



## WORKSHOP DESCRIPTIONS

### *101 Ways to Energize Your Chapter*

#### SESSION DESCRIPTION

With 101 different examples of how Union members have built strength through new ideas and initiatives, you will leave with lots of ideas to incorporate at your site and/or chapter as soon as you get back home! Your members will no longer say “been there, done that” because there will be new ways to engage your membership and talking points on how to ensure you can implement changes for a stronger Association. With so many ideas in 90 minutes, get ready because the ideas are going to be non-stop!

**CATEGORY** Building an Organizing Culture

**DATE** Saturday, January 14, 2023

**PRESENTER(S)** Karmen Ortloff

**TIME** 1:30 PM - 3:00 PM

**LOCATION** Partagas 3

### *ABCs of CTA*

#### SESSION DESCRIPTION

A primer for those beginning to figure out how to navigate the Who’s Who and What’s What in the CTA World

**CATEGORY** Building an Organizing Culture

**DATE** Saturday, January 14, 2023

**PRESENTER(S)** John Vigrass

**TIME** 1:30 PM - 3:00 PM

**LOCATION** Cohiba 3



### *African American Caucus*

**SESSION DESCRIPTION**

The California Teachers Association African American Caucus believes in the worth and dignity of all people. African American caucus members will have a key role in making policies and decisions that affect African American teachers and students and will actively participate in local, state and national teachers unions, associations and support the goals, objectives, policies and programs of CTA affecting African American teachers and students.

**CATEGORY**        General Sessions, Special Sessions, Forums & Caucuses

**DATE**        Saturday, January 14, 2023

**PRESENTER(S)**

**TIME**        5:00 PM - 6:00 PM

**LOCATION**    Montecristo 3-4

### *American Indian/Alaska Native Caucus*

**SESSION DESCRIPTION**

The mission of the American Indian/Alaska Native Caucus of the California Teachers Association is to develop knowledge, skills and abilities of education personnel, leaders and members of the AI/AN community to effect a holistic quality education, academic excellence and leadership development for CTA members.

**CATEGORY**        General Sessions, Special Sessions, Forums & Caucuses

**DATE**        Saturday, January 14, 2023

**PRESENTER(S)**

**TIME**        5:00 PM - 6:00 PM

**LOCATION**    Partagas 1



### *Appealing Leaflets and Info Graphics: Using Canva*

**SESSION DESCRIPTION**

Have a strong message and need a strong visual to go with it? Learn more about Canva – a new online tool that makes it easy to create, customize, and share professional-quality graphics. From viral-worthy social media graphics to brochures, infographics, flyers and more, Canva has you covered. Join the CTA Communications Team to walk through this powerful tool. Your laptop is highly encouraged for this session.

**CATEGORY** Communicating Our Message

**DATE** Sunday, January 15, 2023

**PRESENTER(S)** Elizabeth Barcelos; Julian Peeples

**TIME** 9:00 AM - 10:30 AM

**LOCATION** Cohiba 3

### *Bargaining Resources for Community Schools*

**SESSION DESCRIPTION**

Your district is ready to implement Community Schools, but are you? Come join us and let’s look at the impacts on bargaining and resources your union will need to be successful.

**CATEGORY** Collective Bargaining

**DATE** Saturday, January 14, 2023

**PRESENTER(S)** Mark DeWeerd

**TIME** 3:15 PM - 4:45 PM

**LOCATION** Cohiba 7



## *Basic Grievance Handling*

### SESSION DESCRIPTION

Contracts aren't worth anything if they are not enforced and members aren't engaged! At this session you will learn how to write winnable grievances. You will also learn about the importance of grievance timelines and using a grievance tracker to inform your local at the bargaining table to negotiate stronger language!

**CATEGORY** Worksite Leaders

**DATE** Saturday, January 14, 2023

**PRESENTER(S)** Adia Hoag; Kris Clarke

**TIME** 1:30 PM - 3:00 PM

**LOCATION** Trinidad 2

## *Build Power Through Messaging*

### SESSION DESCRIPTION

Compelling, memorable messaging can position you and your local as authoritative sources to engage members and persuade people to support issues and efforts that benefit students, public education, and educators. Learn to tell your story so your main points and overall communications are powerful, clear, and convincing.

**CATEGORY** Communicating Our Message

**DATE** Sunday, January 15, 2023

**PRESENTER(S)** Katharine Fong; Ed Sibby

**TIME** 9:00 AM - 10:30 AM

**LOCATION** Montecristo 1-2



## *Building and Maintaining Community Schools*

### SESSION DESCRIPTION

Public school workers are on the front lines every day, struggling to meet diverse student needs amidst increasing social crises and decreasing support. We need to defend public schools from attack, but we also need to transform them into the schools our students deserve. Transformation requires a vision, and a method - what are the schools we are fighting for, and what does it take to create them? Come learn about the Community School model: a bottom-up, strengths-based approach to school transformation. Community Schools are places where students, families, staff, and community members come to feel ownership over their neighborhood public school. They bring together the skills, wisdom and resources of educators, families, and community members to address barriers to learning (hunger, stress, mistrust, insecure housing, lack of medical care) so that every child's full attention is available to learn, inquire, try, and grow.

