

2025 NYSUT SRP LEADERSHIP CONFERENCE
Hilton Hotel, Albany
November 7 – 9, 2025

WORKSHOP DESCRIPTIONS

WORKSHOP SESSION I, SATURDAY, NOVEMBER 8, 2025, 9:00 – 10:30 a.m.

1. Activism, Advocacy and Problem Solving through an SRP Council

Would you like to tap into the experience and knowledge of the leaders in your region? Would you like to share best practices and training ideas with other locals in your region? SRP councils do all that and more. This workshop shows NYSUT School-Related Professional leaders the benefits of joining or forming an SRP council. Similar to county teacher associations, SRP councils are designed to address regional issues facing SRP members. Topics covered will include: How to build an SRP council in your region; Developing a leadership team; Services a council can provide to its participants; Benefits an SRP council can provide on local and statewide levels; and planning meetings and yearly activities. This workshop will also include best practices from the more than 20-year history and success of the Central New York SRP Council.

2. Confident Speaking for SRP Activists – Part 1

Join us for a two-part, hands-on, participatory series on tips, tricks, and tools for speaking confidently. Participants should be prepared to participate in the speaking portion of this workshop. We will walk you through ways to look and sound confident, while also helping you to structure a speech in the most impactful way. In the second part of the class, we'll take those lessons learned and integrate them into a "Respect School-Related Professionals" campaign. You'll leave this training ready to speak up proudly for yourself and your union!

Note: This session continues in workshop 10. Participants must attend the entire two-part workshop.

Maximum 20 participants.

3. Understanding and Negotiating Retiree Health Care

This session explores the importance of understanding your rights and options in securing and maintaining retiree health insurance contract language. The agenda includes overviews of Medicare, potential contract language pitfalls and future collective bargaining objectives. This is an opportunity for your Association leadership to take a closer look at your Retiree Health Insurance rights with a strategic view toward educating the membership and preparing future local negotiators.

4. Preventing Illness and Injuries When Toileting Students – Part 1 (ELT)

For SRPs who assist students with toileting or diapering: This seminar provides essential precautions to prevent exposure to diseases and injuries while performing these tasks. It covers disease transmission risks and the OSHA Bloodborne Pathogens Standard, including its enforcement. Participants will also learn about the physical risks of manual lifting, as well as equipment and devices designed to minimize these risks. The seminar offers practical tools to assess equipment needs and effective strategies for addressing liability concerns with administrators. **Note: This session continues in workshop 11.**

Participants must attend the entire two-part workshop.

Maximum 35 participants.

5. Contract Campaign Primer: Shifting the Power Dynamic to Leverage Wins for your Local – Part 1

Organizing breeds organizing. Wins build from other wins. A campaign is a structured plan of action with a clear beginning, middle, and end, all aimed at achieving specific demands. A contract campaign is more than just negotiations at the bargaining table. It's a broader strategy that involves actively engaging and mobilizing union members. This not only helps us win our demands but also strengthens solidarity and builds the union's long-term power. A contract campaign includes educating members, organizing collective actions, and extending the fight beyond the workplace. This workshop focuses on how to build a contract campaign and is for anyone looking to build more power for the bargaining table AND their union's long-term power.

Note: This session continues in workshop 13. Participants must attend the entire two-part workshop.

