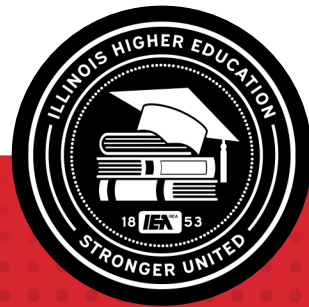


TOGETHER AS ONE





Together We are: One Voice, One Union, IEA

- October 18, 2024 – October 19, 2024 •
- DoubleTree by Hilton Chicago Oak Brook •

Friday, October 18, 2024

Registration	3:00 – 7:00 p.m.
Exhibits	3:00 – 7:00 p.m.
Conference Sessions	5:00 – 6:00 p.m.
Dinner and Programs.....	6:15 – 8:00 p.m.
Education Support Professional Forums.....	8:00 – 9:00 p.m.

Constituency groups will have dinner together

Education Support Professionals.....	Grand Ballroom
Higher Education.....	Essex Ballroom
Retired.....	Spring Room

Saturday, October 19, 2024

Registration	7:00 – 9:00 a.m.
Exhibits	7:00 a.m. – 12:30 p.m.
Breakfast (Grand Ballroom, Lobby Level)	7:30 – 8:30 a.m.
Conference Sessions	8:00 – 9:00 a.m., 9:15 – 10:15 a.m., 10:30 – 11:30 a.m. and 11:45 a.m. – 12:45 p.m.
Lunch and Keynote	1:00 – 2:30 p.m.

Bingo AND Prize Drawings (must be present to win)

Higher Education Wrap Up (Hunt 1 & 2).....	2:30 – 3:30 p.m.
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Presidents' Lounge will be located in the private dining room throughout the conference.

CONFERENCE ROOM ASSIGNMENTS

FRIDAY, OCTOBER 18, 2024

	Session 1: 5:00 – 6:00	Dinner and Entertainment: 6:15 - 8:00	Educational Support Professional Forums 8:00 – 9:00
	How Do We Know They Know?		
		Higher Education Dinner	
		Educational Support Professional Dinner	Educational Support Professional Forums
	SURS and What It's About for You		
	De-Escalation Student Behavior		
	The Injured School Employee: Rights and Benefits		
	Practices for Peace		
	Google Docs for Personal and Association Use		
	Overview of Education Support Professional Training on the Use of 3-2-1 Insight		
	Mediation and Conflict Management: Staff Centered Approach		
		Retired Dinner	

Education Support Professional Sponsored
Higher Education Sponsored
Retired Sponsored
General Group Session

CONFERENCE ROOM ASSIGNMENTS

SATURDAY, OCTOBER 19, 2024

	Session 1: 8:00 – 9:00	Session 2: 9:15 – 10:15	Session 3: 10:30 – 11:30	Session 4: 11:45 – 12:45
	Writing an Effective Collective Bargaining Agreement with Language that Effects Change	IEA Elections Training	Unleash Your Inner Superhero	
			If I Knew Then...What I know Now...Education Support Professionals and Retirement	How Does the Union Work for Education Support Professionals
	Organizing Beyond Crisis – Art, Joy, and Community Building	Workplace Mapping for Education Support Professionals	Finding Your Voice as a Leader	Microaggressions: Death by a Thousand Paper Cuts
	Negotiations: From Bargaining Teams to Contract Campaigns		It's Still Not About You	
	Compensation Models and Salary Schedules for Education Support Professionals		Contract Law Basics	Preparing to Bargain Finances: Considerations for Education Support Professionals
	ESpecially For You		Engaging Students with Readings	Embracing Change in Higher Education: Turning Challenges into Opportunities for Success
		Empower Energize Connections		
	Are PowerPoint Presentations Becoming Obsolete	How to Run a Meeting – NOT a Class	Health Insurance: Navigating and Negotiating the Financial Dilemma	
	Professional Development – How do We Grow?	Life Raft for the Newly Elected Officer in Higher Education	Year Round Organizing (YRO) for Higher Education	
	A Brief History of Native Americans into Illinois	Identifying and Understanding the Groups Working to Undermine Public Education	Fair Play	Stress Anxiety and Your Brain
	How to Visit and Use Our National Parks to Enhance Your Life and Others!	Meet Lucille Ball	Meet Thomas Jefferson	Unpacking the Barbie Movie
	Exploring Artificial Intelligence: Impact on Retired Educators' Daily Lives - (Device Needed)	Demystifying the Cloud: A Beginner's Guide	Using Gmail to Connect with Members	