**CATEGORY** Public Education Issues

**DATE** Saturday, January 14, 2023

**PRESENTER(S)** Aisha Blanchard-Young; Michael Flores-Castaneda

**TIME** 1:30 PM - 3:00 PM

**LOCATION** Cohiba 9

## *Building Power through Effective Organizing Conversations*

### SESSION DESCRIPTION

The foundation of our power as a union to win the schools our students deserve begins at the worksite with an engaged and active membership. In this workshop, worksite leaders will review the fundamental skills for successfully engaging colleagues into taking collective action: listening skills, the steps for an organizing conversation and overcoming objections or tough questions. Designed for new and veteran leaders, this workshop will be leader-focused, with lots of discussion and role playing to practice and apply these skills.

**CATEGORY** Worksite Leaders

**DATE** Saturday, January 14, 2023

**PRESENTER(S)** Memo Durgin; Caroline Gonzalez; Kelly Iwamoto; David Partida

**TIME** 1:30 PM - 3:00 PM

**LOCATION** Cohiba 1-2



## *Building Worksite Power to Win at the Bargaining Table*

### SESSION DESCRIPTION

Strong local associations are composed of strong worksites that are powerful because they are organized. Strong locals do not only rely on the site reps, they also find the natural leaders who are willing to step up at their sites. They have building action teams (BAT's) that carry out the overall organizing plan at their sites. If you want to win at the bargaining table and win the raises and working conditions your member and students deserve, you need to attend this training. We will show you what strong, organized, worksites look like and how your local can build worksite power.

**CATEGORY** Building an Organizing Culture

**DATE** Saturday, January 14, 2023

**PRESENTER(S)** Memo Durgin; Caroline Gonzalez;  
Kelly Iwamoto; David Partida

**TIME** 3:15 PM - 4:45 PM

**LOCATION** Cohiba 1-2

## *CalSTRS Retirement Essentials*

### SESSION DESCRIPTION

You are never too young or old to learn about your Defined Benefit under CalSTRS programs and services. There will be materials and discussion of the CalSTRS retirement benefits and Social Security.

**CATEGORY** Benefits Information

**DATE** Saturday, January 14, 2023

**PRESENTER(S)** Mitch Olson

**TIME** 1:30 PM - 3:00 PM

**LOCATION** Trinidad 3



### *Community Schools for Summer Institute Attendees*

**SESSION DESCRIPTION**

This breakout is limited to those following up on attendance at the Community Schools training at Summer Institute. This session is not open to all conference attendees. If you are interested in attending a breakout on Community Schools, please come to the Building and Maintaining Community Schools session (Elective 2, 1:45-3:15) or the Bargaining Resources for Community Schools session (Elective 3, 3:30-5:00).

**CATEGORY**            General Sessions, Special Sessions, Forums & Caucuses

**DATE**            Saturday, January 14, 2023

**PRESENTER(S)**

**TIME**            9:30 AM - 12:00 PM

**LOCATION**        Cohiba 10-11

### *Conducting Union Site Meetings*

**SESSION DESCRIPTION**

Communication to and from members is key to a successful association but getting everyone to take time to communicate is difficult. This session will cover tips and tricks for holding a successful site meeting that members will show up for and participate in.

**CATEGORY**            Worksite Leaders

**DATE**            Saturday, January 14, 2023

**PRESENTER(S)**      Ben Avila; Annie Ogata

**TIME**            3:15 PM - 4:45 PM

**LOCATION**        Partagas 3



### *CTA Intern Program and How to Apply for a CTA Staff Position*

**SESSION DESCRIPTION**

Review of CTA application, screening, and interview process for CTA staff vacancies. This session will describe the hiring procedures and how to prepare applicants for each step in the process.

**CATEGORY**            General Sessions, Special Sessions, Forums & Caucuses

**DATE**            Saturday, January 14, 2023

**PRESENTER(S)**    Tom Kaiser; Cheryl Coney

**TIME**            3:15 PM - 4:45 PM

**LOCATION**        Cohiba 3

### *Demystifying the 1-on-1 Organizing Conversation*

**SESSION DESCRIPTION**

You’ve heard 1-on-1 conversations are powerful tools for engaging members and identifying leaders. Is that why they are so intimidating?! Come join us for the 6-step guide on how to hold a 1-on-1, as well as time to practice in a low-stress, low-stakes setting with others learning along with you. Even the most experienced leaders and organizers practice these conversations before heading out to talk to members. Our goal is for you to feel confident and to understand the tools that ensure conversations with your colleagues are building power in your chapters.

**CATEGORY**            Building an Organizing Culture

**DATE**            Sunday, January 15, 2023

**PRESENTER(S)**    Brian Eldridge; Rachel Warino

**TIME**            9:00 AM - 10:30 AM

**LOCATION**        Cohiba 1-2





## *Educator's Guide to a Successful Retirement*

### **SESSION DESCRIPTION**

CTA wants you to have a long and happy retirement. On average, CalSTRS/CalPERS benefits replace only about half a career educator's salary at retirement, so it is essential that members consider a supplementary retirement savings plan as early as possible to make up the difference. There are a lot of plans offered to educators, but many have high fees or surrender charges.

