

2019 NYSUT SRP LEADERSHIP CONFERENCE
OCTOBER 4-6, 2019 – HILTON HOTEL, SARATOGA SPRINGS

WORKSHOP DESCRIPTIONS

WORKSHOP SESSION I
SATURDAY, OCTOBER 5
8:00 AM – 10:00 AM

1. Active Shooter Action Plans

Gun violence can occur in every type of workplace. The threat of an active shooter is still a strong concern in the larger issue of workplace violence. In this workshop, participants will: understand the importance of pre-crisis planning for active shooter response in any workplace; learn “active shooting crisis phase” skills; differentiate situational awareness survival skills in all five phases; and understand the importance of post-crisis response and planning.

2. First Aid Certification – Part 1

This training is intended for individuals who require or desire basic emergency care knowledge and skills and is designed to arm laypersons with the minimum skills necessary to provide emergency care for suddenly ill or injured adults and children during the usually brief interval between the incident and arrival of emergency medical care professionals. Included in this session is a focus on the new “Stop the Bleed” program.

Participants will be required to pass skills tests which will entail hands-on practice. The training is certified by the American Safety and Health Institute and participants will receive a certification card at the end of the double session.

NOTE: Registration for this workshop is limited to 25 and continues in workshop #10. Participants must be in attendance for the entire two-part workshop and pass the skills tests in order to receive a course completion certificate.

3. Compassion Fatigue

Compassion fatigue has been defined as a combination of physical, emotional, and spiritual depletion associated with caring for others who are in constant emotional or physical distress. You may even work harder and continue to give to others until you may feel out of balance. Caring for someone or working in an environment that depletes you can strain even the most resilient people, and this emotional and physical stress is extremely common. This workshop identifies risk factors for and signs of caregiver stress and compassion fatigue and will provide tools and resources for managing its impact.

4. Harnessing the Power of Political Action to Engage Members

Fight back against the continued attacks against labor unions by engaging your members and getting them involved in the political and legislative process. In this workshop participants will learn about a broad range of topics, including: the structure of NYSUT’s Legislative and Political Department; the endorsement process for political candidates; an analysis of the end of the 2019 Legislative Session; and how locals can participate in creating better political outcomes in their communities and regions.

5. Negotiating Your Contract Like a Ninja – Part 1

Learn the basic steps to prepare your SRP members for the negotiations process and bargaining including: surveys on issues and methods of communicating negotiation updates to members; best practices for preparation and presentation of proposals; effective bargaining team decision-making strategies; across the table tactics; and how to decide the key issues to focus on during bargaining, including provisions of interest to SRPs.

This session continues in workshop 12.

6. Demystifying Local Union Finances

This workshop is designed for new and experienced members of the local union's Executive Committee. It will take the mystery out of your fiduciary responsibility as a local union officer. You will learn new techniques, which will make your job easier and could save hours of your valuable time. Topics include: Budgeting, Federal Reporting Requirements, Cash Management, Local Insurance, Audits and Internal Financial Controls.

7. Our World, Our Students

This seminar helps SRPs become more familiar with students' cultural abilities and needs in order to create a more conducive learning environment. Educators will engage in discussions of the importance of involving all students in the learning process while demonstrating how they can use cultural connections to assist students in appreciating each other's strengths.

8. SRP 2.0 – Elevating Your Career through NEA Professional Development Resources – **NEW!**

Have you ever wondered how School-Related Professionals can access the many resources and programs available through the National Education Association (NEA)? This workshop will connect participants to the NEA Education Support Professional Quality (ESPQ) department programs and professional development resources designed to help SRPs elevate their careers and serve the whole student. We will also share the first ever ESP Professional Growth Continuum and the NEA Leadership Competencies designed to help SRP members grow professionally in their careers and in their associations.

WORKSHOP SESSION II

SATURDAY, OCTOBER 5

2:00 PM – 4:00 PM

9. Understanding Emotional and Behavioral Emergencies – **NEW!**

This training presents an overview of important prevention skills and concepts to understand prior to a student's emotional or behavioral emergency in a school setting. We will discuss "Back Pocket" crisis intervention skills in response to this type of emergency. Participants will also receive the Post Action Staff Support (PASS) intervention to support fellow school staff members after the emergency response.

10. First Aid Certification – Part 2

This training is intended for individuals who require or desire basic emergency care knowledge and skills and is designed to arm laypersons with the minimum skills necessary to provide emergency care for suddenly ill or injured adults and children during the usually brief interval between the incident and arrival of emergency medical care professionals. Included in this session is a focus on the new "Stop the Bleed" program.

Participants will be required to pass skills tests which will entail hands-on practice. The training is certified by the American Safety and Health Institute and participants will receive a certification card at the end of the double session.

