

# SOUTHEASTERN REGION Fall Leadership Conference



**NOVEMBER 8 – 10, 2019**

**GRAND HOTEL**  
1045 Beach Avenue ~ Cape May, NJ 08204  
[www.grandhotelcapemay.com](http://www.grandhotelcapemay.com)  
(609) 884-5611  
(800) 257-8550

**REGISTRATION DEADLINE – October 2, 2019**

**How to Register:**

1. **Pay by credit card:** Register online at [www.PSEA.org/SERLDC](http://www.PSEA.org/SERLDC)
2. **Pay by check:** Complete both the Registration form and the Hotel Information form. Send both forms, along with a check payable to “PSEA-SER” to:  
**Cathy Journey**  
**PSEA**  
**1512 McDaniel Drive**  
**West Chester, PA 19380**



**Questions? Contact:**

Jennifer Green  
SER Leadership Development Committee  
[jgreen577@comcast.net](mailto:jgreen577@comcast.net)  
484-885-5167 (cell)

**Southeastern Region Office: 610-430-6150**

# AGENDA

## FRIDAY, NOVEMBER 8, 2019

<b>4:00 PM – 8:00 PM</b>	REGISTRATION – FRONT LOBBY
<b>5:00 PM – 7:00 PM</b>	HOSPITALITY ( <i>Closed from 7 PM - 9 PM for dinner</i> )
<b>7:00 PM – 9:00 PM</b>	DINNER *
<b>8:00 PM – 9:00 PM</b>	CARPE Meeting (by invitation only)
<b>9:00 PM – 11:30 PM</b>	HOSPITALITY ( <i>Closed from 7 PM - 9 PM for dinner</i> )
<b>9:00 PM – 11:00 PM</b>	BINGO FOR PACE
<b>9:00 PM – 12:00 AM</b>	Hemmingway's Restaurant/Bar (cash/credit bar)

## SATURDAY, NOVEMBER 9, 2019

<b>7:00 AM – 8:30 AM</b>	BREAKFAST *
<b>8:00 AM – 8:30 AM</b>	LATE REGISTRATION – FRONT LOBBY
<b>8:30 AM – 8:45 AM</b>	WELCOME AND INTRODUCTIONS
<b>8:45 AM – 9:30 AM</b>	<b>KEYNOTE ADDRESS – TBA</b>
<b>9:30 AM – 9:45 AM</b>	COFFEE, TEA, AND WATER BREAK
<b>9:45 AM – 10:30AM</b>	<b>LARGE GROUP: “WHO DO YOU THINK YOU ARE?”</b> <i>“History is who we are and why we are the way we are.”</i> <i>David McCullough.</i>  <i>Presenters: Wendy Leary and Chris Wolf</i>
<b>10:45 AM – 12:15 PM</b>	<b>SESSION I BREAKOUTS:</b> <ol style="list-style-type: none"><li>1. Grievance, Loudermills, and Discipline, <i>Shannon Moore</i></li><li>2. Bargaining: Advanced Salary Schedule Analysis, <i>Adam Weber</i></li><li>3. Building Rep Training, <i>Mark Lynn</i></li><li>4. Getting Ready to Retire, <i>Ron Stott and Ken Foelster</i></li><li>5. How to Influence External and Internal audiences through messaging, <i>Zeek Weil</i></li><li>6. EA President's Roundtable (Local Presidents only)</li><li>7. Conquering the Great Generational Divide! <i>Lee Hedgepeth</i></li></ol>
<b>12:15 PM – 1:00 PM</b>	LUNCH *
<b>12:45 PM – 1:30 PM</b>	<b>LARGE GROUP SESSION: LEGAL UPDATE</b> <i>PSEA Attorney Annemarie Dwyer, Esquire</i>

**1:45 PM – 2:45 PM**

**SESSION II BREAKOUTS:**

1. Managing Conflict- STILL CONFLICTED? Don't worry---they're back!, *Mark Lynn and Molly Mirabito*
2. Leaves are Simple, Aren't They? *Wendy Leary and Chris Wolf*
3. Perfect Phrases to Use with a Difficult Boss, *Rhonda Jacoby*
4. Elder Law Issues- *Elizabeth Stefanide*
5. Constitution and Bylaws-*Tricia Audrain, Kelsey Yutko, and Pam Brown*
6. Act 48-Anxiety!,*Judith Petruzzi*

**2:45 PM – 3:00 PM**

SNACK BREAK (outside Ballrooms A-C)

**3:00 PM – 4:00 PM**

**SESSION III BREAKOUTS:**

1. Unifying Membership During Contract Campaigns: Bargaining Basics, Bargaining Realities, and Bringing Members Together  
*Shannon Moore and Zeek Weil*
2. Bargaining-Hot Topics, *Tricia Audrain*
3. Act 48-Special Ed Update-*Judith Petruzzi*
4. Medicare Options after you Retire, *Michelle Wallace*
5. Destress for Success-*Wendy Leary*
6. CARPE (Continues until 4:30), *Adam Weber*

**4:00 PM – 4:15 PM**

SNACK BREAK

**4:00 PM – 4:30 PM**

CARPE (continued from Session III), *Adam Weber*

**6:00 PM – 8:00 PM**

DINNER \*

**8:00 PM – 11:30 PM**

Hemingway's Restaurant/Bar (cash/credit bar)

**SUNDAY, NOVEMBER 10, 2019**

**8:30 AM – 9:00 AM**

CARPE (by invitation only)

**8:00 AM – 10:00 AM**

BREAKFAST \*

**11:00 AM**

CHECKOUT

\* Meals are served buffet style. Gratuities are included in package rates.