In this session, we help you get started toward a financially secure retirement, review how to avoid suboptimal plans, and discuss the basics of saving for retirement using easy-to-understand terms. We will highlight the CTA 403(b) Retirement Savings Plan, which is the only plan endorsed by CTA and was designed by CTA for educators. The CTA RSP has high-quality investments at a low cost and a simple "quick enrollment" process that makes saving for retirement easy.

**CATEGORY** Benefits Information

**DATE** Saturday, January 14, 2023

**PRESENTER(S)** Gray Harris; Gary Allen (Prudent)

**TIME** 3:15 PM - 4:45 PM

**LOCATION** Cohiba 9

## *Educators Say: How to Solve the Employee Shortage Crisis*

### **SESSION DESCRIPTION**

The school staffing crisis isn't just about having enough teachers. Bus drivers, custodians, substitutes, administrators – all job families are affected. This session will look at the factors that are causing educator shortages and the practical solutions needed to deal with the problem.

**CATEGORY** Public Education Issues

**DATE** Saturday, January 14, 2023

**PRESENTER(S)** Mark DeWeerd

**TIME** 10:30 AM – 12:00 PM or  
1:30 PM - 3:00 PM

**LOCATION** Cohiba 7



## *El Sol Caucus*

### SESSION DESCRIPTION

The mission of the El Sol Caucus is to advance the interest of the teaching profession while promoting the cause of Hispanic educators throughout the state of California by identifying and mentoring future Hispanic leaders within the teaching profession. The El Sol Caucus continues to promote diversity in education for all students, members, the community and society, while advocating for human and civil rights for all.

**CATEGORY** General Sessions, Special Sessions, Forums & Caucuses

**DATE** Saturday, January 14, 2023

**PRESENTER(S)**

**TIME** 5:00 PM - 6:00 PM

**LOCATION** Montecristo 1-2

## *ESP Issues Breakout*

### SESSION DESCRIPTION

This session will cover educational issues and concerns from an Education Support Professional (ESP/Classified) perspective. ESP members should attend this session.

**CATEGORY** General Sessions, Special Sessions, Forums & Caucuses

**DATE** Saturday, January 14, 2023

**PRESENTER(S)** David Hernandez

**TIME** 9:30 AM - 10:30 AM

**LOCATION** Partagas 1



## *Everything is Political: How to Have Political Conversations that Move Educators to Action*

### SESSION DESCRIPTION

Everything is Political: How to have political conversations that move educators to action

Description: In this session we will learn how to have effective political organizing conversations with other educators. We will debunk common misconceptions about political spending in CTA, learn how politics can help support local issues, and review best practices for organizing other educators to take political action. This workshop aims to give you the tools needed to build a team of political activists to support future political campaigns.

**CATEGORY** Communicating Our Message

**DATE** Sunday, January 15, 2023

**PRESENTER(S)** Michael Tamariz; Amy Hunter

**TIME** 9:00 AM - 10:30 AM

**LOCATION** Trinidad 3

## *Expanded Teaching and Learning Opportunities*

### SESSION DESCRIPTION

In these strenuous times, our students need both academic and social-emotional supports. We have a once in a lifetime opportunity to provide support for students and educators with unprecedented levels of funding from the state and federal governments. Find out about the one-time ongoing and new funds in 2022-23 that allow us to offer expanded teaching and learning opportunities for students and educators. We will help you develop a vision for the future to guide your advocacy efforts in your classroom, school, and district, and we will also identify strategies to advocate for that vision, including how your union can help.

**CATEGORY** General Sessions, Special Sessions, Forums & Caucuses

**DATE** Sunday, January 15, 2023

**PRESENTER(S)** Brian Guerrero

**TIME** 9:00 AM - 10:30 AM

**LOCATION** Cohiba 7



### *Facilitated Conversation with CTA Officers and Executive Director*

#### **SESSION DESCRIPTION**

CTA President Toby Boyd, Vice President David Goldberg, Secretary-Treasurer Leslie Littman and Executive Director Joe Boyd will conduct a round-table discussion. Bring your ideas about the direction CTA should take and your questions about our statewide union Association.

**CATEGORY** Team Leadership

**DATE** Sunday, January 15, 2023

**PRESENTER(S)** Daryl Hemenway

**TIME** 9:00 AM - 10:30 AM

**LOCATION** Partagas 3

### *Generation Debt: Erasing Student Loans and Debt*

#### **SESSION DESCRIPTION**

Did you know the average student loan borrower owes over \$38,000? During “Generation Debt: Student Loan Forgiveness” attendees will learn about the four loan forgiveness programs from the U.S. Department of Education, the requirements for each, pitfalls to be cautious of, and the “NEA Student Debt Navigator” powered by Savi, which is a tool to help association members analyze their personal student loans. Come learn about how you can manage your student loan debt and take advantage of other NEA Member Benefits.

**CATEGORY** Public Education Issues

**DATE** Sunday, January 15, 2023

**PRESENTER(S)** Sean Mabey

**TIME** 9:00 AM - 10:30 AM

**LOCATION** Cohiba 10-11



### *Higher Education Caucus*

**SESSION DESCRIPTION**

A representative space for all members within CCA, Student CTA, and CTA to meet regularly to report and collaborate potential resolutions on issues that affect our higher education communities.

