

Summer Leadership Session Descriptions

July 28-31, 2025

Session Title	Description	Session Date	Session Time	Presenter	PD Hours / CEUs	Level
Analyzing P-12 District Finances and Considerations for Bargaining	Join us to discuss the IEA resources available to support P-12 bargaining teams in the financial aspect of bargaining. We will highlight the data available through the IEA District Financial Profile (DFP) spreadsheet, including financial trends and comparing budgeted to actual revenue and expenditures. We will also discuss considerations for bargaining in the 2025-2026 school year, specifically the use of the Consumer Price Index (CPI) and changes in revenue and expenditures due to federal ESSER funds. Each bargaining team will receive a custom fiscal analysis for their district, preparing teams to review the financial materials available through IEA during the upcoming bargaining season. This session will review some of the markers of district financial health, including analyzing the district's fund balance and cash on hand. We will also help members understand ways to maximize IEA resources and support in bargaining. This is an excellent session for members bargaining in the 2025-2026 school year. This session is limited to twelve bargaining teams.	July 30	8:30 am - 5:00 pm	Erika Lindley Nicole Wills	No	Pre-K Elem Jr High High School Ed Support
Built to Last - Tools for a High-Functioning Team	When you think about being on a team, how do you feel? If you've ever been part of one that put the "dys" in dysfunction, you're likely to feel resistance. But what if your team were characterized by productivity, collaboration, and shared goals? If that possibility is exciting, this session is for you! Through hands-on activities, participants will expand their knowledge of team-based processes and develop customized tools that can be used immediately. Whether you serve on a leadership team, lead an instructional team, or are simply a member of a group in charge of planning an event, you will leave equipped to take your team to the next level. Groups are encouraged to attend together.	July 29	1:00 - 3:15 pm	Jenny Seitz	No	Pre-K Elem Jr High High School Higher Ed Ed Support IEA Retired Aspiring Ed
Climate Change: Impacts on National Parks, the Environment and Our Students and Us	Join us to learn how the changing climate has and continues to impact our National Parks, the environment, and our lives. Discuss ways the environment has changed over the past 50 years and learn ways we could slow down the change to allow our students to enjoy and appreciate the natural beauty of the National Parks.	July 31	11:00 am - 12:00 pm	Carol Schnaiter	No	Pre-K Elem Jr High High School Higher Ed Ed Support IEA Retired Aspiring Ed

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Combatting Disinformation	<p>In today's digital world, misinformation and fake news spread rapidly, making it harder than ever to distinguish fact from fiction. This training session will equip union members with the knowledge and skills needed to identify disinformation and push back against false narratives.</p> <p>Participants will learn: -How to effectively correct disinformation -Why false information spreads -Effective fact-checking techniques and reliable sources -Strategies to counter disinformation in conversations and online spaces</p> <p>The session will also feature real-world examples of disinformation in action, helping participants recognize deceptive tactics and understand their real-life impact.</p> <p>By the end of the session, attendees will feel more confident in recognizing and challenging disinformation, ensuring they can protect themselves, their coworkers, and their communities from harmful falsehoods.</p>	July 30	11:00 am - 12:00 pm	Bridget Shanahan	No	Pre-K Elem Jr High High School Higher Ed Ed Support IEA Retired Aspiring Ed
Communication, Data, and Organization: Three Pillars to Successful Negotiations	<p>This interactive session comes to you in three parts:</p> <p>Communication: Together, we will explore the concept of Radical Transparency, and how to implement this practice throughout the bargaining process, both at the team level and among the general membership, and at the negotiations table.</p> <p>Data: What do you think? What do you know? What can you Prove? Explore how these three questions come together to build the foundation of your negotiation strategies.</p> <p>Organization: Improve, adapt, and overcome challenges at the bargaining table without losing track of the little things (with the help of spreadsheets!).</p>	July 29	1:00 - 3:15 pm	Allison Geller	No	Pre-K Elem Jr High High School Higher Ed Ed Support Aspiring Ed
Communications 101	<p>What is the best way to reach your members? When do you take an issue public? How can my local maintain effective social media strategies? And how do you do all of this? Join the IEA Communications Team to learn about tools, tips and where you can find help to beef up your communications strategies.</p>	July 30	4:00 - 5:00 pm	Sarah Antonacci	No	Pre-K Elem Jr High High School Higher Ed Ed Support IEA Retired Aspiring Ed
Digging Deeper as an Association/Building Representative	<p>The session will dive deeper into the tools necessary to be a strong association/building representative. The focus will be creating relationships with administrators, communicating with and representing members, and other best practices.</p>	July 31	8:30 - 10:45 am	Jamie Crider Jay Jackson	No	Pre-K Elem Jr High High School Higher Ed Ed Support

