



To: Southern Region Executive Board
Southern Region Local Leaders & Members
PSEA Board of Directors

From: Southern Region Staff

Date: January 6, 2020

Re: **2020 Southern Region Spring Conference**
April 17-19, 2020
Liberty Mountain Resort – Fairfield, PA
Route 116 West of Gettysburg

The Spring Conference is the most significant training event offered to leaders and members of the Southern Region. The registration information has been sent electronically to all Southern Region members, in addition to the leadership, to generate awareness and greater attendance from the membership for this annual training opportunity.

*****Please note the special request for assistance in identifying Newly Engaged Members to attend the special training option (CARPE) that is planned for them. ** (Page 8)***

Our conference is held at Liberty Mountain. Since the resort has many training rooms, we are able to offer multiple topics that will hopefully pique the interest of many of our members and leaders to want to come and participate in this weekend event. ***In addition to our conference, the Southern Region House of Delegates will be held at Liberty Mountain on Friday evening, April 17, 2020.*** If you are a delegate and choose to attend the House of Delegates and the Spring Conference, you will need to complete the registration form in this packet for the conference and *contact your local president to register for the House of Delegates.*

We continue to strive to make our training events convenient and accessible to our local leaders and members and try to accommodate a variety of time commitments. While it is certainly suggested that attendance and participation in the full event is most beneficial, it is also understood that some individuals may be unable to commit an entire weekend to this training. Therefore, members may come for the weekend, half of the weekend or just for the day. The bulk of the training sessions are held on Saturday.

Friday evening after dinner will consist of the **Southern Region House of Delegates** for those attending either as a delegate or a guest, and for the rest of the membership, **Salary Schedule Best Practices: A Longitudinal Case Study of one Local's Journey to Fix its Salary Schedule**. You are strongly encouraged to attend this session if you are not attending the House of Delegates. There will be a social from 9:00 PM – 1:00 AM in the Alpine Room with Dan Speraw as DJ. Saturday after lunch, 2nd Lady of PA, Giselle Fetterman, will speak to Southern Region members. Her topic is **Finding Value in the Devalued**. Please see her bio in the additional materials found in your mailing. After Session D on Saturday, there will be games and other fun activities once again. Corn Hole (bean bag toss) will once again be available if you would like to challenge your colleagues or another local in a game. The Saturday evening social will be Board Game Night. *(Please see the Game Night flier for more details.)*

Whether you have attended our Spring Conference in the past, or if you are a newcomer, you will be very impressed with the facilities at Liberty Mountain. In addition to the training opportunities, there are many amenities for you to enjoy in the off-training hours, or for your family to enjoy while you are attending training sessions. Some examples

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of them are the spa, fitness center, arcade, sauna, hot tub, and indoor pool. Golf continues to be an option. ***(Please contact Liberty Mountain resort directly to schedule an appointment or a tee time.)***

In an effort to make registration easier, we again are offering electronic registration. Of course, you may still register by completing a hard copy of the registration form (located on pp 11-12). The costs to attend are determined by your arrival, departure and the meals and housing you choose. *Please contact the leadership in your local to inquire about covering your costs.* Payment, either by the local or by the individual member, must accompany the registration whether you send a hard copy or register electronically. In an effort to make your experience with electronic registration run smoothly, please see the **Web Registration Instructions**. All materials: registration booklet, web registration instructions, fliers, etc., will be available at www.PSEA.org/SRLDC.

Confirmations will be sent to those who are registered after the close of registration.

It is important to note that there are some topics that extend for more than 1 session, so please plan accordingly when making your session selections.

On Saturday, immediately after lunch, we will have a large group presentation from 2nd Lady of PA, Giselle Fetterman.

The Region will again hold a raffle with proceeds going to the Central PA Food Bank, which provides food to all of the counties in Southern Region. ***(Please see the Raffle flier for more details.)*** Over the last five years, contributions from members have gone to the Food Bank. Let's see how much we can raise this year!

