



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

From: Southern Region Staff

Date: January 6, 2023

Re: **2023 Southern Region Spring Conference**
April 14-16, 2023
Wyndham Gettysburg – Gettysburg, PA
**note new location this year*

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)***

For 2023, our conference will be held at the Wyndham Gettysburg in Gettysburg, PA. The hotel has many training rooms, so 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 the Wyndham Gettysburg on Friday evening, April 14, 2023.*** 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 by trying 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, **Legal Hot Topics**. 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 – 12:00 AM in Salon A, B, and C with a DJ. The Saturday evening social will be Casino Night. *(Please see the Casino Night flier for more details.)*

In an effort to make registration easier, we again are offering registration online. Of course, you may still register by completing a hard copy of the registration form (located on pages 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 online. All materials: registration booklet, 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.

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.)*** 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** (*please make sure to complete the House of Delegates register form sent separately to local leaders.*)
- 2) **Legal Hot Topics**
This session provides an overview of recent, notable, and impactful legal issues within the realms of education and labor.

Presenter: Joseph Canamucio - Legal

Saturday Training Session Descriptors

Session A

9:00 – 10:30 AM

- 1) **CARPE (sessions A, B, C, D)** *See page 8 for more information*
This session will continue the Southern Region CARPE initiative. Participation in this session will be by invitation only to targeted members newly involved in their local association (recommended by their local President). The goals of the session include: Presentation of pertinent information to individuals who are newly engaged in their local Association; 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; and Networking with CARPE members
Presenters: Amy Wolfgang/Stephanie Cramer
- 2) **Understanding Your Constitution & ByLaws**
Every union has a constitution and bylaws that details its structure and how it functions. Attending this session will help to ensure you understand your constitution and bylaws, and explore methods to tailor your constitution and bylaws to set your union up for success.
Presenter: Kelly Compeau
- 3) **Bargaining Healthcare and Understanding The Utilization Report**
Ever wonder why we ask for a Utilization report prior to bargaining? This session will primarily focus on the types of information related to healthcare that your UniServ will request of the District. Specifically we will review the assorted types of Healthcare Utilization reports that may be provided. The group will drill down into the reports and we will show you some of the possible information that you can learn and then how you can use that information at the table.
Presenter: Adam Weber
- 4) **Improvement Plan Advocacy from Creation to Completion**
We will focus on how to create improvement plans that establish measurable benchmarks to allow for successful employee completion. This session will also concentrate on how to advocate for members when it is clear the plan is not going to yield a positive result.
Presenters: Lora Apaliski/Allison Bronson-Knowles

5) Culturally Responsive and Sustaining Family and Community Engagement

Family and community engagement is a necessary but often challenging element of working in schools. By communicating and working with families in ways culturally responsive and sustaining manner, school professionals are empowered to form meaningful relationships and effective collaborations to help students succeed. This presentation provides educators with a toolkit of strategies, best practices, and general know-how to help them succeed when working with families and communities who are culturally and linguistically diverse.

Presenter: Gina Gullo

6) Motivating Members

Being a member and being an active member are two different things. This session will explore why people get involved, how to create a plan to move people toward active engagement, and how to keep bringing in new active members. Hint: it's more than sending an email.

Presenter: Matt Fargen

7) Hot Topics – Legal Updates

This interactive session provides an overview of recent, notable, and impactful legal issues within the realms of education and labor. (repeat of Friday evening session)

Presenter: Joseph Canamucio - Legal

Session B

10:45 AM – 12:00 PM

1) CARPE (Continued from A)

Presenters: Amy Wolfgang/Stephanie Cramer

2) Kades Margolis - How to Retire from Public Education

Learn the steps needed to retire from public education. Social Security, PSERS pension options and how to position your investments up to and through retirement.

Presenter: Jerry Beck

3) Are You Preparing to Retire? (Continued in Session C)

The session is designed for anyone who believes they are within five (5) years of retirement. The session will focus on understanding all parts of your retirement system. We will go through topics such as service class, creditable service, multiplier's, vesting, taxes, and retirement options. The session will drill down and run various calculations as examples so you can see exactly what your options will be and how your choices affect your retirement.

Presenter: Adam Weber

4) Dealing with Difficult Administrators

A how to guide, the dos and don'ts and what to do when all else fails.

Presenter: Matt Monaghan

5) The Economics of Inflation

We will review what is known about the causes of inflation today and how it will shape economic policy and interact with school finance over the next few years.