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Dip your Toe Into Data: Tools for Burgeoning Negotiators	<p>In this session, we'll explore data analytics and visualization tools that help teams prepare for negotiations so they can confidently face administrators no matter the situation. The workshop will focus on making tools easy to use and will use Google Sheets to help participants learn how to approach negotiations with a data-driven perspective.</p> <p>This session is ideal for those with beginner to intermediate experience with Google Sheets or Excel.</p>	July 30	1:30 - 3:45 pm	Allison Geller	No	Pre-K Elem Jr High High School Higher Ed Ed Support Aspiring Ed
Education Update: Executive Orders, Litigation, and State Law	This one-hour session intends to provide available education law updates arising from federal executive orders and policy changes with their application alongside applicable state laws. Time permitting, attendees will receive relevant litigation updates and process one or more scenarios.	July 31	11:00 am - 12:00 pm	Mike Fredendall Sylvia Rios	No	Pre-K Elem Jr High High School Higher Ed Ed Support IEA Retired Aspiring Ed
Empower Our Own - ESP Professional Learning Communities Facilitator Training	<p>This Train the Trainer workshop is designed to empower Education Support Professionals (ESPs) with the tools, strategies, and mindset required to become effective leaders and mentors. It will guide them on how to develop their own leadership skills while equipping them to inspire and support their colleagues in their personal and professional growth.</p> <p>The workshop will blend practical skills development with reflective practices, ensuring that participants can confidently train others and lead by example in their respective roles.</p>	July 30	8:30 am - 5:00 pm	Crystal Bush	6 PD Hours	Ed Support
Empowering Hispanic Students: Advancing Racial and Social Justice in Education	Hispanic students face systemic barriers in education, from language access and economic disparities to cultural representation and immigration-related stressors. As educators and advocates, we have a responsibility to challenge inequities and create inclusive learning environments that affirm Hispanic students' identities and experiences. This session will explore strategies to promote racial and social justice within schools, colleges, and educational policy.	July 30	4:00 - 5:00 pm	Jay Fulgencio	No	Jr High High School Higher Ed Aspiring Ed
ESpecially For You	Collective bargaining is a way to give ESPs a voice in advocating for better wages, working conditions and benefits. This session is less about the collective bargaining agreement and more about ESPs understanding the various types of bargaining subjects, being able to identify and examine the major bargaining issues which are uniquely important to ESPs.	July 31	8:30 - 10:45 am	LaShanna Fulwiley	No	Ed Support

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Financial Procedures and Reimbursement Policies for Locals	The session will cover a variety of topics to help you fulfill your fiduciary duty as a local leader. We will discuss local bylaws as they relate to dues and dues collection, budgeting, reimbursement policies, documentation and financial decisions. We will also discuss verifying and documenting the collection of dues. The session will also cover internal controls and fraud prevention. There will be sample financial reports and budgeting tools shared.	July 30	8:30 - 10:45 am	Gina Harris Jamie Schumacher	No	Pre-K Elem Jr High High School Higher Ed Ed Support IEA Retired Aspiring Ed
Financial Procedures and Reimbursement Policies for Regions	The session will cover topics to help you fulfill your fiduciary duty as region leader. We will discuss region budgets, IEA and NEA Representative Assembly reimbursement policies, documentation and regional financial decision-making policies. The session will also cover internal controls and fraud prevention.	July 30	11:00 am - 12:00 pm	Gina Harris Jamie Schumacher	No	Pre-K Elem Jr High High School Higher Ed Ed Support IEA Retired Aspiring Ed
Grievance or Complaint: Dispute Resolution and Grievance Processing	This session will cover common grievance procedures found in collective bargaining agreements, the purpose of the grievance process, as well as identifying and reviewing grievance merits, information gathering, investigations, arbitration and alternatives to grievances to resolve disputes between employee and employer.	July 30	1:30 - 3:45 pm	Sean Kerwin	No	Pre-K Elem Jr High High School Higher Ed Ed Support Aspiring Ed
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.	July 29	3:30 - 4:30 pm	Kim Trader	No	Pre-K Elem Jr High High School Higher Ed Ed Support
IEA-Retired – What is it? Why Join Now?	This session is designed for ALL ages, not just those who are close to retirement! Participants will learn about what IEA-Retired has to offer and the benefits of joining prior to retirement. Materials will also be provided to share with local membership.	July 29	3:30 - 4:30 pm	Michelle Deets	No	Pre-K Elem Jr High High School Higher Ed Ed Support
IEA-Retired: Focusing on Resources and Information That Benefit Our Members	By participating in this session participants will engage in discussions and hands-on activities related to health and wellness, membership recruitment and retention, and updates on issues of concern to retirees.	July 30	8:30 am - 5:00 pm	Diane Chapman Loretta Tisdell	No	IEA Retired

