**NJEAC Winter Leadership Conference 2023**

**SOUTH**  
**JAN. 27-28, 2023**  
Harrah’s - Atlantic City  
REGISTRATION DEADLINE: DEC. 9

**NORTH**  
**FEB. 24-25, 2023**  
Sheraton - Parsippany  
REGISTRATION DEADLINE: JAN. 13

**CENTRAL**  
**MAR. 31 - APR.1, 2023**  
Hilton - East Brunswick  
REGISTRATION DEADLINE: FEB. 10

**GEOGRAPHIC PARTICIPANTS WILL BE HONORED FIRST.**

- Registration begins at 4 pm Friday.
- Conference ends at 2 pm Saturday.

The NJEA Winter Leadership Conferences are dedicated to training association advocates. For this reason, there will be no professional development credit given for attendance in any workshop. For more information or if you need a special meal due to dietary or religious reasons; or have a special physical, communication, or other disability-related need for which you may require assistance or accommodations to permit or facilitate your participation, contact NJEA at 609-599-4594, ext. 2270 or email wlc@njea.org.

NJEAA Winter Leadership Conference  
c/o WSFS Bank  
PO Box 13661  
Philadelphia, PA 19101-3661

Please enclose a check payable to “NJEAA Winter Leadership Conference.”

**WORKSHOPS:**

1. Presidents’ Roundtable — Through facilitated discussions with presidents and NJEA staff, this roundtable will provide presidents with the opportunity to discuss how the pandemic has changed what we do with, for, and on behalf of our members. Topics might include membership, health and safety, negotiations, evaluations, and updates on NJEA’s statewide initiatives. For local and county presidents.

2. X’s & O’s for Local Leaders — This workshop is designed for local executive committee members who want to establish an effective structure for representing members and building a strong local association. Topics will include overviews of effective meetings, member representation, grievance processing, and school law. Bring a copy of your constitution and contract.

3. AR—Key to a Strong Organization — Learn the fundamentals and develop skills to help association representatives (ARs) effectively carry out the various functions necessary to maintain a strong organization.

4. Legal Issues Affecting School Employees — Get an overview of the legal structure in New Jersey, existing laws, legal decisions, recent legislation, and emerging issues that affect school employees.

5. Grieve, Don’t Gripe—Contract Enforcement — Discover the keys to successful grievance processing. This seminar includes an overview of essential elements of good representation.

6. Preparing for Negotiations—Collective Bargaining — Learn the bargaining process from beginning to end, emphasizing mediation and fact-finding, negotiation strategies, and benefit costs.

7. Salary Guides—What All Members Should Know — Successful salary negotiations techniques such as developing comparisons, member input, and district’s ability to pay will be explored, along with methods of costing, analyzing, and understanding salary guides. There will be an emphasis on challenges facing ESP and inclusive local associations.

8. District Changing Carriers? How to Avoid the Benefits Bait and Switch — Did you know districts have the authority to change health benefits providers without a local association’s approval? While both districts and health insurance brokers will promise the change will be seamless and a “win-win” for both sides, it’s important for locals to be ready and know how to protect their members and the level of benefits they’ve negotiated and are entitled to. In this workshop, learn how to prepare for a district change in provider, as well as understand how your contract sets the parameters for these changes, so you can develop a strategy to ensure the new plans are everything they’re promised to be. NEW

9. Passion. Purpose. Power. — Join us for an interactive, empowerment experience designed to activate and inspire potential leaders. Identifying your passion and purpose in our association is the key to securing voice and power. From ESPs to early career members to members of color, all are encouraged to join us for this engaging workshop. NEW to WLC

10. Professional Practice as an Organizing Tool — The Professional Development and Instructional Issues Division offers many opportunities to organize our members around professional learning. Whether it be workshops, certification and evaluation, teacher leadership, community schools, the NJEA Convention, implementing a fully integrated curriculum that teaches the truth of the American experience, or many other issues of professional practice, the PDII Division can support you in building a stronger local. Come and learn about some of the possibilities for organizing through professional practice. NEW

11. Advocating for Women’s Rights in the Workplace — Participants will explore and discuss issues that impact women in the workplace. Topics will cover the importance of having a “leave chair” in each local to guide members when planning a leave of absence; the policies which explain the rights that educators have when breastfeeding or lactating at work; and planning for medical leaves and the financial issues that arise with building your family. This workshop is being offered in collaboration with the NJEA Women in Education Committee. NEW

12. Successful Organizing 101 — Are you ready to do something about your working conditions? This session will show you how to build power on the job. You’ll learn how to identify the key issues in your workplace, build campaigns to tackle them, anticipate management’s tricks and traps, and inspire your co-workers to stand together despite their fears. NEW

**REGISTRATION DEADLINES:**  
**SOUTH:** Dec. 10  
**NORTH:** Jan 14  
**CENTRAL:** Feb. 11

<table>
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<tr>
<th>Cost:</th>
<th>Single Occupancy $255 per person</th>
<th>Double Occupancy ** $195 per person</th>
<th>Commuter $140 per person</th>
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I will attend (check ONE location):

☐ SOUTH: 1/27-28  ☐ NORTH: 2/24-25*  ☐ CENTRAL: 3/31 - 4/1*

Select ONE workshop:

1  2  3  4  5  6  7  8  9  10  11  12

Second choice: ☐

NAME ____________________________
HOME ADDRESS ____________________________
CITY ____________________________ STATE ________ ZIP ________
CELL PHONE ____________________________ HOME PHONE ____________________________
EMAIL ____________________________
COUNTY ASSOCIATION ____________________________
LOCAL ASSOCIATION ____________________________

☐ SINGLE ☐ DOUBLE ** ☐ COMMUTER ☐ MALE ☐ FEMALE ☐ NON-BINARY

Name of Roommate:

* Occurs during the Lenten season
** Must indicate roommate OR pay for a single room