**CATEGORY** General Sessions, Special Sessions, Forums & Caucuses

**DATE** Saturday, January 14, 2023

**PRESENTER(S)** **TIME** 5:00 PM - 6:00 PM

**LOCATION** Cohiba 3

### *How Educators are Organizing Around Special Education Issues and Winning Improvements*

**SESSION DESCRIPTION**

We will focus upon how to create organizing and bargaining campaigns around Special Education issues that exist in your local, with the specific focus of how to successfully challenge the status quo while building greater capacity within the membership to take on the “good fight”—general education and special education, alike. If your local is moving toward gaining parity with the employer, building power to achieve all of the union’s goals and strengthening the structure of your teams of union educators, this session will be perfect for you.

**CATEGORY** Building an Organizing Culture

**DATE** Sunday, January 15, 2023

**PRESENTER(S)** Lisa Vieler **TIME** 9:00 AM - 10:30 AM

**LOCATION** Partagas 2



*How to Win Your Site Issues: Organic Leaders & Direct Action to Build Union Power!*

**SESSION DESCRIPTION**

In this session, we will discuss how to identify, recruit, and prepare site leaders to build a strong union. Participants will explore how to solve (and prevent) problems by creating powerful, high-participation work sites and discuss tools and strategies to bring members together to take collective action.

**CATEGORY** Worksite Leaders

**DATE** Saturday, January 14, 2023

**PRESENTER(S)** Dawn Cova, Katherine Clarke

**TIME** 3:15 PM - 4:45 PM

**LOCATION** Trinidad 2

*How to Win Your Special Education Issues*

**SESSION DESCRIPTION**

In this session we will discuss ways chapter leaders can determine the most pressing special education issues, share examples of winning organizing and bargaining campaigns that have addressed challenging special education issues, and share other strategies to get great results!

**CATEGORY** Building an Organizing Culture

**DATE** Saturday, January 14, 2023

**PRESENTER(S)** Dawn Cova; Katherine Clarke

**TIME** 10:30 AM - 12:00 PM

**LOCATION** Trinidad 2



## *Institute for Teaching: Grants Cultivate Creativity with Strength-Based Learning Environments*

### SESSION DESCRIPTION

One of the keys to member engagement is support for teacher-driven creativity, passion, and innovation. This session will provide an overview of how the Institute for Teaching's (IFT) strength-based approach has empowered CTA members to transform their classrooms, their schools, and their school communities with innovative ideas and student-centered learning practices. In this session you will learn about how the IFT provides grants ranging from \$5,000 to \$20,000 to fund the passions that our members feel for their work with students.

**CATEGORY** Benefits Information

**DATE** Saturday, January 14, 2023

**PRESENTER(S)** Chandra Peters

**TIME** 1:30 PM - 3:00 PM

**LOCATION** Partagas 2

## *Intro to Health Benefits and Processes for Reducing Health Care Costs*

### SESSION DESCRIPTION

This workshop will provide details on resources to assist your chapter in better understanding health and welfare benefits, processes for exploring revisions and alternatives to your current healthcare plan, and the potential to reduce overall healthcare costs for your membership and save your members money. We will review health care terminology and basics, discuss best practices for forming and maintaining labor/management health benefit committees, and how chapters can use health care education and issues to inform, engage, and organize their membership. This workshop will also include small group breakouts to review, discuss, and problem solve hypothetical scenarios covering health care issues.

**CATEGORY** Benefits Information

**DATE** Saturday, January 14, 2023

**PRESENTER(S)** Tom Pinkava; Kelly Kohtz

**TIME** 3:15 PM - 4:45 PM

**LOCATION** Partagas 1



## *Introduction to Bargaining Campaigns BC 101*

### **SESSION DESCRIPTION**

This session will discuss an overview of organizing around bargaining. We will review the theory of collective bargaining as a means to engage membership and build capacity while also providing information on unionism, duty of fair representation, the collective bargaining agreement, and how to use organizing to support your bargain. This workshop is part of the CTA Bargaining Campaigns Training series.

**CATEGORY** Collective Bargaining

**DATE** Saturday, January 14, 2023

**PRESENTER(S)** Brian Breslin; Sarah Vigrass

**TIME** 10:30 AM - 12:00 PM

**LOCATION** Cohiba 6

## *Introduction to the Bargaining Process BC 102*

### **SESSION DESCRIPTION**

This is the second course of the series that provides an overview of bargaining using a campaign model. BC 102 specifically provides an outline of all the steps necessary to bargain in a successful bargaining campaign including all phases of bargaining preparation, “sun shining,” communications, table tactics and behaviors, formalizing an agreement, ratification, and assessment. This session is an overview and does not provide in depth training on these subjects. BC 101 and BC 102 are survey courses designed for all chapter leadership including the executive board, site representatives, organizing, crisis, and communications team members and the bargaining team. This workshop is part of the CTA Bargaining Campaigns Training series.

**CATEGORY** Collective Bargaining

**DATE** Saturday, January 14, 2023

**PRESENTER(S)** Daryl Hemenway; Frank Oppendisano

**TIME** 3:15 PM - 4:45 PM

**LOCATION** Cohiba 6





### *Key Things to Know and Do as a Site Rep*

**SESSION DESCRIPTION**

Join us to learn about the responsibilities and best practices that help you, your site, and your local be stronger and better serve members.