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Intentional Member Engagement - What's That?	Interested in enhancing member engagement? This is the session for you and your leadership team. Together, we will explore multiple ways to engage members in tackling important issues affecting their work life, enhance union morale, and build a strong local association. As this is an interactive session, participants will engage in activities to assess what is currently happening in their locals, the identification of steps that will lead to a more engaged membership, the development of strategic goals for improving member engagement, and the start of a member survey for collecting data useful in labor/management discussions, bargaining, and conversations with the Board. Come join us for a fun and engaging session!!	July 29	1:00 - 3:15 pm	Dee Emmons Cathy Stewart Robin Twidwell	No	Pre-K Elem Jr High High School Higher Ed Ed Support
It's (Still) Not About You Structural Racism and White Supremacy Revisted and Examined	Participants will: <ul style="list-style-type: none"> ·be able to identify different types of racism · gain education regarding the subject of race creation · gain insight into the history of structural and systemic racism · gain an understanding of the current systems of structural and systemic racism · gain knowledge on how race is used to promote division · gain knowledge on the effects of division in our society · understand why race is used to support divisive principles · gain insight into the obvious and understated traumatic effects of racism · participate in a solution-focused discussion regarding racial trauma and division 	July 30	1:30-3:45 pm	Jeremy Allen	2 PD Hours	Pre-K Elem Jr High High School Higher Ed Ed Support IEA Retired Aspiring Ed
Leadership Development For Presidents and Vice Presidents	This session is designed for new presidents and vice presidents with three or fewer years of experience in this role. You will learn how to become an effective president and vice president to contribute to the development of a strong local union. Beyond building a skill set for success, this session will also provide the opportunity to build the professional networks to survive and thrive as a leader.	July 29	1:00 - 3:15 pm	LaShanna Fulwiley	No	Pre-K Elem Jr High High School Higher Ed Ed Support
Leadership Team Workshop	Any team in any local will benefit from this time. Join us while we work together to plan, develop a timeline, identify key players, build an agenda, and evaluate the meeting. Teams will have time to work and will leave having developed a product.	July 31	8:30 am - 12:00 pm	Karl Goeke Gina Harris	No	Pre-K Elem Jr High High School Higher Ed Ed Support IEA Retired Aspiring Ed
Member to Member Conflict & Difficult Conversations	Have you ever had to approach a member and have a difficult conversation? Do you have the skills to have a successful difficult conversation? Can you formulate the appropriate questions for a conversation like this? If you are looking to learn more about developing your skills in this area, this session is for you!	July 31	8:30 - 10:45 am	Monica Carnall-Freaner Kim McCormick	No	Pre-K Elem Jr High High School Higher Ed Ed Support IEA Retired Aspiring Ed