CONFERENCE ROOM ASSIGNMENTS

SATURDAY, OCTOBER 19, 2024 *cont.*

	Session 1: 8:00 – 9:00	Session 2: 9:15 – 10:15	Session 3: 10:30 – 11:30	Session 4: 11:45 – 12:45
	Start Your Day with 10 Minutes of Mindfulness	How Education Support Professionals Can Impact Your Local	Roundtable for Local Presidents with President Al Llorens – Hosted by President Support Team	Emotions at the Table – How to Handle the Emotional Aspect of Bargaining
	Seizure Training for School Personnel	Mentoring Your Education Support Professionals	Leadership and Teambuilding	
	2024 IMRF Update		Combatting Disinformation	Legislative Update
	One Conference Membership Processing		Storytelling for Organizing and Bargaining	
	Personal Leadership for Education Support Professionals		Empowering Educators: Harnessing AI for Everyday Life and the Classroom - (Device Needed)	Music and Cognition

Education Support Professional Sponsored
Higher Education Sponsored
Retired Sponsored
General Group Session

Higher Education Sessions

Are PowerPoint Presentations Becoming Obsolete?

Have PowerPoint presentation outlived their usefulness, or have people abused them to the point of no return? Let's explore the true intent of their use. Can they be revived; or what's next on the horizon? Together let's explore what can be done to save this treasure!

Presenters: Vivian Zimmerman & Jill Dupy

Embracing Change in Higher Education: Turning Challenges into Opportunities for Success

Join us for an engaging workshop designed to explore the transformative power of embracing change. In today's rapidly evolving educational landscape, navigating change is not merely a challenge—it's an opportunity for growth and innovation. This workshop will provide practical strategies and on how to thrive amidst change, empower attendees to harness their boldness and creativity to drive positive outcomes. Participants will gain valuable insights into effectively managing change, fostering resilience, and leveraging new opportunities for success in higher education. Don't miss this opportunity to equip yourself with the tools and mindset needed to navigate change with confidence, support colleagues and students through change, and drive meaningful impact in your educational institution. **Presenter:** Erin Ramirez

Empowering Educators: Harnessing AI for Everyday Life and the Classroom

With the rapid advancements in artificial intelligence (AI) and its increasing integration into various aspects of daily life, educators need to understand how AI can effectively enhance learning experiences and be used for everyday life. In this engaging and interactive session, educators will explore the fundamentals of AI to discover innovative AI-driven teaching tools and ethical considerations. This session is designed to equip educators with the knowledge, skills, and strategies needed to harness the potential of AI to enhance teaching practices, personalize learning experiences, and prepare students for the future. **"I encourage participants to bring a laptop or mobile device and register an account with ChatGPT. Participants do not have to of course if they prefer not to."**

Presenter: Dr. Jay Fulgencio (PD/CEU Hours = 1)

Engaging Students with Readings

As college instructors, we constantly work to engage our students, and that, may be especially true these days when it comes to assigned readings. We may find ourselves wondering about our students, "Are they even doing the reading?" "How can we encourage them to read and engage with the materials we assign?" I will be sharing my observations and practices along with other information and will also offer colleagues the opportunity to share their own experiences. **Presenter:** Nicola Schmid

How Do We Know They Know?

This session will focus on the types of assessments that teachers use at all levels. Are they real? Do they really assess student understanding and their background knowledge. Do they include performance indicators as well as knowledge indicators? Come and learn and share your best practices.

Presenter: Dr. Ami Hicks

How to Run a Meeting – NOT a Class

We are educators, which gives us some ability to communicate and work with an audience. But if you have to run a meeting - like for your local or for a local group - you may have already found that some things you do with students aren't quite applicable in other venues. In this workshop, we will think about how running a class has some applicable skills outside a classroom, but also discuss other methods to run effective, efficient, and maybe occasionally entertaining meetings, for the benefit of all. (Especially you!)

Presenter: Joseph Fedorko

It's Still Not About You

I will provide an overview and build on the last presentation I gave at the ONE Conference regarding structural racism and white supremacy. Attendees will be able to identify and better understand the way in which structural racism is foundational to the institutions governing life in American society, so that they can be better prepared to fight against it. I will present material for approximately an hour, then open the floor for an open and frank discussion.