NOTE: Registration for this workshop is limited to 25 and is a continuation of workshop #2. Participants must be in attendance for the entire two-part workshop and pass the skills test in order to receive a course completion certificate.

11. Retirement Planning – Employees Retirement System Workshop

This workshop covers the critical elements involved in pension benefit calculation in order to maximize these benefits. Included will be information on how and when to contact NYSLERS.

NOTE: *This workshop is for all SRPs EXCEPT teaching assistants, New York City paras and secretaries (who have their own city system) and members of private sector locals.*

12. Negotiating Your Contract Like a Ninja – Part 2

Part two of this workshop continues with a contract exchange and sharing of best practices. We will examine some of the unique issues SRP members face and explore how they can be addressed at the bargaining table. Topics to be covered are: wages, health benefits, seniority, and release time. There will be an opportunity to review contract language and develop strategies for bargaining.

This session is a continuation of workshop 5.

13. Local Presidents' Roundtable with the SRP At-Large Directors

Shaping a stronger future for SRPs requires leadership and collective strength at both the state and local levels. During this open forum, local presidents and chapter chairs will have an opportunity to share union and workplace issues of importance to their members with NYSUT's SRP At-Large Directors.

14. Health Insurance Update: Bargaining this Critical Benefit – NEW!

This session will examine the nature of the health insurance market, the various financing mechanisms used by employers, and the different health insurance models. We will examine health insurance trends going forward, focusing on potential employer proposals (and unilateral implementations), as well as proposals that your bargaining team can consider. We will use that background to develop strategies that will be helpful in the bargaining process.

15. What Would You Do? What SHOULD You Do? – Part 1

This workshop discusses legal and common sense responses to situations that SRPs may face in the workplace. We'll review multiple scenarios — covering a variety of SRP job titles — to help participants respond to diverse issues legally and practically.

This session continues in workshop 21.

16. How to Pass Your Civil Service Test – Custodian/Janitor – NEW!

This seminar will review the procedures to apply for a Civil Service Exam. Participants will have an opportunity to practice answering sample civil service questions, as well as engage in some discourse around each question, and learn tips to successfully pass the exam.

WORKSHOP SESSION III

SUNDAY, OCTOBER 6

9:00 AM – 11:00 AM

17. Dealing with Difficult Students on the Bus – NEW!

This seminar will offer strategies for dealing with students who exhibit chronic and extreme misbehavior, including violence. Participants will learn what motivates students to misbehave; intervention techniques to use at the moment of misbehavior; how to avoid and defuse confrontations, and ways to reinforce desirable behavior on the school bus.

18. NYSUT Member Benefits Programs and Services: What Your Union Does for You!

Often the member's only contact with NYSUT is through the regional office and labor relations specialist. What else does your union do for you? This workshop reviews the many additional programs and services available to NYSUT members including legal services, financial planning, communications assistance and endorsed plans available through NYSUT Member Benefits.

19. Creating Unity in a Diversified Local – NEW!

There are dozens of job titles within the union's School-Related Professionals constituency group. If your bargaining unit represents members from numerous job titles, this workshop will help you explore how to understand and appreciate those differences, engage your members, and to tap into that diversity to create a unifying strength.

20. Going Green – Cleaning for Health and Infection Control – NEW!

For many years New York has had a law requiring schools use "green" cleaning products. Schools that effectively follow this law reduce toxic chemical exposures for children and also for staff, especially cleaners and custodial workers. Learn what is "green," the importance of getting toxic chemicals out of schools for kids and adults and what "cleaning for health" means for improving the indoor environment and responding to infectious disease outbreaks.

21. What Would You Do? What SHOULD You Do? – Part 2

This workshop discusses legal and common sense responses to situations that SRPs may face in the workplace. We'll review multiple scenarios — covering a variety of SRP job titles — to help participants respond to diverse issues legally and practically.

This session is a continuation of workshop 15.

22. Retirement Planning – New York State Teachers Retirement System

This workshop is for teaching assistants and will focus on pertinent legislative items, steps to take in retirement planning, the retirement system benefit, reading the annual statement and the retirement options. Questions are welcome throughout the presentation.

23. SRP Power: Organizing in the Workplace

Strengthen your voice in the post-Janus workplace by rethinking traditional union communication and engagement. We will look at strategies to move new hires to members and members to activists by identifying the issues and needs of members and developing a strategic organizing plan. Doing this work builds power and capacity to improve the working lives of your members and obtain better outcomes in bargaining, health and safety, and representation.

24. Proactively Confronting Trauma in the Classroom – NEW!

Students are affected by their experiences and impacted by the situations and events that they witness. Exposure to trauma and traumatic events often create social, emotional and behavioral problems that can hinder academic progress. This seminar will provide School-Related Professionals with an understanding of how trauma affects students and offer an opportunity to develop strategies to support and promote school wide success.