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Membership Processing for Local Membership Chairs/Contacts	<p>This session aims to provide an in-depth understanding of membership processing within the Illinois Education Association (IEA). This program endeavors to enhance the capabilities and confidence of local membership chairs in managing and processing membership efficiently.</p> <p>Objectives -</p> <ol style="list-style-type: none"> 1. Comprehension of Membership Processing: Gain an understanding of the membership processing function, including the essential requirements stipulated in the IEA Bylaws. 2. Operational Insights: Receive a comprehensive overview of the membership processing framework, detailing the roles of IEA Headquarters, local offices, and local associations. 3. Hands-On Training: A detailed examination of the online enrollment platform and the electronic billing system. Learn to enroll new members online, update member information, manage billing statements, view current IEA-NEA balances, and reporting 4. Peer Interaction: Networking and collaborative discussions among peers to share best practices and strategies for effectively managing membership activities. 	July 30	1:30 - 3:45 pm	Dawn Hall	No	Pre-K Elem Jr High High School Ed Support
My Local Wants to Get Involved with Board of Education or Referendum Elections. Now What?	<p>This member to member led session will focus on how locals can increase their involvement in referendum, board of education or trustee elections in their community. Ideas and strategies will be shared that will include how to get started, how to adjust to different community variables, social media support, how the IEA can help and more. We will leave space to network, share ideas and problem solve as a group.</p>	July 31	11:00 am - 12:00 pm	Alison Rohrbach	No	Pre-K Elem Jr High High School Higher Ed Ed Support Aspiring Ed
NEA National Board Jumpstart Academy	<p>Developed by a team of Nationally Board-Certified Teachers (NBCTs) from across the country, NEA Jump Start is a comprehensive, three+ day seminar designed to provide early support to National Board candidates. Jump Start lays the groundwork for understanding the certification process by deeply examining component and assessment center requirements. Time is dedicated to gathering resources and information needed to become successful in certifying. All of this is provided in a supportive, constructive, and collegial environment. Jump Start Modules include: Foundations (NBCT standards & process overview), Component 1 (content knowledge), and Component 3 (teaching practice & learning environment).</p> <p>Who's facilitating Jump Start? Jump Start is led by a fun and dynamic training team of Illinois NBCTs who serve on the Teacher Leader and National Board Outreach Committee for IEA.</p>	July 29 - 31	<p>July 29 - 1:00 - 4:30 pm July 30 - 8:30 am - 5:00 pm July 31 - 8:30 am - 12:00 pm</p>	<p>Bridget LaHart Arnetta Thompson Crysta Weitekamp</p>	<p>12 PD Hours <i>(must attend all sessions to earn total of 12 PD Hours)</i></p>	Pre-K Elem Jr High High School

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New Presidents Training	Are you starting your first year as a new local president? Taking on this role can be daunting and overwhelming. This session will prepare you for your new presidency with need-to-know information and interactive learning experiences that will help ease your transition and strengthen your leadership skills.	July 30	8:30 am - 5:00 pm	Ben Gray Brad Lutes	No	Pre-K Elem Jr High High School Higher Ed Ed Support
Organizing 101	"Recruiting, retaining, and engaging educators to build the collective power to win on common issues and to create systemic change in their workplace and communities." This is the IEA's definition of organizing, but what do each of these words look like in action when done effectively? Region Chairs and Sectional Reps, Local Presidents and Exec Boards are invited to engage with the IEA Board Committee on Organizing to explore the IEA's definition of organizing and how it can be used to achieve organizing goals!	July 31	8:30 - 10:45 am	Alison Rohrbach	No	Pre-K Elem Jr High High School Higher Ed Ed Support Aspiring Ed
Organizing a Winning Contract Campaign	How and when do we prepare for bargaining? How do we know what our members want from their contract? How do we advocate for our members' needs during bargaining? This Session will give you the tools and resources to plan a winning contract campaign from selecting your team, gathering data, and tactics for obtaining contract wins.	July 31	8:30 am - 12:00 pm	Sean Kerwin Dylan Swank	No	Pre-K Elem Jr High High School Ed Support Aspiring Ed
P-12 School Funding 101	This session will cover school funding fundamentals, including P-12 district financial documents, the resources available to understand your district's financial situation, and the role of the nine school district funds. We will discuss some of the markers of district financial health, including the district's fund balance and cash on hand. This session will include a deep dive in school district revenue, specifically property taxes and state funding provided through Evidence Based Funding (EBF). We will also discuss borrowing options available to districts and recent trends in borrowing/repayment practices. This is an excellent session for members who will be bargaining in the 2025-2026 school year or members who are looking for a better handle on the financial operations of your district.	July 29	1:00 - 4:30 pm	Erika Lindley Nicole Wills	No	Pre-K Elem Jr High High School Ed Support Aspiring Ed
Roundtable for Challenges Faced in Higher Education Locals	The President's Support Team will lead a roundtable to discuss the unique challenges faced by higher education locals. The purpose of the session is to identify issues and ways that local leaders and members can be supported.	July 30	8:30 - 10:45 am	President Support Team	No	Higher Ed
Roundtable with IEA Leadership Team	This session is for local officers to ask IEA Executive Officers questions about the organization and the future of the union.	July 30	11:00 am - 12:00 pm	President Support Team	No	Pre-K Elem Jr High High School Higher Ed Ed Support IEA Retired Aspiring Ed