Presenter: Jeremy Allen (PD/CEU Hours = 2)

Life Raft for the Newly Elected Officer in Higher Education

Calling all newly and not so newly elected Higher Ed Officers. Are you feeling overwhelmed in your new position, do you need help and don't know where to turn or what to do first? You've come to the right session. We're here to help you sort it all out...and yes, you can do it, one step at a time. YES, we are here to support you along the way, and YES, you aren't alone. Come to this session and begin the learning process on your way to a successful year. **Presenter:** Vivian Zimmerman

Music and Cognition

This session will explore the benefits and associations of Music and Cognition. Using Bloom's Taxonomy, the teacher can effectively implement strategies using Music. **Presenter:** Daniel Smithiger (PD/CEU Hours = 1)

Negotiations: From Bargaining Teams to Contract Campaigns

This two-session workshop will focus on the two components of winning a strong contract: 1) a focused bargaining team, and 2) a contract campaign that runs alongside negotiations. The first session will educate participants about the basics of bargaining, how to put together an effective negotiating team, things to think about before drafting proposals, and how to ensure the bargaining process is as democratic and inclusive as possible. The second session will focus on how to plan and implement a contract campaign that places pressure on the employer through escalating actions in order to move negotiations. **Presenter:** Dr. Dawn Tefft

One Conference Membership Processing

This in-depth look at the membership processing function starts with the basic requirements in the IEA Bylaws and other documents that set forth the parameters and responsibilities of enrolling and tracking all IEA members. This includes changes to the way in which IEA dues are assessed for new and continuing members. Finally, you'll get a detailed look at the functions that the local membership chair is responsible for, including a walk-through of the online enrollment platform, as well as an in-depth training on the electronic billing platform used to download reports and update member information, view monthly billing statements, current IEA balances and pay your local's IEA bills electronically. You will have the chance to interact with your peers to discuss how you handle some of these activities as well as ask specific questions.

Presenters: Dawn Hall & Membership Team

Professional Development – How do We Grow?

How do we know how to grow in our profession? What is the pathway to learning and success? How do we find ways to add to our knowledge base and polish our performance so we will be recognized? This session will explore ways and steps to professional development to accomplish our goals.

Presenter: Dr. Ami Hicks

SURS and What It's About for You

It's never too late to understand what your retirement plan is all about. For some of you it's a ways off, for others it's around the corner.....we'll help you understand your needs and answer your general questions.

Presenters: Vivian Zimmerman & Frank Brooks

Writing an Effective Collective Bargaining Agreement with Language that Effects Change

This session will explore the why, and how of collective bargaining in higher education as well as exploring contract language common in our higher ed local collective bargaining agreements. We will explore the preparations steps necessary to ensure effective and productive negotiation sessions, mandatory and permissive subjects of bargaining, and different styles of bargaining. The session will also explore ways to research and draft reasonable and realistic contract language, as well as common policies and procedures at our campuses that impact or necessitate certain contract language.

Presenter: Kimberly McClellan

Year Round Organizing (YRO) for Higher Education

This is an interactive session providing an overview of the YRO program NEA and affiliates are building for Higher Ed locals. We will cover the 5 Key Strategies and discuss how to increase membership recruitment and engagement using the YRO principles. We will also be looking for feedback on what you need for success in your local. This session is a must attend for members and leaders looking to increase the size and capacity of their local.

Presenter: Marcia Kamienceki



IEA-Retired Sessions

A Brief History of Native Americans into Illinois

Gerald's formal native name is Ho-Chunk Ska Ga (White Winnebago) is a tribal elder with the Ho-Chunk Nation. He will discuss the reintroduction of his family into the Illinois, tribal customs and ways, the history of the tribe, modern natives, naming ceremonies, stereotypes, environmental concerns, tribal settlements and reservations.

Gerald's grandparents were Chief Walks with the Wind and Princess Stands on a Cloud. They were very influential in teaching Gerald native customs and ways. He carries on his grandfather's tradition of teaching people about their tribal ways. His program is about the history, past and present, from a Native perspective. Gerald was a union bargaining negotiator as well as a school board member, beekeeper, HS umpire, Illinois Humanities Road Scholar and speaker currently.

Presenter: Gerald Savage

Combatting Disinformation

Journalism is struggling with fewer reporters, fewer news outlets and corporate buyouts. This struggle has created opportunity for anti-union and anti-public education forces to fill the void with fake news and disinformation.

In this session, we'll tell you about the news propaganda machine churning out fake newspapers, fake websites and fake stories in Illinois and across the country. Learn how to spot disinformation and how to set the record straight.