Friday Night Session Descriptors

7:15 – 9:00 PM

- 1) **Southern Region House of Delegates** (*contact your local president to register*)
- 2) **Salary Schedule Best Practices: A Longitudinal Case Study of one Local's Journey to Fix its Salary Schedule**
This presentation will follow one local's commitment in 2009 to PSEA's Five Best Practices of Salary Schedule design. We will share what they had to do to keep that commitment and what they achieved because of it. This is a powerful, real world affirmation for fixing your salary schedule.
Presenter: Brian Koppenhaver

Saturday Training Session Descriptors

Session A

9:00 – 10:30 AM

- 1) **CARPE (sessions A, B, C)** *See page 8 for more information*
Presenter: Amy Wolfgang
- 2) **Member Benefits – Financial Planning 101**
This session will cover a variety of financial topics that will aid you no matter where you are in your career. These topics include saving for retirement, social security, and savings basics.
Presenter: Jerry Beck, Kades-Margolis Corp
- 3) **Protect This House – Protect Your Bargaining Unit Work from Erosion by Private Sector Substitute Services**
How to prevent your District from eroding your bargaining unit by securing long term substitutes and “every-day building subs” from private sector (for profit) “substitute services,” such as STS. How to recognize the problem and respond if it happens to you.
Presenter: Tom Scott, Killian and Gephart
- 4) **Community Organizing**
An important and often overlooked part of any bargaining strategy is effectively communicating with the community. In this session we will focus on best practices for building positive community relations and creating an effective public campaign. Hempfield EA's Settlement Task Force leaders will co-present on their “I (heart) Hempfield Teachers” community organizing strategy. They will discuss how the campaign - which included a back-to-school event attended by 5,000 people and a social media presence that mobilized thousands of followers - spurred the public to action, creating the impetus for the school board to agree to a fair contract.
Presenter: Lauri Lebo-Rakoff
- 5) **Building Rep Training**
The basics of being a Building Rep: Weingarten Rights, How to be an Advocate, What to do when things go wrong. (Continued in B)
Presenter: Matt Monaghan
- 6) **How to Catch More Flies**
Relationship building is a critical part of working effectively within your local and with your district administration. Liking everyone you must deal with isn't a requirement but it is important to have professional relationships so you can get things done. Come learn about the importance of managing conflict and establishing positive working relationships.
Presenter: Lora Apaliski
- 7) **From Principle to Practice: Educational Justice in Context and Classroom**
Social justice and education are forever intertwined. The work of education justice is underscored by the

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achievement gap, indicating racial and ethnic disparity in educational outcomes; the opportunity gap, highlighting inequitable differences in education access; the discipline gap, accenting that the frequency and severity of punishment is dependent on race; and the funding gap, calling attention to inequitable per pupil expenditures. This session will explore the national context around social and educational justice, education's multiple challenges, and current trends in state, school and classroom policies and practices.

Presenter: Linda Torres

Session B

10:45 – 12:00 PM

1) CARPE (continued from A)

Presenter: Amy Wolfgang

2) Member Benefits: How to Retire from Public Education

You will learn how to maximize and customize your pension benefits, the importance of personal savings plans outside of your pension, about the decisions you will need to make in order to prepare for retirement.

Presenter: Jerry Beck, Kades-Margolis Corp

3) Constitution & Bylaws

You will learn about Southern Region's process for updating your Constitution & Bylaws, the checklist for what to look for, and the importance of procedural justice and ensuring each member is heard. You will also receive necessary information regarding keeping your Constitution & Bylaws in compliance with PSEA, so you continue to receive your President's Rebate! This is the first of 2 sessions and if you would like to have your Constitution & Bylaws approved while you are at the Conference, join us for the 2nd session.

Presenter: Governance

4) Degrees Not Debt: Federal Student Loan Forgiveness

Do you have federal student debt and are unsure of whether you qualify for federal loan forgiveness programs? Are you interested in lowering your monthly payments? Here you'll learn about the federal options available and a new tool exclusively for members to help navigate student loan forgiveness.