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Salary Schedules 101 for P-12 and Higher Education Locals	Salary schedules remain the common way of determining compensation in public education. This session will review the primary terminology of salary schedules including step/lane changes, base increases, and schedule indices. We will highlight current trends in salary schedule models and recent legislative changes impacting salary schedules. The presentation will also discuss the value of costing models in determining a salary proposal and the use of a career earnings model to compare the impact of different salary schedules. The session will include a review of certified staff schedules and non-certified staff schedules. This is an excellent opportunity for members new to the profession and unfamiliar with the salary schedule concept or locals considering new compensation models.	July 31	8:30 - 10:45 am	Erika Lindley Nicole Wills	No	Pre-K Elem Jr High High School Higher Ed
Saving Public Education: We Won't Give Up!	We'll identify the large challenges facing educators today, then classify and prioritize them into categories, and share strategies to make these challenges more manageable. The participants will leave with a plan to use as they continue to navigate their way through these challenges.	July 29	3:30 - 4:30 pm	Diane Chapman Carol Schnaiter	No	Pre-K Elem Jr High High School Higher Ed Ed Support IEA Retired Aspiring Ed
School Board Elections - A Win-Win	This session will explore how the opportunity to organize members around school board races can be as beneficial as electing pro-public education, pro-union candidates.	July 29 July 30 (Repeat)	July 29 3:30 - 4:30 pm July 30 11:00 am - 12:00 pm (Repeat)	Chad Jordon	No	Pre-K Elem Jr High High School Higher Ed Ed Support IEA Retired Aspiring Ed
Stop Acting Like a Child: Insight Into The School To Prison Pipeline	Objectives of the training include: <ul style="list-style-type: none"> · Gain insight into the impact of racism related to how individuals interact with children. · Gain knowledge regarding the damage of labeling a child and how this label can become a self-fulfilling prophecy. · Gain insight into the effects of negative disciplinary strategies. · Gain knowledge regarding the long-term results of this phenomenon. · Participation in a solution-focused discussion regarding this phenomenon. 	July 30 July 31 (Repeat)	July 30 4:00 - 5:00 pm July 31 11:00 am - 12:00 pm (Repeat)	Jeremy Allen	1 PD Hour	Pre-K Elem Jr High High School Higher Ed Ed Support IEA Retired Aspiring Ed