Presenter: Bridget Shanahan

Demystifying the Cloud: A Beginner's Guide

Are you curious about "the cloud" but feel overwhelmed and not sure how or where to get started? Could you already be using the cloud and not even know it? This workshop we help to demystify the cloud! We will define "the cloud", talk about what it means to "use the cloud," and discuss how the cloud can help you to stay connected, organized, and secure in the digital age. Whether you're looking to store cherished memories, stay in touch with loved ones, or explore new hobbies online, the cloud offers a wealth of possibilities. This workshop is your roadmap to navigating the cloud with simplicity and peace of mind. **Attendees may wish to have a device with them to practice concepts as they are presented. IEA will have a limited number of laptops available for participants to use.**

Presenter: Kelsey Harms

Exploring Artificial Intelligence: Impact on Retired Educators' Daily Lives

As technology evolves, we must stay informed about artificial intelligence (AI) and how it shapes the world around us. In this session, we will delve into what AI is, its potential impact, and how it influences our lives post-retirement. From healthcare and communication to entertainment, AI is transforming industries across the board. Participants will learn the definition of AI, how AI can automate administrative tasks and provide entertainment personalization and lifelong learning. **"I encourage participants to bring a laptop or mobile device and register an account with ChatGPT. Participants do not have to of course if they prefer not to." IEA will have a limited number of laptops available for participants to use.**

Presenter: Dr. Jay Fulgencio

Fair Play

As the 2024 Summer Olympics are just behind us, Ms. Bernita Echols will present an inspiring session about the 1936 Olympics in which her mother, Tidy Pickett was one of the rarely heard of athletes who participated along with Jesse Owens. Ms. Echols will speak about the treatment of her mother and the other minority athletes during the reign of Hitler. Rare footage of these athletes will be seen in the film, 'Olympic Pride, American Prejudice'. **Presenter:** Bernita Echols

Google Docs for Personal and Association Use

In this session, you will use Google Docs in order to create and format documents. You will learn how to enhance your documents using headers and footers, drawings, images, and more. Also, you will learn how to share your documents with others for collaborative work.

Required: Since this is a participatory session, you will need to have a device, preferably a laptop. A laptop is preferred because other devices are limited in how Google Docs are used. You must also, have a Google account so that you can open Google Docs and create documents. **IEA will have a limited number of laptops available for participants to use.** **Presenter:** Elston Flowers

How to Visit and Use Our National Parks to Enhance Your Life and Others!

Our national parks offer a place to build critical thinking and curiosity about the world around us, they are the classrooms that help all of us appreciate the natural world, plus promote a sense of wellbeing and fulfillment. This session will provide a brief history of various parks from the east coast to the west coast, offer suggestions for those planning to visit the parks, allow time for participants to view the beauty and special features of several parks. Information on how to be a leader and advocate for our national parks and the variety of educational programs offered for educators will be shared for those to use and take back to others.

Presenter: Carol Schnaiter

Identifying and Understanding the Groups Working to Undermine Public Education

- Recognize and understand the well-coordinated nation-wide effort by groups who threaten public education and the reasons for their determination to seek privatization
- Use advocacy strategies to effectively share information about the groups who threaten public education and our retirement benefits and about the pro-public education groups that promote public education and how we can advocate for public education-friendly candidates and issues
- Share the knowledge acquired through their discussions during the presentation with their state and local affiliate members, family/friends, and community.

Presenters: Carol Schnaiter & Diane Chapman

Legislative Update

Legislative Update with focus on retiree issues, TRIP/TRAIL, pensions, etc.

Presenters: Will Lovett

Meet Lucille Ball

In the 1950s, comedienne Lucille Ball captured the hearts of television audiences across the nation. Her wacky hijinks and fearless enthusiasm kept thousands laughing. Off-screen, she and her real-life husband Desi Arnaz launched their own television studio and pioneered new technologies. But what does it mean when an onscreen legend clashes with her offscreen reality. In this historical portrayal, historian and actress Leslie Goddard, Ph.D., brings Lucy to life, paying tribute to both the true comic legend and the real woman behind the myth. **Presenter:** Leslie Goddard

Meet Thomas Jefferson

The audience will get to know Thomas Jefferson through stories, humor, and facts about his life and influence as a founding father of our country.

Presenter: Tim Connors

Practices for Peace

During this session you will learn tools and techniques for time management, and wellness practices you can do to regain a sense of calm and balance. You will leave with practical, evidence-based tools to use with students and in meetings that will create more ease and flow while managing the increased demands of life. Wear comfortable clothes as we will practice some light yoga. Beginners welcome! **Presenters:** Gina Harris & Al Llorens

Stress, Anxiety and Your Brain

Learn how stress and anxiety affect the brain and how you can begin to rewire it creating new, positive neural pathways. We will explore stress management and well-being strategies, and share take-aways for you to use in your daily life. **Presenter:** *Alma Ruiz (PD/CEU Hours = 1)*

Unpacking the Barbie Movie

The movie follows "Stereotypical Barbie" as she goes on a journey of self-discovery and redefines her views of the world around her. In this session we will unpack the movie and discuss the numerous -isms represented with initial emphasis on sexism/feminism in our society today. We will explore and discuss other societal issues depicted in the movie as they present themselves. Watching the Barbie Movie before attending the conference will enhance your understanding of this presentation.