**CATEGORY** Worksite Leaders

**DATE** Saturday, January 14, 2023

**PRESENTER(S)** Tara Carey

**TIME** 3:15 PM - 4:45 PM

**LOCATION** Cohiba 10-11

### *LGBTQ+ Caucus*

**SESSION DESCRIPTION**

Provides support for LGBTQ+ members of CTA, educates CTA members about issues of importance to LGBTQ+ CTA members, advocates for policies that support the CTA mission statements.

**CATEGORY** General Sessions, Special Sessions, Forums & Caucuses

**DATE** Saturday, January 14, 2023

**PRESENTER(S)**

**TIME** 5:00 PM - 6:00 PM

**LOCATION** Cohiba 9



### *Lights, Camera, Direct Action*

#### **SESSION DESCRIPTION**

CTA members win when we organize and there is no more powerful tool than direct action. Learn how union members across the state, in any sized chapter, have utilized creative tactics that don't require a lot of money, time or in some cases, members. By studying other chapters' success stories, members will get ideas and learn to adapt strategies to fit their unique challenges and achieve their goals.

**CATEGORY** Building an Organizing Culture

**DATE** Sunday, January 15, 2023

**PRESENTER(S)** Karmen Ortloff; Sean Ferguson

**TIME** 9:00 AM - 10:30 AM

**LOCATION** Cohiba 4

### *Member Advocate and Defender of Parity*

#### **SESSION DESCRIPTION**

Come learn how to be a strong advocate for members and be a defender of parity with your administration! This session gets into the real-world scenarios that site reps and union leaders face when representing members. We will focus on both low-level and high-level disciplinary meetings and what the best practices are to help each and every member regardless of the accusations they face. You will leave equipped with the knowledge you need to represent any member in any situation.

**CATEGORY** Worksite Leaders

**DATE** Saturday, January 14, 2023

**PRESENTER(S)** Chris Brunette; Allyson Schwieffler

**TIME** 1:30 PM - 3:00 PM

**LOCATION** Cohiba 10-11



## *Members Own Their Own Union: Building Union Strength at Your Worksite*

### SESSION DESCRIPTION

Join us to kick start your Chapter Site Visit Campaign! Whether you are bargaining, campaigning for a school board candidate, or campaigning for more funding, this session will cover how to plan and implement a site visit campaign in your chapter. This elective session will prepare you to begin planning a site visit campaign based on your local needs to strengthen YOUR Chapter. We will get into the details of practical ways to run an effective site visit program, including focused discussions on using lists/data, setting goals, planning and timeline, clarifying your purpose and message and training your outreach team. Can we get more members involved and win? What will it take to get there? Strategic planning and accurate assessments are how we build a strong union that can mobilize members and show our power. Let's work together to learn best practices for building stronger chapters and increase membership participation across our state. This elective will provide best practices for planning and running your campaign with your local leadership. **READY, SET, LET THE PLANNING BEGIN!**

**CATEGORY** Worksite Leaders

**DATE** Saturday, January 14, 2023

**PRESENTER(S)** Cheryl Coney

**TIME** 10:30 AM - 12:00 PM

**LOCATION** Cohiba 3

## *Moving New Hires to Join the Union*

### SESSION DESCRIPTION

The people hired today will shape our union's future. That's one reason why it's so important for union members to connect with new hires as soon as possible. In this interactive workshop you'll learn tried-and-true techniques for moving new hires (and long-time holdouts!) to join the union, and refine your explanation of what the union is, why new hires should join, and why they should join now (not later!). Bonus content: And because building the union can't just be left to reps, you'll leave with a guide for a 15-minute crash course to teach fellow union members at your school how to move new hires to join the union.

**CATEGORY** Communicating Our Message

**DATE** Saturday, January 14, 2023

**PRESENTER(S)** Morgan Thornberry

**TIME** 1:30 PM - 3:00 PM

**LOCATION** Cohiba 4



## *Moving New Hires to Join the Union*

### SESSION DESCRIPTION

The people hired today will shape our union's future. That's one reason why it's so important for union members to connect with new hires as soon as possible. In this interactive workshop you'll learn tried-and-true techniques for moving new hires (and long-time holdouts!) to join the union, and refine your explanation of what the union is, why new hires should join, and why they should join now (not later!). Bonus content: And because building the union can't just be left to reps, you'll leave with a guide for a 15-minute crash course to teach fellow union members at your school how to move new hires to join the union.

**CATEGORY** Communicating Our Message

**DATE** Sunday, January 15, 2023

**PRESENTER(S)** Morgan Thornberry

**TIME** 9:00 AM - 10:30 AM

**LOCATION** Cohiba 6

## *Overcoming Difficult Objections: Practicing Hard Conversations to Keep Our Membership Strong*

### SESSION DESCRIPTION

Do you ever wonder how to respond to the objections/concerns/issues that potential members, and members who want to drop the union, raise when you approach them about membership? Do you find yourself dreading and avoiding these conversations? If the answer is yes, this interactive session will provide you with the tools to tackle the biggest and most difficult conversations that are necessary to keep your local strong!