Presenter: Steve Eugene, NEA Member Benefits

5) Building Rep Training

Basics cont'd. Roleplay. Scenarios. Q&A (Continued from A)

Presenter: Matt Monaghan

6) Educators' Rights in Dealing with Violent Students

Some students with special needs have emotional, communication and social issues in addition to their difficulties with learning. When these students fail to understand, become frustrated, or feel threatened in some way, their first response may be to lash out at the person closest to them. In the school setting, this is usually the teacher or paraprofessional. What can you do to prevent such incidents from happening? If they do happen, how should you respond? What about a student who threatens a teacher or paraprofessional? Should all threats be taken seriously or ignored? Should school officials or the police be contacted? This presentation will provide some answers to these questions and a review of your rights as an educator or paraprofessional.

Presenter: CJ MaGilton

7) Analyzing District Finances

"We'd love to do that for you, but we just don't have the money..." Hmmm. How do you know how valid such a statement might be? Using readily available documents and a few simple techniques, you too can develop a decent response to this and similar claims in a fairly short period of time. We'll review basic questions to ask and where to find answers in district documents, as well as several key concepts and rules

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(fund balance recommendations, Act 1 tax rate restrictions, etc.).

Presenter: Eric Elliott, PSEA Research

8) Grievance 101 (continued in C)

Grievance 101 - This session will focus on identifying a grievance and working through the process of writing and filing one. Designed for new grievance advocates and as a refresher for experienced ones. **Please bring your contract in order to fully participate in this class.**

Presenter: Lora Apaliski

Session C

1:30 – 3:00 PM

1) CARPE (continued from A and B)

Presenter: Amy Wolfgang

2) Member Benefits: Financial Planning 101

This session will cover a variety of financial topics that will aid you no matter where you are in your career. These topics include saving for retirement, social security, and savings basics.

Presenter: Mike Lynch, Kades Margolis Corp

3) Social Justice and Education Funding

School funding influences are impacted by a variety of social justice issues. The distribution of local tax payments across households in a district, and across districts, touch on issues related to income and race. So, too, do choices made about the distribution of state aid across school districts. Attendees will receive an overview of some of the more salient social justice issues related to school funding and possible state actions.

Presenter: Eric Elliott, PSEA Research/Beth Zampogna, PSEA Government Relations

4) Personal Finance: Positioning Yourself for Financial Freedom

This workshop focuses on sound money management techniques including goal setting, credit/debt management, calculating and building net worth, and how to establish a budget that works.

Presenter: Steve Eugene, NEA Member Benefits

5) Constitution & Bylaws

This session is an excellent opportunity to work with Southern Region Committee Members to amend your Constitution & Bylaws and receive Region approval on the same day! Come prepared with a copy of your Constitution & Bylaws in a Microsoft Word document and your computer and check this off your to-do list.

Presenter: Governance

6) Salary Schedule Best Practices: A Longitudinal Case Study of one Local's Journey to Fix its Salary Schedule (repeat of Friday PM session)

This presentation will follow one local's commitment in 2009 to PSEA's Five Best Practices of Salary Schedule design. We will share what they had to do to keep that commitment and what they achieved because of it. This is a powerful, real world affirmation for fixing your salary schedule.

Presenter: Brian Koppenhaver

7) Grievance 101(continued from B)

This session will focus on identifying a grievance and working through the process of writing and filing one. Designed for new grievance advocates and as a refresher for experienced ones. **Please bring your contract in order to fully participate in this class.**

Presenter: Lora Apaliski

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8) Recruiting Local Leaders

Solid leaders do not spring up and step forward out of nowhere. Leaders are chosen, encouraged, trained, mentored and developed over time. No one person can lead an organization alone and create a dynamic local. One of the keys to success for your local is leadership development. Does your organization have a plan to ensure that the next local leaders are identified and developed to lead your local into the future? This session will discuss this and help to begin a plan.