6. **Why Board of Education (BOE) Elections matter: They impact SRPs as much as Teachers**
Learn everything you didn't know you needed to know about BOE elections, and why they matter so much to district SRPs. This fast paced and interactive session covers the who, what, when, and why of the school board election process - soup to nuts. This includes how to identify good potential school board candidates, vetting them, getting buy in from your membership and finally and most importantly, building a coalition with the teacher local and other important community partners to make sure pro-union school board candidates win. As a bonus, we will cover the surprising relationship between your school board, your school budget, and the resources your members need.
7. **Creating Safer Schools: Protecting Staff and Supporting Students with Disabilities**
School paraprofessionals, teaching assistants, teacher aides, monitors, and bus drivers play a critical role in fostering safe and supportive learning environments. Often the first to address challenging situations, these dedicated professionals benefit from understanding the new regulations regarding Behavioral Interventions and the NYS Workplace Violence Prevention Program.
This seminar will focus on the New York State Workplace Violence Prevention Program and its application in working with students who may exhibit disruptive or aggressive behaviors. It will also explore how these regulations intersect with the Individuals with Disabilities Education Act (IDEA) to balance the safety of staff with the rights of students.
This session is designed to empower you to be aware of your rights and understand relevant legislation and regulations to help create safer schools while recognizing your invaluable role in the education community.
8. **Googling Like a Pro (ELT) – New!**
This interactive session is designed to build your confidence using key Google Workspace tools—including Drive, Docs, Forms, Sheets, and Slides. Whether you're new to the platform or looking to sharpen your skills, you'll explore real-time collaboration features and practical uses for everyday tasks. Please bring a laptop or tech device, as you'll have time to practice and apply what you learn throughout the session.
Maximum 25 participants.

WORKSHOP SESSION II, SATURDAY, NOVEMBER 8, 2025, 10:45 A.M. – 12:15 P.M.

9. **You be the Judge**
An attorney from NYSUT's Office of General Counsel will present several real-life discipline case scenarios and facilitate a group discussion about the decisions from the hearing officers and the reasons behind the decisions. You will learn what NYSUT attorneys do to prepare for discipline cases and the issues both the advocates and the hearing officers may consider important.
10. **Confident Speaking for SRP Activists – Part 2**
This workshop is a continuation of workshop 2. [Participants must attend the entire two-part workshop](#)
11. **Preventing Illness and Injuries When Toileting Students – Part 2**
This workshop is a continuation of workshop 4. [Participants must attend the entire two-part workshop](#)
12. **A Primer on Negotiations / NYSUT Member Benefits**
The power to successfully negotiate a contract is one of the things that a local union most needs to know how to do. In this session, you'll learn the basics of collective bargaining: writing proposals, forming a negotiations team and what to expect when meeting across the table from your employer. Get a sense of what goes on in the negotiations room and learn about the laws that govern public sector bargaining from a NYSUT labor relations specialist.

Next, learn about the variety of endorsed voluntary, group and free benefits available through NYSUT Member Benefits from a member benefits specialist, who will review the scope of these offerings including the longstanding insurance programs, legal services, financial planning tools as well as newer features such as Discounts & Deals, for you to use to organize your local.

13. Contract Campaign Primer: Shifting the Power Dynamic to Leverage Wins for your Local – Part 2

This workshop is a continuation of workshop 5. [Participants must attend the entire two-part workshop](#)

14. Educational Services for Students with Disabilities

There are many acronyms and initialisms involved in helping to educate students with disabilities, such as CSE, LRE, IEP, 504 to name a few. We'll decipher those and you will learn about your roles and responsibilities in educational settings, get a general overview of special education requirements, and receive information on the federal and state laws and regulations that govern the education of students with disabilities.

15. Personal Financial Management: Mastering Smart Money Moves

In this seminar you will learn about the skills you need to manage your money, including budgeting and journalizing. The seminar will also cover the fundamentals of credit scores, the impact that credit and debt will have on your life, and the tools that can help you manage your student loans.

16. Hazardous Chemicals

Do you work with chemicals? Whether you are a cafeteria worker, in the custodial and maintenance, or buildings and grounds professions, or a paraprofessional who has to clean from time to time, this workshop is for you. Participants will learn to: identify components of the Hazard Communication (HazCom) Standard, Understand the pictograms and signal words within HazCom; Locate pertinent information about chemicals on labels and Safety Data Sheets (SDSs); Identify training requirements under the HazCom Standard; and recognize employer responsibilities under the HazCom Standard.