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The Collective Bargaining Process: Getting Started	In this course we will introduce the collective bargaining process and the Illinois Educational Labor Relations Act. Participants will learn about the collective bargaining process, related law, the language of bargaining as well as what bargaining subjects are mandatory and permissive. We will review several ways of organizing your bargain using checklists. We will also discuss key documents related to bargaining and an overview of the key components of a collective bargaining contract. Lastly, we will introduce distinctive styles of bargaining (traditional, interest-based, affinity). We will briefly discuss the concept of bargaining for the common good.	July 29	1:00 - 4:30 pm	Crystal Bush	No	Pre-K Elem Jr High High School Higher Ed Ed Support
The IEA RA...What Is It?	The Illinois Education Association Representative Assembly convenes every spring. The debates and decisions made by the assembled delegates set the direction of IEA for the coming year. This fun and interactive session will engage participants through simulations on how the business of the Representative Assembly is decided by those elected to serve as delegates.	July 31	8:30 am - 12:00 pm	Karen Moore	No	Pre-K Elem Jr High High School Higher Ed Ed Support IEA Retired Aspiring Ed
The Importance of Building Relationships	Fostering strong relationships is critical to being an effective union leader. Relationships foster trust, enhance communication, encourage collaboration, and build resilience. This creates the foundation for transparency and mutual respect. Strategies to strengthen these bonds will be shared, focusing on regular engagement, active listening, recognizing contributions, promoting inclusivity, and investing in member development. By prioritizing relationship building, union leaders can inspire unity, strengthen collective efforts, and empower members to achieve shared goals.	July 30 July 31 (Repeat)	July 30 4:00 - 5:00 pm July 31 11:00 am - 12:00 pm (Repeat)	Jenn McCormick Wendy Taylor	No	Pre-K Elem Jr High High School Higher Ed Ed Support IEA Retired Aspiring Ed
Understanding, Welcoming, Protecting, and Supporting Our LGBTQ+ Students	Beginning with acknowledging and developing educators' awareness of LGBTQ+ issues, this training aims to initiate sensitivity to the issues and apply strategies in the classroom for developing a welcoming learning environment that ensures all students feel safe, supported, and celebrated. Participants will be able to: 1. Understand terminology related to sexual identity versus sexuality. 2. Understand the importance of pronouns and how to use them. 3. Recognize common examples of LGBTQ+ microaggressions and their intersectionality. 4. Learn classroom strategies that apply to what you learn ...and much more	July 30	8:30 - 10:45 am	Jon Cook Matt Gast	2 PD Hours	Jr High High School Higher Ed
Union Representation 101	This training will cover the basics of union representation. Whether you're an elected officer, an appointed leader, or have an interest in union work, this training will provide you with the information necessary to serve as an effective union representative.	July 29	1:00 - 4:30 pm	Craig Burns Monica Carnall-Freaner	No	Pre-K Elem Jr High High School Higher Ed Ed Support

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Winning with Words	<p>From contract negotiations to school boards and the fight to save public education - it all starts with a strong narrative and communication strategy. Effective communication can significantly influence outcomes, build pressure and help secure favorable outcomes for union members. This interactive training session will use real-world case studies and hands-on practical exercises to empower participants with the tools and techniques that are needed to shape a winning narrative and drive public support.</p> <p>By the end of this sessions, participants will learn to:</p> <ul style="list-style-type: none"> · Develop a strategic communication plan that aligns with the local's objectives · Craft compelling messages that resonate with stakeholders · Leverage communication channels to build momentum & gain allies · Manage crisis communication to address disinformation & maintain credibility <p>This session is ideal for negotiators, union representatives, public relations professionals, and anyone who wants to strengthen their communication skills.</p>	July 30	8:30 - 10:45 am	Bridget Shanahan	No	Pre-K Elem Jr High High School Higher Ed Ed Support IEA Retired
Year Round Organizing Union Champion Convening - Day 1	This session is designed for Union Champions and their teams who are participating in the 2025-2026 Year Round Organizing Campaign. This session will include training on topics such as: organizing 101, conducting one-on-one conversations, and identifying leaders.	July 29	1:00 - 4:30 pm	Lakilia Bedeau Ursula Gruber Rex Hull Yvette Saenz ShiAnne Shively	No	Pre-K Elem Jr High High School Higher Ed Ed Support Aspiring Ed
Year Round Organizing Union Champion Convening - Day 2	This session is designed for Union Champions and their teams who are participating in the 2025-2026 Year Round Organizing Campaign. This session will include training on topics such as: mapping, identifying widely felt issues, and rap development. Teams will have time to review or complete an organizational assessment and SWOT analysis.	July 30	8:30 am - 5:00 pm	Lakilia Bedeau Ursula Gruber Kelsey Harms Deniece Hopkins Yvette Saenz	No	Pre-K Elem Jr High High School Higher Ed Ed Support Aspiring Ed
Year Round Organizing Union Champion Convening - Day 3	This session is designed for Union Champions and their teams who are participating in the 2025-2026 Year Round Organizing Campaign. This session will provide teams with time to plan and set goals for one-on-ones, follow up events, and plan for new employee orientations.	July 31	8:30 am - 12:00 pm	Lakilia Bedeau Ursula Gruber Kelsey Harms Deniece Hopkins Yvette Saenz	No	Pre-K Elem Jr High High School Higher Ed Ed Support Aspiring Ed