Presenter: Matt Fargen

Session D

3:15 – 4:30 PM

1) Member Benefits – How to Retire from Public Education

You will learn how to maximize and customize your pension benefits, the importance of personal savings plans outside of your pension, about the decisions you will need to make in order to prepare for retirement.

Presenter: Mike Lynch, Kades-Margolis Corp

2) President's Round Table

Schools' District Administrators get together and talk about the challenges of dealing with staff. This session is an opportunity for presidents to share and learn from each other. Some things that will be discussed are the challenges of dealing with members, enforcing the collective bargaining agreement, and representing members.

Presenters: Southern Region Officers

3) Technology in Education Today 2.0: Web Resources & Apps for Today's Digital Age Teachers and Students

Already on board with getting devices in classrooms? If so, then in this session we will explore the rapidly evolving and changing role that technology is playing in our daily lives and its connection to the field of education and the practice and craft of teaching. Included will be a discussion of the shift inherent in moving from "institutionally organized" to more "self-organized" educational practices and the integral role that technology has played and is playing in this monumental shift. From "BYOD" (Bring your own device) to "1 to 1" (one device for each student provided by the district) to "Blended Learning" and "Flipped Classrooms," this session will focus on exploring these educational technology paradigms of instruction and will present attendees with information, strategies, and "take-away" tools and resources that educators can immediately actualize into their planning and instruction. Beginning with "why" technology should be used in the classroom, we will then shift to "what" teachers can do to effectively utilize technology in the classroom with a myriad of web-based and app resources that teachers can use to integrate devices into the classroom effectively with students.

Presenter: Chris Clayton, PSEA Education Services

4) Seven Deadly Sins/Dumb Things Teachers Do

Public school teachers are held to a higher standard than any other employee. Due to new laws on the books and changes in culture, teaching is increasingly becoming a one-strike-you're-out profession. This training will discuss common sins teachers commit that end careers. Through assessing case studies from recent PSEA cases, participants will discuss how local leaders can prevent members from flushing their career down the toilet and what local leaders should do once they learn that a member committed one of the seven deadly sins.

Presenter: Scott Stedjan, Killian & Gephart

5) Turtles All the Way Down: Examining Student Mental Health through a Union Lens

This session will center around John Greene's award-winning YA novel *Turtles All the Way Down*. Participants will read the novel, prepare a discussion guide, and spend the session discussing how the information presented in the novel could be helpful when engaging in union activities like negotiations, advocacy, and member representation. Active discussion participants are eligible for 9 PSEA approved Act 48 hours for this session. Please note: In order to be eligible for the hours, participants must obtain the

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novel, read it, and complete the discussion guide BEFORE attending the discussion session. Participants must also actively engage in the session. Happy reading!

Presenter: Linda Torres

6) Successful Recruiting of Non-members

Who are they? What building do they work in? Have we spoken to them? What concerns do they have? Who are the most likely non-members to become members? Does your local have a plan to reach out to members when they are hired? How do you know when people are hired? Who would be good to lead those efforts in your local? Successful recruiting means developing a plan based on what your leadership knows and does not know about non-members. This session will discuss this and help to start a plan.

Presenter: Matt Fargen

7) The 2020 Election and PACE Campaigns

The 2020 election is one of the most vital that we have ever faced in protecting not only our professional futures, but the future of our students' education and welfare in Pennsylvania and our country. With the political primary only 10 days from this presentation, what can you and your local do to help elect pro-public education and union-supporting candidates? This session will discuss effective campaign strategies for local school board and PACE-recommended candidates. It will also provide information on ways to run a successful PACE campaign for your local association.

What you will learn:

- Why donating to PACE is so important for the future of public education;
- Ways to solicit local association members to participate in the PACE program
- Campaign finance requirements;
- Strategic ways to make your campaign fun and energizing for your members;
- How to communicate effectively with your members.