17. Workload Creep: Focus on Higher Ed – New!

Workload creep is a very real symptom of our modern employment culture. Higher Ed professional SRP employees are perpetually expected to do more with fewer resources, time, and support. The scales of the work/life balance are increasingly skewed and unhealthy. Not to mention that by experiencing an expanded workload, you may be performing work uncompensated. Where is the line? How can you self-advocate and where can you turn for support? During the workshop we will be defining workload and workload creep, discussing how to avoid the traps of workload creep. Additionally, we will be considering how to address workload issues with your supervisor and your employer, as well as the “dos and don'ts” of workload conversations. Finally, we will dig into the role of union leaders in protecting the workload of union members and consider what options union leaders have to address these issues in the workplace. Attendees are encouraged to bring a copy of their critical employment documents: appointment letters (contracts), evaluations, and/or performance plans.

WORKSHOP SESSION III, SATURDAY, NOVEMBER 8, 2025, 2:15 – 3:45 P.M.

18. Compassion Fatigue and Burnout: Stuck in the Middle New!

Working, helping and caregiving comes with a cost. For the “sandwich caregivers” this can be particularly challenging. This workshop will help to identify the risk factors that can contribute to compassion fatigue, provide tools and resources for managing the impact on your health and wellness and help you explore self-care in a world that has redefined boundaries, responsibilities, and relationships. Learn tips, tools, and strategies to regain balance, reclaim your time, energy, and greatness.

19. Blended AED and CPR Certification

This blended CPR and AED certification course option is an excellent choice for both the community and workplace setting. The course equips students to recognize and care for a variety of breathing and

cardiac emergencies involving adults, children, and infants. It is designed for students who need a certification that satisfies workplace requirements.

Students must enroll and complete the online portion of this course before **November 7, 2025**. Students will receive an email from HSI with a personal online training link on October 27, 2025. The online portion of the class takes 2-3 hours to complete; it is self-paced and can be completed over several days. Students must bring a printed certificate of completion of the online course with them to the conference. During the conference, you will complete the hands-on performance evaluation of the course on November 8. The hands-on portion of the class takes two hours to complete.

Upon successful completion, students will receive a certification card for All Ages CPR and AED, valid for 24 months, from the Health and Safety Institute, a nationally recognized CPR and AED provider.

Maximum 36 participants.

20. A Look at Social Media from Multiple Angles – New!

You might be surprised to learn that in the last few years, perhaps the single greatest cause of disciplinary action against our members has not been insubordination or incompetence but the inappropriate use of social media. And yet social media can also be an important tool to communicate with your local's members. As a member of a generation that has grown up with social media, your very familiarity and comfort with online communication may make you more susceptible to inadvertently using social media in a way that could lead to disciplinary action or even termination. Take this workshop to learn what the social media pitfalls are and how to avoid them. Also learn about how social media can be used by your union to promote your work and communicate with your members.

21. Just the Facts (and Figures): Your NYSUT Research and Educational Services Department – New!

The session will detail recent NYSED updates to the Teaching Assistant Certification process, as well as an overview of the services available from the NYSUT Research and Educational Services Department.

22. Handling Challenging Administration

Knowing how to deal with difficult people and situations will make the day-to-day running of your local (and your own workday) smoother and less stressful. In this workshop participants will learn strategies for staying calm in a variety of challenging situations and will practice moving forward toward successful working relationships.

23. Suicide Safety for Teachers and School Staff – New!

This basic awareness training is designed to meet the basic suicide prevention needs for all school administration, faculty, and staff. Emphasis on the warning signs, clarifying the referral process in place, and making a warm handoff. Participants are encouraged to bring any current crisis plans for their building/facility with them to review.

24. Truth in the Age of AI: Spotting Misinformation and Disinformation (ELT) – New!

In this interactive seminar, participants will learn to navigate digital spaces filled with AI- driven false information. The session covers key differences between misinformation and disinformation, explores how AI contributes to their spread, and offers tools to critically assess online content.

Maximum 35 participants.

25. Reversing Runaway Inequality - New!

This workshop is designed to educate participants about the growing wealth gap and how it affects democracy and social justice. It includes interactive activities and discussions aimed at building a movement to address income and wealth inequality through community engagement and solidarity.