Presenters: *Kari Vanderjack & Mary Ann Rivera*



Education Support Professional Sessions

2024 IMRF Update

Whether you're new to IMRF or getting ready for your retirement, this session provides an opportunity to learn about the requirements for participating in IMRF along with how your benefits are determined. We'll also discuss the contributions that you and your employer are required to make, along with the Voluntary Additional Contribution program. Information about 2024 Legislation and how it may affect you will be provided. Bring your questions to the meeting.

Presenters: *Bonnie Shadid & Brian Glover*

De-Escalation Student Behavior

Overview of CPI. **Presenters:** *Colen Lee & Tina Alexander*

Empower Energize Connections

The goal of this interactive workshop is to energize and empower paraeducators. Paraeducators are expected to navigate various daily tasks and situations with minimal guidance or collaboration from the classroom educator or non-core educator.

Each participant will receive a workbook template that they can use as a tool or resource. Participants will collaborate and share strategies for assisting, engaging, and communicating with other educators in self-contained, core, and non-core classes. Participants will learn to communicate, advocate, collaborate, and work side-by-side with all educators.

Participants will learn about the educational opportunities available through the IEA, & NEA to gain confidence, knowledge, leadership, and advocacy skills.

If time permits, participants will gain knowledge of how to enhance expectations, learning, behavior, and student communication by using the Picture Exchange Communication System (PECS), verbal communication, sign language, and switches. (PECS), verbal communication, sign-language, and switches to improve student communication, expectations, learning, and behavior. **Presenter:** *Susan Nicholas*

ESpecially For You

Education support professionals will be able to identify and examine major bargaining issues, both economic and non-economic, which are uniquely important to unionized support staff employees.

Presenters: *LaShanna Fulwiley & Robyn Washington*

Finding Your Voice as a Leader

The session will focus on developing leadership skills for members. Attendees will learn about how to develop a winning team in your local and get members engaged and willing to be involved in the union. All leaders are different and finding your leadership style and voice is critical to being a successful leader.

Presenter: *Bobby Rickman*

How Does the Union Work for Education Support Professionals

Many Education Support Professionals do not know all the ways our union works for them. Many only see it as a protection against an allegation. There are a lot of other valid reasons/perks to being a union member.

Presenter: *Holly Smigelski*

How Education Support Professionals Can Impact Your Local

Education Support Professionals significantly influence the culture and climate within a school and district. This session will explore methods for making a positive impact in your building and local association. Participants will have the opportunity to share the challenges they encounter in engagement, and together, we will explore solutions for these issues.

Presenter: *Bobby Rickman*

If I Knew Then...What I Know Now...Education Support Professionals and Retirement

Retirement is a big step in an Education Support Professional's life. This session will give you some information about things to consider when planning for retirement. From district and IMRF benefits, Social Security, penalties for retiring early, to health insurance and Medicare, there are many things to consider when planning retirement. This session will give some basic information and timelines along with other information to help make the decision to retire more informed and easier. **Presenter:** *Rosemary Majerczyk*

Leadership and Teambuilding

Have fun with your team in this action-packed, hands-on session while building relationships and improving morale. Identify roles and responsibilities of members and elevate each one according to their gifts and talents. Enhance interpersonal relations by learning to identify the way people function beyond having a title. This session will encompass NEA competencies as well as NEA ESPQ Standards.

Presenter: *Robert Powell*

Mentoring Your Education Support Professionals

Peer Mentoring Programs for Education Support Professionals are few and far between. Implementing a peer mentoring program is a way to support your new Education Support Professionals in their professional and personal growth. Let us share with you what our Established Peer Mentoring Program looks like and how we support our new Education Support Professionals; introducing them to our school district, our Union, and how we help them through their first year.

Presenter: *Connie Joniec*

Microaggressions: Death by a Thousand Paper Cuts

The old adage, "Sticks and stones can break my bones, but names can never hurt me," is a fallacy. The truth is, implicit bias refers to attitudes and beliefs that unconsciously impact our decisions and actions. These ingrained biases then manifest themselves and are reflected in the form of microaggressions that are insidious, hurtful, and create a psychic toll on anybody experiencing them. Stereotypes that are prevalent in diverse classrooms can negatively impact student behaviors and academic outcomes. This workshop will discuss and share real-life examples of microaggressions and stereotypes. Participants will have an opportunity to explore practical strategies to confront implicit bias within themselves and others.