Presenter: Lauri Lebo-Rakoff

8) Act 88 – Choose Your Own Adventure

Mediation, arbitration, fact-finding, strike – all of these are opportunities provided under Act 88 to settle a contract. This session explains how to navigate the features of the bargaining law and how to use them to your advantage.

Presenter: Kelly Compeau

Region Activity

7:15 – Midnight

It's Game Night – See Flier

****Track 1 – Cadre of Association Recently-engaged Professional Educators (CARPE)**

Carpe Diem! Seize the day!

Thanks to the Southern Region Officers, we are proud to be able to offer CARPE (Cadre of Association Recently-engaged Professional Educators) again this year. CARPE is a Southern Region PSEA initiative aimed at identifying, recruiting and training newly active Association members to become involved at all levels of the Association.

****CARPE will run in a track for the first three sessions. If chosen, you must attend for the sessions A, B and C.**

This session will continue the Southern Region CARPE initiative. **Participation in this session will be by invitation only to targeted members newly active in their Association with input from Local Association presidents.** *(This is a change from the past when participants needed to be in their first six years.)* The goals of the session include:

- Building an awareness and knowledge of the Education Association at the local, state, and national levels;
- Exploration of opportunities for member involvement at all levels of the Association;
- Networking with CARPE members from other locals.

Presenters: Amy Wolfgang

CARPE participants have their registration fees (including meals and housing) for this conference funded through the PSEA Southern Region. We ask that you send in the names of teachers who **meet the qualifications, are interested in CARPE and are available to attend the Southern Region Spring Conference by March 9, 2020**. Names and email addresses can be emailed to Bonnie Sanders at Bsanders@psea.org. You will then be notified as to which participants from your local have been selected and will be asked to fill out the Southern Region Spring Conference registration form. Although the cost of the conference is paid by Southern Region Governance, if your participant/s fail to show up for the conference or do not attend the Saturday CARPE track (A-C) in its entirety, the local will be responsible for refunding the cost of the conference to the Southern Region.

In summary, listed below are **CARPE deadlines**:

- **March 9** – Send names of potential participants back to Southern Region
- **March 16** – Notification to local presidents of selected participants
- **March 25** – Deadline to send Spring Conference Registration back to Southern Region

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Conference Logistics

Meals will be buffet in the Alpine Room at the Liberty Mountain Resort. The Resort has a liquor license and arrangements have been made for PSEA hospitality time with the usual refreshments at the times shown on the schedule. Friday evening a keg of beer will be provided by the Region Officers. For those staying for the Saturday evening social, two (2) free drink tickets are provided per attendee.

Directions: Liberty Mountain Resort, 121 Sanders Road, Fairfield, PA (Route 116 West of Gettysburg)

Take Rt. 15 South to Gettysburg. Using the Rt. 30 York St. Exit off 15 South, follow it to the square of Gettysburg. Go $\frac{3}{4}$ around the square and up to the first light. At the light, make a right onto Rt. 116 West. Continue 10 miles and turn left onto Sanders Road to the Resort.

Registration Procedure

Local Associations may register as many members as they choose for all or specific portions of this conference. *(The resort has ample availability of conference space and guest rooms. Consequently, we do not have to place any limitations on the number of individuals who can attend from any Local Association.)* Please review the training descriptions carefully. Except for CARPE participants, individuals will be able to select up to four (4) sessions for Saturday.

Enclosed you will find the conference registration form. Please make copies as necessary to complete a form for each member attending from your Local Association. **Please identify a preferred roommate if double occupancy is selected for each member staying overnight. Room arrangements and costs are based on double occupancy due to greater overnight attendance. If double occupancy is selected, and no roommate is identified, or the roommate cancels/does not register, you will be assigned a roommate from another local. Single room requests will be honored if space permits.** Should we need additional hotel rooms, we have secured some rooms at the Sleep Inn a few miles away and members requesting a single room will be moved to the Sleep Inn if necessary. **Please note the additional cost of \$75 per night for a single room.** If your local is covering all the costs for members attending, please send a check for the total registration fee for all participants along with the completed registration forms. If, as an individual member, you are covering your own costs, please send a check for the total along with your completed registration form. Checks should be made payable to ***Southern Region, PSEA*** and mailed to:

PSEA Southern Region
Attn: Gina Fritzinger/SR Spring Conference
4750 Delbrook Road-Suite 100
Mechanicsburg, PA 17050

You may also register online at www.PSEA.org/SRLDC. A credit card is necessary for payment and to complete your registration. **Reservations will only be finalized when payment is received for the appropriate amount.**

**** Local presidents please note: If you have members who are interested in the CARPE track, you will only send a registration form for those individuals after you have been notified by email of their acceptance into the program. If accepted, the Region will cover the cost for CARPE participants, and your local does not need to send money for their registration.**

Please make certain that all reservations are received in the PSEA Southern Region office by March 25, 2020.

All overnight reservations will be confirmed with Liberty Mountain Resort at that time. ***It will not be possible to make additions or deletions in overnight reservations after that time.***

NOTE: THE REGISTRATION FORM IN THIS PACKET IS ONLY FOR THE SPRING CONFERENCE.

(If you are also attending the House of Delegates on Friday evening, either as a guest or as a delegate, it will be necessary to ALSO complete the House of Delegates registration form sent separately to local leaders.)

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AGENDA

Friday, April 17, 2020

4:00 -	6:00	PM	Registration	Alpine Entrance
			Hospitality Time	
5:30 -	7:00	PM	Buffet Dinner	Alpine
7:15 -	9:00	PM	House of Delegates/Salary Schedules Best Practices/ Longitudinal Studies	
9:00 -	1:00	AM	Hospitality Time	Alpine

Saturday, April 18, 2020

7:30 -	8:45	AM	Breakfast Buffet	Alpine
9:00 -	10:30	AM	Session A	
10:30 -	10:45	AM	Break	Alpine
10:45 -	12:00	PM	Session B	
12:00 -	12:45	PM	Buffet Lunch/Raffle Drawing	Alpine
12:45 -	1:30	PM	Guest Speaker	
1:30 -	3:00	PM	Session C	
3:00 -	3:15	PM	Break	Alpine
3:15 -	4:30	PM	Session D	
4:30 -	6:00	PM	Hospitality Time Region Game	
6:00 -	7:15	PM	Buffet Dinner	Alpine
7:15 -	Midnight	PM	Hospitality Time Game Night	

Sunday, April 19, 2020

8:00 -	9:00	AM	Breakfast Buffet	Alpine
9:00 -		AM	Departure for home	

REGISTRATION FORM

Southern Region Spring Conference

April 17 – April 19, 2020

FOR OFFICE USE ONLY

- ☐ CARPE
☐ SPECIAL (LDC,RO,Etc.)
☐ COMPLETE

PLEASE PRINT NEATLY

Local Association _____ PSEA ID# _____

Name _____ ☐ Male ☐ Female

☐ First Time Attendee ☐ Previous Spring Conference Attendee

Home Address _____

Home Phone _____ Home Email _____

Preferred Roommate: _____ Check if No Roommate ☐

***If no roommate preferred, please also check the single room rate corresponding to your participation option below*

****If selecting double room, you will be assigned a roommate if one is not identified and registered to attend.*

Please note: ALL ROOMS are NON-SMOKING.

****PLEASE LIST ANY FOOD ALLERGIES HERE:** _____

NOTE: For any food allergies or dietary restrictions, you must also contact the Southern Region Office and speak to Gina Fritzinger.