Presenters: Mark Price/James Henninger-Voss – Research Department

6) Supporting LGBTQIA+ Students and Educators

Union Leaders and educators work with students and other educators who belong to and are allies of the LGBTQIA+ community. Understanding this community is critical to providing a safer environment in which ALL can learn and work. This training is designed to build participants' skills for work with this community by establishing common understandings about the vocabulary and identities under the LGBTQIA+ community umbrella and deepening skills and strategies to confront implicit bias, micro-aggressions and stereotypes in the LGBTQIA+ community

Presenter: Linda Torres

7) Organizing through Professional Learning with PEARL and Microcredentials – (Act 48 hours are NOT available for this class)

This Interactive class will help offer a How To guide of using PEARL and Microcredentials for both professional learning and engagement opportunities. (Recommended: Bring laptops/devices to use during the session).

Presenter: Gina Gullo

8) Mediation, Fact Finding, Arbitration, Strike: Your Tools to Fix Broken Negotiations

There are many options available to unions when negotiations are not progressing as planned. This session explains how to navigate the methods written in PA law to help you close out negotiations.

Presenter: Kelly Compeau

Guest Speaker – Rich Askey, President PSEA - One Voice Out of Many

12:45 – 1:30 PM

Session C

1:30 – 3:00 PM

1) CARPE (Continued from A and B)

Presenters: Amy Wolfgang/Stephanie Cramer

2) Kades Margolis - How to Retire from Public Education

Learn the steps needed to retire from public education. Social Security, PSERS pension options and how to position your investments up to and through retirement.

Presenter: Jerry Beck

3) Are You Preparing to Retire? (Continued from B)

Presenter: Adam Weber

4) Analyzing School Finances

We will review the fundamentals of what you need to know to understand your school's financials.

Presenter: Mark Price – Research Department

5) Combatting Moms for Liberty Attacks on our Teachers and our Schools

Moms for Liberty jumped onto the political scene in 2021 at the height of the pandemic. Seemingly overnight, an army of parents and community members started showing up at board meetings with a coordinated message, aggressively protesting the teaching of the misnomer "critical race theory" and the wearing of Covid masks. M4L chapters are now targeting school board races across the country and here in Southern Region. This session will explore the dark-money origins of this astroturf organization and its real long-term goal, as well as provide strategies on how to defeat them in the ballot box and at the board meeting.

Presenters: Lauri Lebo

6) Members Attract-Retain Engage Key

Your association's ability to affect change increases exponentially when you utilize all the connections and talents within the group. This session will increase your local's ability to recruit, retain, and engage members in association work with a detailed full year membership campaign your local can put into practice immediately.

Presenter: Allison Bronson-Knowles

7) Teachers Unions and Social Justice

Social Justice Unionizing seeks to expand how we think about issue identification, power building, bargaining, partnerships, and the wins we achieve. This is a training that builds understanding around four key areas of the book, Teachers Unions and Social Justice, 1) defining what social justice unionism is and what it takes to achieve this; 2) broadening union leadership and expectations for what the union can win; 3) developing and testing leaders, structures, and tactics that result in power building; and 4) using internal and external structures to fight systems of injustice. Participants explore case studies where these concepts and practices are being applied at varying levels – introductory, developing, and advanced.

Presenter: Matt Fargen

8) C(reating) P(residential) R(esilancy)

First COVID, and now: you're the union President. Regardless of how you got here, you either are or will soon be the leader of your local union. This session will speak frankly about how to triage the issues that may come flying your way so that you can focus on building a stronger, more effective union while also maintaining your professional stability. This course is intended for fairly new presidents looking to learn how to make it all work (and how to be ok when it doesn't).

Presenter: Linda Torres

Session D

3:15 – 4:30 PM

1) CARPE (Continued from A, B, and C)

Presenters: Amy Wolfgang/Stephanie Cramer

2) Kades Margolis - How to Retire from Public Education

Learn the steps needed to retire from public education. Social Security, PSERS pension options and how to position your investments up to and through retirement.

Presenter: Jerry Beck

3) 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

4) Certification, Tenure, and Act 48

This session provides an overview of PDE's various certifications for educators, including Emergency Permits, Intern Certificates, Educational Specialist Certificates, Level I Instructional Certificates, and converting Level I Instructional Certifications to Level II. Information about acquiring and maintaining both an "Active" and a "Valid" Pennsylvania certificate will be reviewed, with specific information and resources provided regarding "service time" and educational requirements for maintaining a "Valid" certificate and "Act 48" requirements and resources for keeping certificates "Active." Also covered will be the provisions for tenure for educators in the Commonwealth.