Presenter: *Linda Matsumoto (PD/CEU Hours = 1)*

Organizing Beyond Crisis – Art, Joy, and Community Building

Learn tips from successful organizing efforts on how to embrace joy, art, and community building strategies, as you work to build power for change in your locals. We will look at some successful national issue campaigns as well as union campaigns in other industries to examine how we can use creative and social strategies for improving the cohesion and internal organization of our locals.

Presenter: Ursula Gruber

Overview of Education Support Professional Training on the Use of 3-2-1 Insight

This training will provide an overview of the 3-2-1 Insight ParaSharp Online Training Toolkit for paras. Job-specific tools to help paras easily incorporate new strategies into their daily practice.

Presenter: Mary Jane Morris (PD/CEU Hours = 1)

Personal Leadership for Education Support Professionals

This training will equip you with the personal leadership skills necessary to become an effective advocate for yourself and the union. We will discuss what personal leadership is and the skills all successful leaders share. Learn how to communicate persuasively and maintain a healthy level of self-esteem. We will also discuss the role power plays as you embark on your leadership journey. **Presenter:** Crystal Bush

Seizure Training for School Personnel

This certified training is part of the Seizure Smart School Act which mandates this training annually for all K-12 schools in Illinois. We will discuss ways to recognize various types of seizures and respond to it accordingly utilizing tools like a Seizure Action Plan. You will learn how to administer FDA approved rescue medications and receive a certificate for the training. This session will also include time for questions and specifics or modifications related to your needs, environment, as well as other health conditions that are often connected with seizure or epilepsy.

Presenter: Alex Houston

Storytelling for Organizing and Bargaining

Learn how telling your own story can be the most powerful tool in your organizing tool box. Discover some tips and tricks for creative a concise narrative from your own experiences that you can use at the bargaining table or school board meetings. Practice telling your story in small groups to build confidence and leave the conference one step closer to being a master storyteller for your local.

Presenter: Ursula Gruber

The Injured School Employee: Rights and Benefits

An overview of the Illinois Workers' Compensation laws and administration, including recent "reforms." Special emphasis will be placed on real-life examples involving custodians, bus drivers, cooks, administrative staff, and paraeducators.

Presenters: Jay Johnson & Russell Haugen

Unleash Your Inner Superhero

The COVID-19 pandemic has transformed and upended our lives more swiftly than we could have imagined. Now, more than ever, educators and education support professionals have been forced to advocate in a "new normal." Participants will explore self-care techniques and become familiar with strategies to help boost their confidence to step out of comfort zones, to explore and unleash hidden talents to become education advocates to influence at the decision-making at the worksite, and district, local, state and national's levels.

Presenters: LaShanna Fulwiley & Robyn Washington

Using Gmail to Connect with Members

Gmail is a very powerful tool that can be leveraged to connect your members with what is happening in your local. In this session we'll break down all the basics, so you are ready to communicate like a pro! Learn how to switch between Google accounts to ensure you're doing your union work on personal accounts, how to draft an email and the various features you can use inside a message, schedule and send your message so that it arrives at just the right time, create a contact and apply a label to quickly send a message to a group, use email best practices to dodge the spam filters, and learn how IEA can help via the Communication Tool Request form. **Attendees may wish to have a device with them to practice concepts as they are presented. IEA will have a limited number of laptops available for participants to use.** **Presenters:** Kelsey Harms & Jill Scarcelli

Workplace Mapping for Education Support Professionals

Learn how to analyze and map your workplace to set your local up for success in organizing and member engagement. Build understanding of how to use workplace maps to keep track of recruitment efforts and to engage other locals in your district in mutual support. Discuss methods of maintaining member engagement across large districts with multiple buildings. Attendees will be most successful if they bring a copy of their building's map with them. **Presenter:** Ursula Gruber



General Session

Compensation Models and Salary Schedules for Education Support Professionals

P-12 School Districts and Higher Education institutions all have unique ways of compensating employees. We will discuss common strategies for increasing salaries for Education Support Professionals, including common percentages or dollar amounts, salary schedules, and longevity programs. We will highlight current trends in ESP compensation in Illinois and the impact of recent legislative action aimed at increasing salaries for ESPs. Members will learn the major considerations for developing a new salary schedule and how IEA can support bargaining teams in costing out compensation proposals. This is an excellent opportunity for new employees, members serving on bargaining teams, and locals considering new compensation models. **Presenters:** Nicole Wills & Erika Lindley