PARTICIPATION OPTIONS (WITH COSTS)

Each participant must select one option

OVERNIGHT OPTIONS

	<u>DBL</u>	<u>SGL</u>
Full Conference – Friday Evening to Sunday Morning (Includes 2 nights' lodging, dinner Friday, 3 meals Saturday, breakfast Sunday)	<input type="checkbox"/> \$212	<input type="checkbox"/> \$362
Half Conference Fri – Arrive Friday Evening, depart before dinner Saturday (Includes Friday night lodging, dinner Friday, breakfast, and lunch Saturday)	<input type="checkbox"/> \$130	<input type="checkbox"/> \$205
Half Conference Sat – Arrive Saturday, depart Sunday morning (Includes Saturday night lodging, lunch and dinner Saturday, breakfast Sunday)	<input type="checkbox"/> \$130	<input type="checkbox"/> \$205

COMMUTER OPTIONS (No overnight accommodations)

Friday and Saturday Sessions (Includes Friday dinner and 3 meals Saturday)	<input type="checkbox"/> \$105
All day Saturday Sessions (Includes 3 meals Saturday)	<input type="checkbox"/> \$80
Saturday Morning and Afternoon Sessions Only (Includes only breakfast and lunch Saturday)	<input type="checkbox"/> \$55
Saturday Lunch Only (Includes only lunch and breaks Saturday)	<input type="checkbox"/> \$40

Total Enclosed \$ _____
Check # _____

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TRAINING ELECTIVE CHOICES:

Each participant must select one option from each session

Friday Night Session: (choose 1)

- ☐ 1. Southern Region House of Delegates (Check if attending; contact Local President to register)
- ☐ 2. Salary Schedule Best Practices: A Longitudinal Case Study of one Local's Journey to Fix its Salary Schedule
- ☐ 3. Not attending Friday Session

Saturday Session A: (choose 1)

- ☐ 1. CARPE
- ☐ 2. Member Benefits: Financial Planning 101
- ☐ 3. Protect This House-Protect Your Bargaining Unit Work from Erosion by Private Sector Substitute Services
- ☐ 4. Community Organizing
- ☐ 5. Building Rep Training
- ☐ 6. How to Catch More Flies
- ☐ 7. From Principle to Practice: Educational Justice in Context and Classroom

Saturday Session B: (choose 1)

- ☐ 1. CARPE (Continued from A)
- ☐ 2. Member Benefits: How to Retire from Public Education
- ☐ 3. Constitution & Bylaws (Continued in C)
- ☐ 4. Degrees Not Debt: Federal Student Loan Forgiveness
- ☐ 5. Building Rep Training (Continued from A)
- ☐ 6. Educators' Rights in Dealing with Violent Students
- ☐ 7. Analyzing District Finances
- ☐ 8. Grievance 101 (Repeat in C)

Saturday Session C: (choose 1)

- ☐ 1. CARPE (Continued from A and B)
- ☐ 2. Member Benefits: Financial Planning 101
- ☐ 3. Social Justice and Education Funding
- ☐ 4. Personal Finance: Positioning Yourself for Financial Freedom
- ☐ 5. Constitution & Bylaws (Continued from B)
- ☐ 6. Salary Schedule Best Practices: A Longitudinal Case Study (Repeat of Friday)
- ☐ 7. Grievance 101 (Repeat of B)
- ☐ 8. Recruiting Local Leaders

Saturday Session D: (choose 1)

- ☐ 1. Member Benefits: How to Retire from Public Education
- ☐ 2. President's Round Table
- ☐ 3. Technology in Education Today 2.0: Web Resources & Apps for Today's Digital Age Teachers & Students
- ☐ 4. Seven Deadly Sins/Dumb Things Teachers Do
- ☐ 5. Turtles All the Way Down: Examining Student Mental Health through a Union Lens
- ☐ 6. Successful Recruiting of Non-members
- ☐ 7. The 2020 Election and PACE Campaigns
- ☐ 8. Act 88 Choose Your Own Adventure

BY MAIL:

RETURN REGISTRATION FORM AND CHECK PAYABLE TO SOUTHERN REGION, PSEA

**PSEA Southern Region
Attn: Gina Fritzinger/SR Spring Conference
4750 Delbrook Road-Suite 100
Mechanicsburg, PA 17050**

Confirmation letters will be sent as registrations are received and processed or after online registration is complete and credit card information entered.

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