Presenter: Chris Clayton – Ed Services

5) Organizing for School Board Elections

Your local school board races have a direct impact on your professional future and the future of your students' education and welfare of your students.

With the Pennsylvania primary only a month away from this session, what can you and your local do to help elect pro-public education and union-supporting candidates to your school board?

This session will lay out the steps to building a local campaign strategy for supporting local school board candidates, including:

- a. Primer on school board elections and how locals can have a big impact in these races.
- b. Recommending candidates for school board – review of the recommendation process, candidate questionnaires and interviews.
- c. Types of support locals can give to their recommended candidates to increase their odds of success, and how PSEA-PACE can support your local's recommended candidates.
- d. How to run an active and powerful election campaign
 - i. Building a winning campaign plan
 - ii. Developing a message
 - iii. Voter targeting and communications
- e. How to be a resource and voice of authority for your candidates

Presenter: Lauri Lebo

UniServ Presentation A minimum of 10 registrants required for presentation to occur.

4:15– 5:45 PM

Enjoy advocating on behalf of others? Ever think about taking your passion for your union to the next level, pursuing a career as a PSEA UniServ Representative? This session will provide you with an opportunity to hear from current staff to learn more about the critical role our UniServ staff play within PSEA and to learn about the selection process. This is the required first step of our UniServ application process. Intended for individuals interested in a UniServ career with PSEA.

Presenters: Walt Wojcik, Lisa Buettner, Marcia Bender, Matt Fargen

Dinner

6:00 – 7:15 PM

Region Activity – Casino Night

7:15 PM – Midnight

****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 all sessions. If chosen, you must attend sessions A, B C, and D.**

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:

- Presentation of pertinent information to individuals who are newly engaged in their local Association.
- 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/Stephanie Cramer

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 17, 2023.** Names and email addresses can be emailed to Anne Heefner at Aheefner@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-D) 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 17** – Send names of potential participants back to Southern Region from Local Presidents
- **March 27** – Deadline to send Spring Conference Registration back to Southern Region

Conference Logistics

Meals will be buffet in Salon C at the Wyndham Gettysburg. The hotel 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 and wine 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: Wyndham Gettysburg, 95 Presidential Circle, Gettysburg, PA 17325

Registration Procedure

Local Associations may register as many members as they choose for all or specific portions of this conference. *(The hotel 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. Rates are listed for single as well as double occupancy for rooms. Due to COVID protocols, if double occupancy is selected, you must identify a roommate, or you will be provided a single room and charged the single room rate. **Note:** this is different from past workshops.

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, you as an individual member, 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: Anne Heefner/SR Spring Conference
4750 Delbrook Road-Suite 100
Mechanicsburg, PA 17050

You may alternatively 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 27, 2023.

All overnight reservations will be confirmed with the Wyndham Gettysburg at that time. ***Our reserved block of rooms will be released then, and it may 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.) Any questions regarding registration for the House of Delegates should be directed to Sloane Davis at SDavis@psea.org

DEADLINE TO REGISTER: March 27, 2023

Agenda

Friday, April 14, 2023

4:00 - 6:00 PM Registration Foyer A, B, C

Hospitality Time

5:30 - 7:00 PM Buffet Dinner Salon C

7:15 - 9:00 PM House of Delegates/Emerging Issues

9:00 - 12:00 AM **Hospitality Time** Salon A, B, C

Saturday, April 15, 2023

7:30 - 8:45 AM Breakfast Buffet Salon C

9:00 - 10:30 AM **Session A**

10:30 - 10:45 AM Break Foyer A, B, C

10:45 - 12:00 PM **Session B**

12:00 - 12:45 PM Buffet Lunch/Raffle Drawing Salon C
Guest Speaker –
12:45 - 1:30 PM Rich Askey, President PSEA
“One Voice Out of Many”

1:30 - 3:00 PM **Session C**

3:00 - 3:15 PM Break Foyer A, B, C

3:15 - 4:30 PM **Session D**

4:15 - 5:45 PM UniServ Presentation

4:30 - 6:00 PM **Hospitality Time**

6:00 - 7:15 PM Buffet Dinner Salon C

7:15 - Midnight PM **Hospitality Time Casino Night** Salon A, B, C

Sunday, April 16, 2023

8:00 - 9:00 AM Breakfast Buffet Salon C

9:00 - AM Departure for home

DEADLINE TO REGISTER: March 27, 2023

Registration Form
Southern Region Spring Conference
April 14 – April 16, 2023

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 _____

Emergency Contact _____ Phone _____

Preferred Roommate: _____ Check if No Roommate ☐

****If selecting a double room, you must choose a roommate, or you will be assigned and charged a single room rate.**

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 Anne Heefner.