**CATEGORY** Building an Organizing Culture

**DATE** Saturday, January 14, 2023

**PRESENTER(S)** Sarah Vigrass; Liz Pinkava

**TIME** 3:15 PM - 4:45 PM

**LOCATION** Cohiba 4



### *Pacific Asian American Caucus*

**SESSION DESCRIPTION**

The purpose of the Pacific Asian American Caucus is to properly and continuously represent the concerns of the Asian Pacific Islander educators, and to present concerns in the form of inquiries, position papers, resolutions, and proposals in the California Teachers Association. We strive to identify and prepare potential students with the skills and knowledge to become leaders among Asian and Pacific Islander educators. The body of electees will represent a variety of Asian Americans and Pacific Islanders to the caucus which directly affect the purpose and goals of the programs.

**CATEGORY**            General Sessions, Special Sessions, Forums & Caucuses

**DATE**            Saturday, January 14, 2023

**PRESENTER(S)**

**TIME**            5:00 PM - 6:00 PM

**LOCATION**        Partagas 2

### *Parent Engagement through Community Alliances*

**SESSION DESCRIPTION**

Have you been wanting to engage parents to support your advocacy for your students and your members? Not sure how to get started? This workshop will review examples from Sonoma County and elsewhere in which unions have tapped into existing community groups and formed alliances in order more effectively advocate for students and educators.

**CATEGORY**            Building an Organizing Culture

**DATE**            Sunday, January 15, 2023

**PRESENTER(S)**      Mark Mitchell; Ever Flores

**TIME**            9:00 AM - 10:30 AM

**LOCATION**        Partagas 1



## *Practical Steps for Building Relationships and Partnerships with Parents and Parent Groups*

### SESSION DESCRIPTION

Achieving our vision of the public education all California students deserve requires not only the unity and activism of our members, but the partnerships we form with parents and community groups. In this workshop, we will outline the basic steps for building effective partnerships. We'll look at practical ways to identify existing connections with parents and parent groups within your membership. And, we'll discuss and practice effective conversations to listen and learn about the values and concerns of parents and parent organizations as well as sharing our union's values and vision.

**CATEGORY** Building an Organizing Culture

**DATE** Saturday, January 14, 2023

**PRESENTER(S)** Kris Clarke; Adia Hoag

**TIME** 10:30 AM - 12:00 PM

**LOCATION** Cohiba 4

## *Putting on Our Oxygen Masks First*

### SESSION DESCRIPTION

Airlines tell you to put on your oxygen mask first before you help others with theirs. This adage is so true of the unprecedented levels of stress, burnout, and trauma that our educators have endured during the last school year. Local associations are first responders when members come to them barely surviving inconceivable working conditions and constantly changing demands. Our leaders need to put on their oxygen masks before they can effectively help others manage theirs. In this session, we will explore habits, practices, and resources that we can use to manage our own stress, as well as those of our members.

**CATEGORY** Team Leadership

**DATE** Saturday, January 14, 2023

**PRESENTER(S)** Marlene Fong

**TIME** 3:15 PM - 4:45 PM

**LOCATION** Montecristo 1-2



## *Raíces Caucus*

### SESSION DESCRIPTION

Raíces is a caucus of union public educators, university professors, aspiring educators, ESP, retired educators, and community allies committed to using education as a tool for the liberation of our community. We do this by organizing and mobilizing teachers, developing curriculum, and working with community organizations to ignite change. We believe that education is the first step in creating consciousness that leads to action. In these turbulent times, we know that it is not enough to just teach about social justice; we have to practice social justice in every facet of our lives.

**CATEGORY** General Sessions, Special Sessions, Forums & Caucuses

**DATE** Saturday, January 14, 2023

**PRESENTER(S)**

**TIME** 5:00 PM - 6:00 PM

**LOCATION** Cohiba 4

## *Republican Caucus*

### SESSION DESCRIPTION

The purpose of the Republican Caucus is to promote CTA Republican Teachers involvement in the Republican Party.

**CATEGORY** General Sessions, Special Sessions, Forums & Caucuses

**DATE** Saturday, January 14, 2023

**PRESENTER(S)**

**TIME** 5:00 PM - 6:00 PM

**LOCATION** Partagas 3



## *Restorative Practices: An Alternative to Zero Tolerance Policies*

### SESSION DESCRIPTION

What is an educator to do? Zero tolerance policies haven't worked in resolving behavioral issues with students in the classroom. Nor has it allowed the student who is misbehaving to learn and better engage with peers and the school environment. What alternative to discipline is working to meet the objectives for student learning and creating a community among students and educators? This workshop will expose participants to Restorative Justice as an alternative to zero tolerance practices. Participants will learn the best practices to implement a Restorative Justice practice. Practical tools will be shared enabling participants to institute this approach upon their return to work.

**CATEGORY** Public Education Issues

**DATE** Sunday, January 15, 2023

**PRESENTER(S)** Kenya Spearman; Marty Thompson

**TIME** 9:00 AM - 10:30 AM

**LOCATION** Cohiba 9

## *Rights, Responsibilities and Hot Topics for ESP Union Leaders*

### SESSION DESCRIPTION

This interactive workshop will focus on the unique rights and responsibilities of Education Support Professionals. We will discuss, the uniqueness of organizing multiple classifications in the same bargaining unit, disciplinary procedures, hours in paid status, and other issues hot topics specific to ESP and our union.