Contract Law Basics

Whether you are negotiating a conference room space for your local, purchasing a product for yourself or your local, it is important to know the basics of contract law. In this training we will provide a brief overview of the law of contracts including what makes a valid contract and how to avoid typical contract errors. We will also share basic negotiation strategies and practice our skills negotiating a simple purchase agreement contract. This workshop is about contract law in general and NOT the collective bargaining contract. **Presenter:** Crystal Bush

Emotions at the Table – How to Handle the Emotional Aspect of Bargaining

In this workshop we will discuss how emotions impact the bargaining process and how to work with difficult personalities. We will share techniques one can implement prior to the bargaining process to help create a positive bargaining environment. We will also discuss how to handle emotions and outbursts that occur at the bargaining table. **Presenter:** Crystal Bush

Health Insurance: Navigating and Negotiating the Financial Dilemma

Health insurance costs are driving all financials at the bargaining table. Local IEA affiliates are struggling to meet the increased demands to provide quality health insurance, at the same time, reduce the financial burden on their members. This session will help prepare for bargaining health insurance as well as monitoring and maintaining their health insurance plans over time. **Presenter:** David Jelliff

IEA Elections Training

The training will provide information to assist in the proper and smooth operation of local and regional IEA-NEA elections as required by the Landrum Griffin Act, IEA Election Procedures and IEA-NEA Bylaws. The entire process, from notification of the election through storage of election materials, will be discussed. This training is beneficial to anyone involved in the election process at the local or regional level.

Presenters: *Cathy Erickson & Gabby Rosenblum*

Mediation and Conflict Management: Staff Centered Approach

Mediation and Conflict Management: a staff centered approach is a focus on unwanted workplace conflict between colleagues; unwarranted, unwanted and unnecessary harassment at work; types of harassment; the responsibility of your Association; and why we need our members to attempt resolving worksite conflicts before management/administration become involved.

Presenter: *David Jelliff*

Preparing to Bargain Finances: Considerations for Education Support Professionals

This session will cover school finance fundamentals, including P-12 school district financial documents, markers of district financial health, and major categories of district revenue and expenditures. We will discuss specific considerations for bargaining in the 2024-2025 school year, including the implications of the higher-than-average Consumer Price Index (CPI), changes in revenue and expenditures due to federal ESSER funds, and increases to the state minimum wage. Members will learn how to maximize IEA bargaining resources, the timeline for finance trainings in the upcoming year, and the district documents you will need to request in order to complete a financial analysis. This is an excellent session for members who will be bargaining in the 2024-2025 school year or members who are looking for a better understanding of the financial operations of your district.

Presenters: *Nicole Wills & Erika Lindley*

Roundtable for Local Presidents with President Al Llorens – Hosted by President Support Team

The President Support Team in collaboration with Al Llorens would like to update local presidents on pressing matters. We would also like to hear from all local presidents about what issues they need help with and how we can be of assistance from the state level committees and leadership.

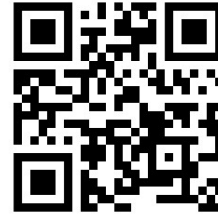
Presenter: *Julie Hagler*

Start Your Day with 10 Minutes of Mindfulness

Mindfulness meditation has been shown to reduce stress, improve mental and physical health, enhance sleep and decrease cognitive decline and many other benefits. The most difficult step is just getting started. In this session, I will share the practice I've been doing the past 10 years and discuss how to incorporate mindfulness in your life. **Presenter:** *Conrad Floeter* (PD/CEU Hours = 1)

**Not every presentation room will have access to WIFI for participants.*

Please use this QR code to register for One Conference.



Noel Candelaria – NEA Secretary-Treasurer



Noel Candelaria, a special education teacher and former teacher's aide from El Paso, Texas, is secretary-treasurer of the National Education Association, the nation's largest professional organization. Noel ranks third among the Association's leadership team. His primary responsibility is managing and maintaining the Association's multimillion dollar budget.

Noel is the first-generation son of Mexican immigrants who instilled within him the value of a quality public education. As a result, Noel learned firsthand about the transformative power of public education, how the influence of one educator knows no limits, and that when woven together the two form a direct pathway toward the American Dream.

Elected amid the COVID-19 pandemic and the economic crisis that it created, Noel is the former president of the Texas State Teachers Association (TSTA). Before that, Noel served three years as TSTA vice president, which followed a distinguished tenure as president of the Ysleta Teachers Association (YTA) in El Paso, Texas, where he worked in the Ysleta Independent School District (YISD), teaching subjects ranging from Algebra to World History.