PARTICIPATION OPTIONS (WITH COSTS)

Each participant must select one option

OVERNIGHT OPTIONS

DBL

SGL

Full Conference – Friday Evening to Sunday Morning

☐ \$230

☐ \$360

(Includes 2 nights' lodging, dinner Friday, 3 meals Saturday, breakfast Sunday)

Half Conference Fri – Arrive Friday Evening, depart before dinner Saturday

☐ \$140

☐ \$210

(Includes Friday night lodging, dinner Friday, breakfast, and lunch Saturday)

Half Conference Sat – Arrive Saturday, depart Sunday morning

☐ \$140

☐ \$210

(Includes Saturday night lodging, lunch and dinner Saturday, breakfast Sunday)

COMMUTER OPTIONS *(No overnight accommodations)*

Friday and Saturday Sessions

☐ \$110

(Includes Friday dinner and 3 meals Saturday)

All day Saturday Sessions

☐ \$80

(Includes 3 meals Saturday)

Saturday Morning and Afternoon Sessions Only

☐ \$50

(Includes only breakfast and lunch Saturday)

Saturday Lunch Only

☐ \$30

(Includes only lunch and breaks Saturday)

**Total Enclosed
Check #**

**\$ _____
_____**

DEADLINE TO REGISTER: March 27, 2023

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. Legal Hot Topics
- ☐ 3. Not attending Friday Session

Saturday Session A: (choose 1)

- ☐ 1. CARPE
- ☐ 2. Understanding Your Constitution & ByLaws
- ☐ 3. Bargaining Healthcare and Understanding The Utilization Report
- ☐ 4. Improvement Plan Advocacy from Creation to Completion
- ☐ 5. Culturally Responsive and Sustaining Family and Community Engagement
- ☐ 6. Motivating Members
- ☐ 7. Hot Topics – Legal Updates

Saturday Session B: (choose 1)

- ☐ 1. CARPE (Continued from A)
- ☐ 2. Kades Margolis - How to Retire from Public Education
- ☐ 3. Are You Preparing to Retire? (Double Session)
- ☐ 4. Dealing with Difficult Administrators
- ☐ 5. The Economics of Inflation
- ☐ 6. Supporting LGBTQIA+ Students and Educators
Organizing through Professional Learning with PEARL and Microcredentials – (Act 48 hours are NOT available for this class)
- ☐ 7. this class)
- ☐ 8. Mediation, Fact Finding, Arbitration, Strike: Your Tools to Fix Broken Negotiations

Saturday Session C: (choose 1)

- ☐ 1. CARPE (Continued from A and B)
- ☐ 2. Kades Margolis - How to Retire from Public Education
- ☐ 3. Are You Preparing to Retire? (Continued from B)
- ☐ 4. Analyzing School Finances
- ☐ 5. Combatting Moms for Liberty Attacks on our Teachers and our Schools
- ☐ 6. Members *Attract-Retain Engage* Key
- ☐ 7. Teachers Unions and Social Justice
- ☐ 8. C(reating) P(residential) R(esilancy)

Saturday Session D: (choose 1)

- ☐ 1. CARPE (Continued from A, B, and C)
- ☐ 2. Kades Margolis - How to Retire from Public Education
- ☐ 3. President's Round Table
- ☐ 4. Certification, Tenure, and Act 48
- ☐ 5. Organizing for School Board Elections

Saturday UniServ Presentation 4:15 p.m. – 5:45 p.m. A minimum of 10 registrants required for presentation to occur.

COVID PROTOCOL: While PSEA has put in place preventative measures designed to reduce the spread of COVID-19 during gatherings, members that elect to attend the in-person conference voluntarily assume and accept the increased risk of contracting the COVID-19 virus.

BY MAIL:

RETURN REGISTRATION FORM AND CHECK

PAYABLE TO PSEA - SOUTHERN REGION

PSEA - Southern Region

Attn: Anne Heefner/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 accepted.

DEADLINE TO REGISTER: March 27, 2023