

**NYSUT SOUTHERN TIER REGIONAL OFFICES: ELMIRA/VESTAL
2009 SUMMER LEADERSHIP CONFERENCE**

Skytop Lodge, Skytop, Pennsylvania

August 18 – 20, 2009

Mini Workshops

Select Two 90-Minute Sessions

- OR -

Select One 3-Hour Session

Tuesday, August 18, 2009

Session 1: 1:00 PM – 2:30 PM

Session 2: 2:45 PM – 4:15 PM

Tuesday, August 18, 2009

Part 1: 1:00 PM – 2:30 PM

Part 2: 2:45 PM – 4:15 PM

**Mini Workshop A
(90-Minute Session)**

Benefits And Beyond...What About The Other Stuff?

Facilitators: Don Colligan & Eric Moore

This workshop will update members on new benefit offerings through the NYSUT Member Benefits Trust as well as highlight some important changes to our more popular individual benefits. The workshop will also take participants beyond the traditional insurance programs and discuss additions to discount opportunities offered (travel, theater, major purchases) as well as other programs offered by the Member Benefits Trust that leaders may want to bring directly to their local.

**Mini Workshop B
(90-Minute Session)**

Can Peer Review Work In Your Local?

Facilitator: Carolyn Williams

This session is designed to engage local leaders in an initial conversation about the union's role in improving teacher quality through use of peer review and assistance. This session will help participants understand the:

- union's role in improving teacher quality;
- current context for peer review and implications for teacher quality;
- impact of new tenure determinations on probationary teachers;
- factors to consider in determining readiness for peer review programs;
- highlights of NYSUT locals implementing peer review and assistance programs in New York state; and,
- implications of peer review and collective bargaining.

**Mini Workshop C
(90-Minute Session)**

How Collectively Bargained Peer Review Programs Work

Facilitator: Carolyn Williams

This session is designed for local leaders and members who wish to understand the operational details of peer review systems. This session will focus on key elements of collectively bargained peer review models in union-sponsored programs including:

- governance structure and decision-making process of peer review programs;
- criteria, qualifications and selection of peer reviewers;
- peer assistance and the role of mentors in peer review; and,
- standards to assess teaching performance.

**Mini Workshop D
(90-Minute Session)**

Legal Update

Facilitator: TBA

This session will provide the latest PERB, Commissioner of Education and court decisions impacting local associations.

**Mini Workshop E
(90-Minute Session)**

**New York State Employees' Retirement System
Facilitators: Carmella Coons & Micaela Perez**

This is an interactive program presented by an information representative from the Retirement System. Participants will learn the critical elements involved in the calculation of their pension benefit, what they can do to maximize these benefits, and obtain information on how and when to contact the NYSLRS to obtain their specific information. Participants will also have the opportunity to ask questions related to pension benefits during and after the presentation. In addition to a verbal and PowerPoint presentation, they will also receive a guide that covers pension information in more detail.

**Mini Workshop F
(90-Minute Session)**

**Telling Your Union's Story: How To Do A Local Newsletter
Facilitator: Bernie Mulligan**

A good newsletter can bring your members together, celebrate your victories and lay out plans for the future. We will take a look at some newsletters from other locals, discuss your local's needs and figure out some ways to have a newsletter that meets your goals. A good newsletter is worth the effort in building a stronger local union.

**Mini Workshop G
(3-Hour Session)**

**Cyber-Bullying
Facilitators: Lynda DeLuca & Lynne Eckert**

Over the past decade, advances in technology have radically reshaped the social landscape in which adolescents find themselves. While there are many positive aspects of living in an increasingly wired world, cyber-bullying has emerged as a growing concern for children, families, schools, and society. Participants will understand what cyber-bullying is, what impact it has upon teaching and learning, and how to apply strategies and solutions.

**Mini Workshop H
(3-Hour Session)**

**Get Rich Slow: The Basics Of 403(b) Investing
Facilitator: Rob Lamoureux**

What's the difference between saving money and investing it? Is it better to defer money into a 403(b) account, or to deposit it into an Individual Retirement Account (IRA)? What's the difference between a regular 403(b) and a Roth 403(b)? Can I have both? What's the difference between annuities and mutual funds? Which is better for me, stocks or bonds? How risky are all these different kinds of investments? Is risk always a bad thing? Is it even still worthwhile investing in the current economy? You've got questions...and hopefully, this is the place to find at least some of the answers. Life may always have its great mysteries; but, investing your money for the short and long term doesn't have to be one of them. We'll review the answers to these questions and many other investment-related problems, including the role played by both your pension and your self-directed investments.

**Mini Workshop I
(3-Hour Session)**

**New York State Teachers' Retirement System
Facilitator: TBA**

This session will provide an overview of the New York State Teachers' Retirement System including retirement planning and information to help you on the road to retirement.

