. **NEW for 2020: Using Art to Discover Your True Potential** *(Offered Session 1)*

This workshop will allow participants to use art as a vehicle for self-discovery and self-empowerment, so that ESPs can know that their visions and thoughts matter, and – more importantly – that they have the ability and right to express those thoughts. Participants will then take what they've learned about themselves and translate it into ways they can become more involved in their schools and union.