**NOTE: FIRST TIME PARTICIPANT REIMBURSEMENT**

The Southeastern Region will reimburse each EA Local \$150.00 for one (1) FIRST TIME conference participant from that local. The member's registration must indicate that s/he is a First Time SER Fall Leadership Conference participant (use the space provided on registration materials). Reimbursement will be made AFTER the conference.

**REGISTRATION FORM**  
**Southeastern Region Fall Leadership Conference**  
November 8 – 10, 2019

1. Pay by credit card: Register online at [www.PSEA.org/SERLDC](http://www.PSEA.org/SERLDC)
2. Pay by check: Complete both the Registration and the Hotel Information forms. Send both forms, along with a check payable to “PSEA-SER” to:  
Cathy Journey

PSEA  
1512 McDaniel Drive  
West Chester, PA 19380

Complete this page for **EACH Member** attending the conference.

NAME \_\_\_\_\_

LOCAL \_\_\_\_\_ (Choose one) EA \_\_\_\_\_ ESP \_\_\_\_\_

PHONE (cell) \_\_\_\_\_ PHONE (school) \_\_\_\_\_

E-MAIL (home) \_\_\_\_\_

E-MAIL (school) \_\_\_\_\_

Please include which **SATURDAY BREAKOUT SESSIONS** you will be attending by writing the number of the session from the brochure for EACH session time slot, 1 to 3.

Choice:      Session I      Session II      Session III  
                 \_\_\_\_\_      \_\_\_\_\_      \_\_\_\_\_

Please check, if one of the following applies:

- \_\_\_\_\_ This is your **FIRST TIME** attending the Southeastern Region Fall Leadership Conference
- \_\_\_\_\_ You are part of PSEA-Retired
- \_\_\_\_\_ You are a CARPE participant

**HOTEL INFORMATION FORM**  
**Southeastern Region Fall Leadership Conference**  
November 8 – 10, 2019

Choose one:

\_\_\_\_\_ \$430.00 Single Occupancy

\_\_\_\_\_ \$631.00 (\$315.50 per person) Double Occupancy

\_\_\_\_\_ TRIPLE or QUAD Occupancy:                      Contact Jen Green for pricing/details at  
jgreen577@comcast.net

\_\_\_\_\_ SINGLE NIGHT (Friday or Saturday):                      Contact Jen Green for pricing/details at  
jgreen577@comcast.net

Roommate(s): Note - Each person must complete a registration form.

1. Name \_\_\_\_\_

Local EA or "Guest" \_\_\_\_\_

2. Name \_\_\_\_\_

Local EA or "Guest" \_\_\_\_\_

3. Name \_\_\_\_\_

Local EA or "Guest" \_\_\_\_\_

**RATES ARE INCLUSIVE OF ALL CHARGES**

Package Includes: Friday Dinner; Saturday Breakfast, Lunch and Dinner; Sunday Breakfast;  
and three break stations on Saturday

**ADDITIONAL OPTIONS**

\_\_\_\_\_ \$169.08 Conference Attendee: SATURDAY ONLY (Price includes: 3 meals and 3  
break stations)

\_\_\_\_\_ \$246.66 Guest meal weekend package (**NOTE: All guest meals MUST be  
purchased at the time of registration**)

GUEST NAME(S): \_\_\_\_\_

Guest Meals Include: Friday Dinner; Saturday Breakfast, Lunch and Dinner; Sunday Breakfast;  
and two Hemmingway drink tickets for use Friday and/or Saturday

**STANDARD HOTEL RESERVATION POLICY**

**PAYMENTS NOT TRANSFERABLE / NOT REFUNDABLE AFTER OCTOBER 7, 2019**

CHECK-IN AFTER 3:00 PM

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CHECK-OUT BEFORE 11:00 AM

# Session Descriptions

## LARGE GROUP-WHO DO YOU THINK YOU ARE?

You are part of the PSEA family, but how much do you know about PSEA's ancestry? You will hear in your predecessors' own words how PSEA developed into one of Pennsylvania's largest labor unions. **Presenters: Wendy Leary and Chris Wolf**