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Maxi Workshops

Select Two 3-Hour Sessions

- OR -

Select One 6-Hour Session

Wednesday, August 19, 2009
Session 1: 9:30 AM – 12:30 PM

Wednesday, August 19, 2009
Part 1: 9:30 AM – 12:30 PM

Thursday, August 20, 2009
Session 2: 9:00 AM – 12:00 PM

Thursday, August 20, 2009
Part 2: 9:00 AM – 12:00 PM

**Maxi Workshop 1
(3-Hour Session)**

**Bargaining For SRP And Teacher Locals
Facilitator: Michael C. Rohrbach**

This workshop will address issues facing novice as well as experienced bargaining team members with a focus on strengthening local membership. Through discussion and group activities, participants will explore the behaviors, dilemmas and steps of bargaining.

**Maxi Workshop 2
(3-Hour Session)**

**Family Medical Leave Act – “The Basics”
Facilitator: Joseph W. Beasley**

The Family and Medical Leave Act (FMLA) was the first piece of legislation enacted under the Clinton administration. It continues to be the subject of significant debate in Congress. The generous leave provisions arising from the FMLA, due in large part to the broad application of FMLA concepts, such as serious health condition and interference with leave rights by the Department of Labor, have led to a considerable amount of litigation. Employee representatives need to know what the law is and what steps they can take to insure compliance with the provisions of this law. Workshop highlights include FMLA basics, retaliation/litigation issues, interplay with other laws and recent cases. Participants will be able to identify the circumstances under which leave must be granted, review the health coverage that is required during leave, and discuss the relationship between the FMLA, ADA, Workers' Compensation and disability laws. In addition, we will cover the newly issued regulatory changes to the FMLA which expands leave entitlement to military caregivers. My goal is to prepare each participant to effectively represent their association and its membership. *Please bring your collective bargaining agreement to the workshop.*

**Maxi Workshop 3
(3-Hour Session)**

**Flexible Spending Arrangements
Facilitators: Albert Comfort & Timothy O'Brien**

The goal of this session is to expand your knowledge of tax-sheltered accounts used to pay for adoption expenses, dependent care and health care. Participants will evaluate the differences between Flexible Spending Accounts (FSA), Health Reimbursement Accounts (HRA) and Health Savings Accounts (HSA). Participants will also be provided with sample lists of allowable expenses that may be covered by these tax-sheltered accounts. Emphasis will be placed on negotiating strategies and the importance of understanding the components of the plan documents.

Maxi Workshop 4 (3-Hour Session)

SRP Contract Exchange And Q&A Time Facilitator: Don Ryall

This workshop is designed for all SCHOOL-RELATED PERSONNEL. We will exchange and compare contracts from the Elmira and Vestal areas. We will compare many areas of contract language including:

- Evaluation
- Health insurance
- Personal leave time
- Retirement incentives
- Salary and longevity
- Sick leave time
- Vacation
- And much more!

Be sure to bring your questions and we will take the time each day for a Q&A session.

Maxi Workshop 5 (3-Hour Session)

Union Representative Training Facilitator: Tina H. Bevilacqua

What is the role of a union representative? Do you have all of the information you need to make a good decision? This session will focus on what the duties and responsibilities are for effective representation. It is geared for new representatives or those who are looking to brush up. You will be provided with a resource manual to take with you.

Maxi Workshop 6 (6-Hour Session)

Apathy In The Union Facilitators: Kate Andreatta, Nancy Bowers & Mike Lynch

Apathy has been defined as a lack of emotion or simply indifference. A strong union needs to eliminate apathy from its vocabulary. We will examine the causes of member apathy and discuss strategies for overcoming it. Understanding more effective ways of building group action will be the focus of this workshop.

Maxi Workshop 7 (6-Hour Session)

Current Salary Issues Facilitator: Chris Corlett

This workshop combines current issues about teachers' salaries taken from media headlines with suggested topics taken from spring conference evaluations. Incentives for performance, incentives for hard-to-staff subjects, incentives for hard-to-staff schools, evolving salary schedules, New York state regional differences in compensation, state and federal funding for school districts, zero pay raises and raise "givebacks" will be included in the topics discussed. Participants should come prepared for an interactive forum promoting lively debate. Nobody will be allowed to merely listen!

Maxi Workshop 8 (6-Hour Session)

Technology And Union Issues Facilitators: Michael H. Johnson & Nancy Phelps

This workshop, which is divided into two sessions, will demonstrate how to make email and the internet work for you, not against you. In addition, local unions can be updated on rights and responsibilities regarding technology in the schools. Topics covered in the first session will include utilization of email and the internet at school, legal and work privacy issues, avoiding problems with email and the internet, using workplace computers, school policies, and technology plans. Additionally, we will touch on cell phone use, problems and policy. The second session will look at technology and union business. Topics to be covered include protected activities, case law surrounding technology, technology and collective bargaining, and issues surrounding using technology owned either by the employer or the local union. This workshop is applicable to all. Members of all levels of technology proficiency are invited to participate. **Participants are urged to bring technology plans, applicable contract language and/or "acceptable use" policies from their districts, if available.**