

Be Part of the Buzz!



# Conference

REGISTRATION DUE BY **JAN. 7, 2022**

## February 4 - 6, 2022

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

*During the pandemic, all arrangements are subject to change in response to public health directives*

- |   |   |  |
|---|---|--|
| 1. Trenton & You: Perfect Together?*  | 8. You & Your Pension   | 17. Special Education for ESPs   |
| 2. Game of Thrones: The Political Players and How Politics Works*<br><i>(follow-up of Trenton &amp; You: Perfect Together?)</i> | 9. So You're a "Blue," and What it Says About You                                   | ★ 18. Social and Emotional Wellness: The Impact of Our Current Times in Education and Creating a Mindfulness Mindset |
| 3. What Would You Do?*  | 10. PERC Law for ESPs   | ★ 19. Building and Grounds Departments are Essential to Maintaining our Future*                                      |
| <i>Limited to 15 participants</i>   | 11. Health and Safety in the COVID Area for Bus Drivers, Maintenance and Custodians | 20. School Law and the Anti-Bullying Law*  |
| 4. X's & O's for Local Leaders*   | 12. Using your NJEA Buying Power  | ★ 21. Meeting Our Students Where They Are  |
| 5. Preparing for Your Evaluation*   | 13. What Have You Done for Me Lately – Negotiations                                 |  |
| 6. Understanding Your Union & Its Importance to You*  | 14. Salary Guide Development for ESPs   |  |
| 7. Preparing for Negotiations – Collective Bargaining   | ★ 15. All Members Deserve an Inclusive Association. Where Do We Start?              |  |
|   | ★ 16. Managing Conflict Effectively   |  |

\* (Session 1 Only)

\* (Session 2 Only)

★ = NEW for 2022

## Come honor the 2022 NJEA ESP of the Year and county nominees!

### NJEA ESP CONFERENCE

c/o WSFS, PO Box 13661, Philadelphia, PA 19101-3661

Enclose a check payable to "NJEA/ESP."

Preregistration required & accepted on a first-come basis.

*(Please print below)*

NAME \_\_\_\_\_

HOME ADDRESS \_\_\_\_\_

CITY \_\_\_\_\_

STATE \_\_\_\_\_ ZIP \_\_\_\_\_

PHONE \_\_\_\_\_

EMAIL \_\_\_\_\_

COUNTY ASSN. \_\_\_\_\_

LOCAL ASSN. \_\_\_\_\_

Choose ONE rooming option below

Double occupancy – \$217\* per person \*Must indicate roommate or pay for a single room.

Roommate's Name \_\_\_\_\_

Single occupancy \$330

Commuter \$185

### SELECT TWO SEMINARS:

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

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*

For more details and to register and make your workshop selections, visit [njea.org/esp](http://njea.org/esp).

*During the pandemic, all arrangements are subject to change in response to public health directives*

## 1. Trenton & you: Perfect Together\*<sup>\*</sup>

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

## 2. Game of Thrones: The Political Players and How Politics Works\*<sup>\*</sup>

*(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?\*

*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 that will sharpen their 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. X's & O's for Local Leaders\*

This workshop is designed for local executive committee members who want to establish an effective structure for representing members and building a strong local association. Topics will include overviews of effective meetings, member representation, grievance processing, and school law. Bring a copy of your constitution and contract.

## 5. Preparing for Your Evaluation\*<sup>\*</sup>

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 and Its Importance to You\*<sup>\*</sup>

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

## 7. Preparing for Negotiations – Collective Bargaining

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

## 8. You and 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.

## 9. So You're a "Blue," and What It Says About You

Connect your personality to a color and learn the traits associated with it. What happens when we work or live with others who clash with our personality types? 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.

## 10. PERC Law for ESP

Negotiations and impasse resolution procedures, case law on scope of negotiations and grievance adjudication, discipline versus evaluation, transfers, unfair labor practices and other issues will be discussed using specific cases involving ESP members.

## 11. Health and Safety in the COVID Area for Bus Drivers, Maintenance, and Custodians

This workshop will cover health and safety for custodial staff, maintenance staff and bus drivers. It will cover Right to Know legislation as well as other applicable laws and regulations for maintenance and transportation professionals. It will also cover their roles in the reopening plans and the pandemic response plans.

## 12. Using Your NJEA Buying Power

This session is all about stretching your hard-earned dollars and learning how simple strategies can improve your personal finances. You will meet some of our closest business partners who help members maximize their income. We will also discuss how you can become a Member Benefits coordinator in your local and help others use the buying power of our 200,000-strong union to save hundreds to thousands of dollars each year. Plus, attendees will have a chance to win gift cards and other prizes from our Member Benefits partners!

## 13. What Have You Done for Me Lately – Negotiations

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!

## 14. Salary Guide Development for ESP

Every wonder how your salary guide works? Want to know how salary guides 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!

## 15. All Members Deserve an Inclusive Association. Where Do We Start?

During this hands-on workshop, participants will look at their local association through an inclusive lens. Demographics will be provided to support an intense analysis of current engagement levels and potential for growth. Attendees will create an inclusive strategic plan to share with their leadership.

## 16. Managing Conflict Effectively

This workshop is designed to increase personal and association effectiveness in dealing with conflict in a positive fashion. Participants will learn a variety of techniques that enhance this process by developing new strategies in identifying and handling conflict. Discussion will focus on what causes conflict and how better communication can help prevent or resolve conflict. This workshop is hands-on and interactive.

## 17. Special Education for ESPs

In classrooms, cafeterias, school buses – everywhere students go – ESPs have a role to play in the success of students with exceptionalities. Find out about the rules and discover opportunities for supporting these students and their families.

## 18. Social and Emotional Wellness – The Impact of Our Current Times In Education and Creating A Mindfulness Mindset

Many practitioners are feeling stress and strong emotions around the many challenges that the nation is facing related to the current times, including the COVID-19 pandemic. ESPs are feeling the pressures of the times as they balance family and personal matters with providing quality services to students and families. This level of stress can be considered as "compassion fatigue" and can have a great impact on how ESPs balance their work and life priorities. This session will discuss COVID-19 related stress issues, social emotional wellness, self- and peer-care supports, give you the opportunity to share how the times are affecting you and your school and provide an overview of mindfulness theory and strategies.

## 19. Building and Grounds Departments Are Essential to Maintaining Our Future\*<sup>\*</sup>

Join two experienced building/maintenance professionals to discuss various aspects of the buildings and grounds trade. The training covers federal regulations, contractual terms and conditions, and industry best practices before, during and after COVID.

## 20. School Law & The Anti-Bullying Law\*<sup>\*</sup>

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 regarding 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.

## 21. Meeting Our Students Where They Are

This workshop will support ESP members in meeting students where they are by providing overviews of adverse childhood experiences (ACEs), restorative practices, and social-emotional learning. Participants will find a deeper understanding of themselves and their communities while learning how to incorporate these approaches into their work.

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\* (Session 2 Only)

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