## SESSION I BREAKOUTS

- 1. Grievance, Loudermills, and Discipline-** Covering both basic and intermediary issues, the session will focus on the grievance process, due process, and discipline cases. This session is ideal for building reps, grievance chairs, leaders, and members interested in contract enforcement and the disciplinary process. **Presenter: Shannon Moore**
- 2. Bargaining: Advanced Salary Schedule Analysis-** Salary schedules aren't what they used to be. Years ago, we could give everyone at the top a nice raise and everyone else the step increases they deserved. Nowadays, Districts are not offering enough money to fund both. Participants will review hypothetically bargained salary schedules and its overall cost impact. This will help local leaders to determine whether the salary schedule they use will be affordable in the future, or instead if it only kicks the can down the road for future leaders to confront. **Presenter: Adam Weber**
- 3. Building Rep Training-** Participants will have an opportunity to discuss best practices as we review scenarios and learn to resolve issues. This session will focus on issue organizing and problem solving. The goal of this session is not only to resolve contractual issues but also to engage members. This session is open to all members with no prerequisite. **Presenter: Mark Lynn**
- 4. Getting Ready to Retire-** Wondering about retirement options such as normal/early retirement, 25/55, health care, cost of living raises, rollover of your contributions, out-of-state/military, and options? You need to hear this if you are within 10 years of retirement, so come join us! **Presenters: Ron Stott and Ken Foelster**
- 5. How to influence external and internal audiences through messaging-** Less is more when developing a message that resonates with your audience. Learn the fine art of message development, and how the Region Advocacy Coordinator can work with your local to develop and spread a message (or two) throughout the community. **Presenter: Zeek Weil**
- 6. EA President's Roundtable (Local Presidents ONLY)**
- 7. Conquering the Great Generational Divide!** We all want to be young. Funny thing is we are now or were at some point. What happens when generations clash? How do the myths start? How do we work together...Can't we all just get along? Come learn, talk, and have an "ah ha" moment about Baby Boomers, Generations "Y", "X" and "Z". By the way, we're gonna have fun and learn something, too. **Presenter: Lee Hedgepeth**

## SESSION II BREAKOUTS

- 1. Managing Conflict- STILL CONFLICTED? Don't worry---they're back!-**  
First timer? Come on in, and learn how to stop conflict in its tracks--by recognizing at its earliest level, and taking action to stop that conflict before it gets out of control! We can't wait to meet you! Been with us before? Come on back; we'd like to see you again! And wouldn't you like to see if your perspective has changed since we were together before? And see for yourself---it's true---Mark and Molly haven't aged at all!  
  
All are welcome---come to this session to LEARN, LEARN, LEARN....about yourself, about your colleagues, and about using this knowledge to manage conflict in your local...BEFORE it gets to an administrative level and out of your hands. It's WIN WIN WIN!!! We look forward to seeing you. **Presenters: Mark Lynn and Molly Mirabito**
- 2. Leaves are simple, aren't they?-** You might think they are simple; however, they are the topic of some of the most frequently asked questions. We will address the ins and outs of the most commonly requested (and mis-understood) types of leaves. **Presenters: Wendy Leary and Chris Wolf**
- 3. Perfect Phrases to Use with a Difficult Boss-** When a new administrator enters the building, their personality could make or break the building climate. Learn the different types of personalities, and phrases that can be used in order to better protect yourself and develop better communication with members and administration. **Presenter: Rhonda Jacoby**
- 4. Elder Law Issues-** Should you consider a reverse mortgage or sell your life insurance? – The commercials are very appealing – Here about this and more from a legal authority. **Presenter: Elizabeth Stefanide, former Assistant DA in Delaware County**
- 5. Constitution and Bylaws-** This session will help you learn more about the changes in PSEA's sample Constitution and Bylaws for locals as well as the new checklist, its importance to procedural justice and ensuring each member is heard, and why certain language is written the way it is. This will be a hands-on session, so bring your local's Constitution and Bylaws, pull up your sleeves, and get ready to dig in! **Presenters: Tricia Audrain, Kelsey Yutko, and Pam Brown**
- 6. Act 48-Anxiety!-** It is on the rise and spread throughout the nation. This session shares information about anxiety, examines how it is impacting our school-aged children (and sometimes the adults working with them) and discusses some practices and strategies to work with students to overcome this debilitating condition. **Presenter: Judith Petruzzi**

## SESSION III BREAKOUTS

- 1. Unifying Membership During Contract Campaigns: Bargaining Basics, Bargaining Realities, and Bringing Members Together-** The Training emphasizes key components of the bargaining process and how to engage members while your local bargains. **Presenters: Shannon Moore and Zeek Weil**
- 2. Bargaining: Hot Topics and Trends-** Topics include considerations for an early bird and pitfalls to avoid, the potential impact of upcoming pension law to bargaining, salary comparisons between Districts, and other topics of interest from participants. **Presenter: Tricia Audrain**

3. **Act 48- Special Populations Update: What Is the State of Special Education/Special Populations in 2018-19?** What are the initiatives, legislation, and litigation impacting your schools and more specifically, your classroom? This session provides information to PSEA members regarding trends and practices in the field today. **Presenter: Judith Petruzzi**
4. **Retired-Medicare Options After You Retire, Presenter: Michelle Wallace**
5. **Destress for Success-** Do you find yourself (or other colleagues around you) constantly stressed and overwhelmed in the classroom? Learn how stress can impact your students and your health, along with ways to reduce stress and better manage what work can throw your way. **Presenter: Wendy Leary**
6. **CARPE** (Continues until 4:30 PM)- Invitation only. **Presenter: Adam Weber**