**CATEGORY** ESP

**DATE** Saturday, January 14, 2023

**PRESENTER(S)** Jolene Barrow

**TIME** 1:30 PM - 3:00 PM

**LOCATION** Partagas 1





### *Running for School Board*

**SESSION DESCRIPTION**

Who makes a good candidate? How do we select the most supportive candidates and help get them elected? Once elected, what then? Come to this session and find out the answer to those questions and more.

**CATEGORY** Public Education Issues

**DATE** Saturday, January 14, 2023

**PRESENTER(S)** Michael Tamariz, Amy Hunter

**TIME** 10:30 AM - 12:00 PM

**LOCATION** Montecristo 1-2

### *Rural Issues Breakout*

**SESSION DESCRIPTION**

This session will cover educational issues and concerns from the perspective of the employees of rural districts. Members who self-identify their communities as rural (generally less densely populated, often smaller) should select this breakout.

**CATEGORY** General Sessions, Special Sessions, Forums & Caucuses

**DATE** Saturday, January 14, 2023

**PRESENTER(S)** Sean Ferguson; Annie Ogata

**TIME** 9:30 AM - 10:30 AM

**LOCATION** Trinidad 2



## *School Safety Issues - What's in the Law*

### SESSION DESCRIPTION

Don't feel safe at school? Frustrated with discipline issues? Feel like the unruly students have more rights than you? While the overall discipline landscape has changed, teachers still have rights. A lot of rights! This workshop will cover the nuts and bolts of which laws support you and how to use them to assert your right to have a safe school and classroom. Included will be discussion on the new law on suspensions and expulsions for willful defiance and disruptive behavior.

**CATEGORY** Worksite Leaders

**DATE** Saturday, January 14, 2023

**PRESENTER(S)** Brian Eldridge; Chris Brunette

**TIME** 10:30 AM - 12:00 PM

**LOCATION** Trinidad 3

## *Seeing the Framework in the Rainbow*

### SESSION DESCRIPTION

This session will highlight the California Equity and Access Framework for History and Social Science, as well as inclusive laws in California schools. The session will help allies identify age appropriate resources for all grade levels K-12 to help supplement textbooks that may be outdated or limited in their scope. This session will also highlight relevant data about why this work should be a priority for California educators.

**CATEGORY** Human Rights

**DATE** Saturday, January 14, 2023

**PRESENTER(S)** Erica Nuss; Nichole Devore

**TIME** 1:30 PM - 3:00 PM

**LOCATION** Montecristo 3-4



## *So You Want to be an Anti-Racist Union*

### SESSION DESCRIPTION

To work toward becoming an anti-racist union, racial and social justice must be at the heart of your work as a local leader and/or union member. In this session we will discuss moving beyond band aid solutions and digging deeper to develop action plans that move toward systemic change. We will also examine the characteristics of white supremacy culture and how it can show up in our union work. Strategies for creating and supporting your chapter's social justice team and how to connect to students, parents, and their community will also be shared.

**CATEGORY** Building an Organizing Culture

**DATE** Sunday, January 15, 2023

**PRESENTER(S)** Lisa Adams; Aisha Blanchard-Young

**TIME** 9:00 AM - 10:30 AM

**LOCATION** Trinidad 2

## *Social Justice Unionism*

### SESSION DESCRIPTION

This session should particularly benefit leaders who want to learn more about transforming their local from a "bread-and-butter"- focused association into a union focused on social justice advocacy. Via real-world examples, participants will explore effective grassroots member engagement, organizing, and mobilizing strategies that are essential components in effecting change in the communities in which we work, and our students live.

**CATEGORY** Human Rights

**DATE** Saturday, January 14, 2023

**PRESENTER(S)** Andrew Staiano

**TIME** 10:30 AM - 12:00 PM

**LOCATION** Cohiba 1-2



*Solidarity, not Spam! How to Strategically Write & Send Emails that Strengthen our Union*

**SESSION DESCRIPTION**

Does “I didn’t see your email” sound familiar? Are you working hard on messages to members and your community but unsure that people are even seeing them, let alone moved by them? Come to this session to learn about digital tools available to your local (ie Action Network) that provide data to track whether or not your messages are received and are having an impact. We’ll share best practices on crafting an email strategy that works for your chapter. Spoiler: a weekly newsletter is not always the answer.

**CATEGORY** Communicating Our Message

**DATE** Saturday, January 14, 2023

**PRESENTER(S)** Rachel Warino

**TIME** 1:30 PM - 3:00 PM

**LOCATION** Montecristo 1-2

*Strengthen Your Association with CTA/NEA Member Benefits Engagement*

**SESSION DESCRIPTION**

Are you looking for additional ways to engage members? All local leaders, membership chairs, and site reps play a crucial role in recruiting, engaging, and maintaining membership for your association. Attend this lively and informative session to get familiar with CTA/NEA Member Benefits programs and the important role you fulfill by developing and implementing strong member recruitment and engagement plans.

Join us as we explore proactive approaches for adding Member Benefits messaging to your engagement calendars, from onboarding new hires to adding variety to your chapter meetings. We’ll share strategies to strengthen your relationship-building efforts, including resources for continually engaging members throughout the year. You’ll explore what fits best with your chapter to improve capacity and build a truly engaged membership.