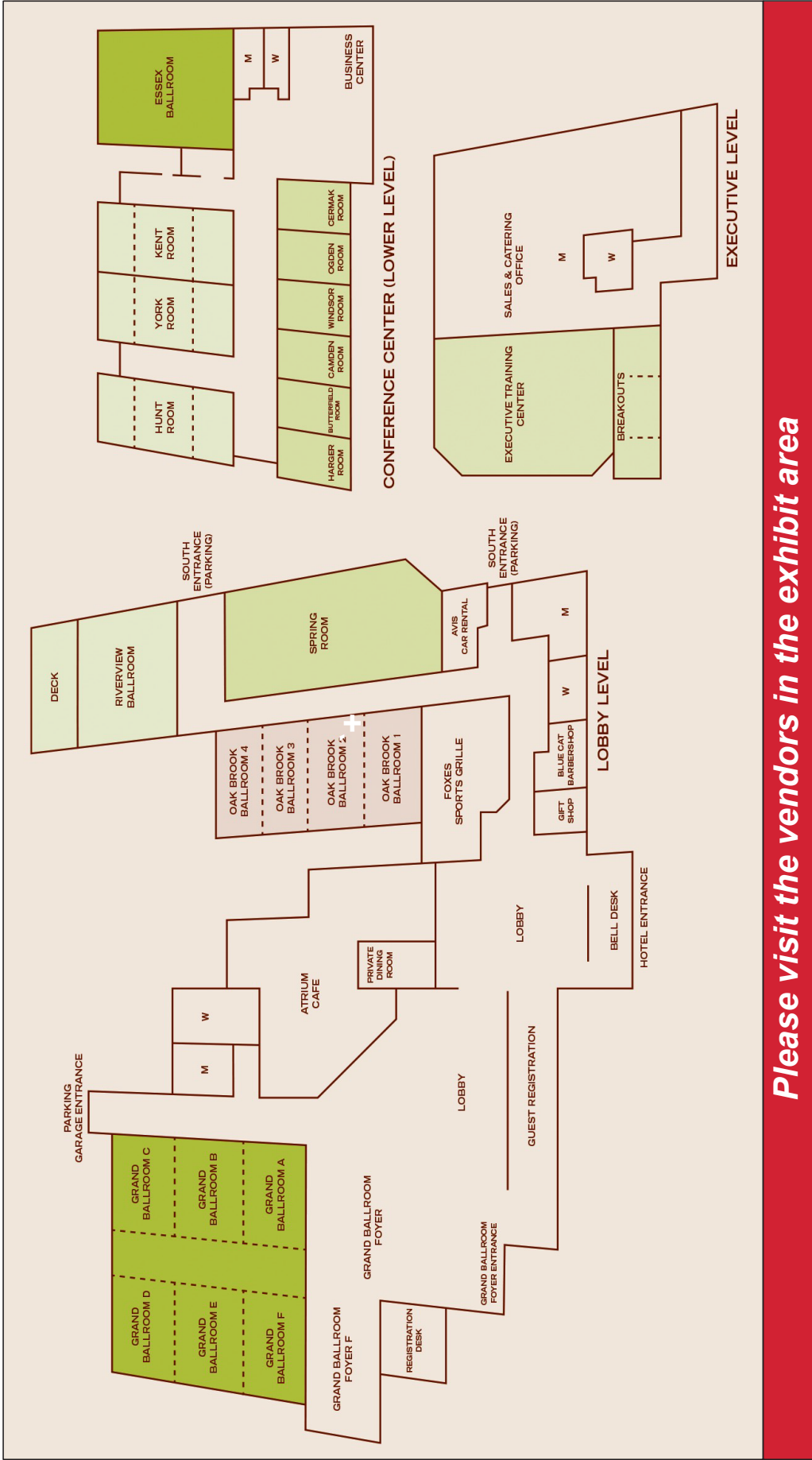
Noel has also held leadership positions at the National Council of State Education Associations, NEA Member Benefits and the National Teacher Hall of Fame (NTHF). During Noel's leadership as chair of the Memorial to Fallen Educators, located in Emporia, Kansas, legislation was passed to designate the monument as a national memorial site. Noel has also served on numerous national committees and task forces, including the NEA Human and Civil Rights Committee.

A tireless advocate for educators and students—who is often joined in his activist work by his wife Patty, a National Board Certified Teacher—Noel believes in the value and power of relationships that are based on trust, whether they are formed in the classroom, the community or the halls of political power. Noel relies on those relationships—at the local, state, and national levels—to keep the doors of success open and accessible to all students.

Noel is a dynamic and energetic speaker who is frequently asked to speak about racial and social justice, classroom management, and creating high-quality Association leaders. He holds a bachelor's degree in interdisciplinary studies and education from the University of Texas at El Paso.



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