**CATEGORY** Building an Organizing Culture

**DATE** Saturday, January 14, 2023

**PRESENTER(S)** Yvonne Cheng

**TIME** 3:15 PM - 4:45 PM

**LOCATION** Trinidad 3



### *Strengthen Your Local - A Leader's Guide to Membership*

**SESSION DESCRIPTION**

All local leaders, membership chairs and site reps play a crucial part in recruiting, engaging and maintaining membership for your local. Attend this fast-paced session to get familiar with the important role you fulfill regarding local membership management. Learn how to communicate the value of membership, answer the tough questions, understand your role in member retention and how to easily keep records current. You will learn about all the apps and resources available to you locally. We will also introduce you to all the various ways to sign up new members, including the brand-new online enrollment. Take this course to energize and organize your membership efforts.

**CATEGORY** Building an Organizing Culture

**DATE** Sunday, January 15, 2023

**PRESENTER(S)** Steve Perry

**TIME** 9:00 AM - 10:30 AM

**LOCATION** Montecristo 3-4

### *Strong Membership: Asking ESP Members to Join the Union*

**SESSION DESCRIPTION**

Do you ever wonder why there is apathy, lack of membership and/or engagement in your local? Do bargaining unit members often ask, "What does the chapter do for me?" In this workshop, participants will learn to assess local chapter membership, engagement efforts, reflect on why their local is relevant, and develop a successful membership outreach plan.

**CATEGORY** ESP

**DATE** Saturday, January 14, 2023

**PRESENTER(S)** David Hernandez

**TIME** 10:30 AM - 12:00 PM

**LOCATION** Partagas 1



## *They Did Not Just Say That: BIPOCs Advocating for Justice*

### SESSION DESCRIPTION

Not sure where to begin when advocating for justice? Start here with a discussion about what you have seen and heard in your own local union meetings. Learn tools to deal with racist comments and to analyze your own local agenda items and budget for social justice and equity issues. Leave with an action plan to advocate in your own local and beyond.

**CATEGORY** Human Rights

**DATE** Saturday, January 14, 2023

**PRESENTER(S)** Jayson Chang; Lisandra de Gomez

**TIME** 3:15 PM - 4:45 PM

**LOCATION** Montecristo 3-4

## *Up Your Social Media Game: Best Practices*

### SESSION DESCRIPTION

Many of us use social media in our everyday lives, but what's the best way to use it to uplift your local and support our movement? This session gives the best practices you need to know to address your goals, whether that's keeping members in the loop or putting forward a strong message for the community during bargaining. Leave this session with better understanding of what makes each platform unique, effective hashtag use, and how to ramp up your social media presence at strategically key times.

**CATEGORY** Building an Organizing Culture

**DATE** Saturday, January 14, 2023

**PRESENTER(S)** Elizabeth Barcelos; Julian Peeples

**TIME** 10:30 AM - 12:00 PM

**LOCATION** Cohiba 9



### *Urban Issues Breakout*

**SESSION DESCRIPTION**

This session will cover educational issues and concerns from the perspective of the employees of urban and suburban districts. Members from more densely populated, metropolitan locals should attend this session.

**CATEGORY**            General Sessions, Special Sessions, Forums & Caucuses

**DATE**            Saturday, January 14, 2023

**PRESENTER(S)**    Andrew Staiano

**TIME**            9:30 AM - 10:30 AM

**LOCATION**        Trinidad 3

### *What Site Reps and Chapter Leaders Need to Know About Special Education*

**SESSION DESCRIPTION**

Special Education can be complicated, with each child's unique needs, state rules, federal laws, and parental lawsuits. Special education teachers can get caught in the middle, and when they do, they need their union's support. Designed with the site rep or chapter leader who isn't already a special education expert in mind, this session will cover special education basics, common issues that arise in special education, tips for better representing your members who work in special education, and even ideas for organizing around special education issues to improve outcomes for students and teachers.

**CATEGORY**            Worksite Leaders

**DATE**            Saturday, January 14, 2023

**PRESENTER(S)**    Brian Guerrero

**TIME**            1:30 PM - 3:00 PM

**LOCATION**        Cohiba 6



## *Women in Leadership: Make Your Seat at the Table*

### SESSION DESCRIPTION

Women belong in all places where decisions are made. Let's reflect. Is this true in your personal and public spheres? In this workshop, attendees are invited to do a deep dive on intimate table topics about what leadership looks like for them. Through listening to each other's experience, dialoguing, and reflecting, the objective is to identify what intentional actions are taken or not taken to make our evolving seat at the table.

**CATEGORY** Team Leadership

**DATE** Saturday, January 14, 2023

**PRESENTER(S)** Yvonne Alexander; Charquita Arnold

**TIME** 10:30 AM - 12:00 PM

**LOCATION** Montecristo 3-4

## *Women's Caucus*

### SESSION DESCRIPTION

The CTA Women's Caucus is established for the purposes of advocating for gender equity within CTA and in our classrooms, schools and work sites; defending human rights and multicultural sex equity in society; and lobbying for legislative issues affecting our goals.

**CATEGORY** General Sessions, Special Sessions, Forums & Caucuses

**DATE** Saturday, January 14, 2023

**PRESENTER(S)**

**TIME** 5:00 PM - 6:00 PM

**LOCATION** Cohiba 7