



You are invited to the NYSUT NASSAU-SUFFOLK REGIONAL **EARLY CAREER MEMBER CONFERENCE**

To be held at the

Huntington Hilton Hotel

598 Broadhollow Rd., Melville, New York

Saturday, February 1, 2020

The Early Career Member Conference is designed to acquaint members in the early stage of their careers (defined as the first 5 years of employment) with the vast array of professional and personal services NYSUT union membership provides. This Conference will feature a menu of 9 workshops. When you register you will be asked to select a total of 5 workshops (unless you select the double period Student Debt Clinic in which case you can register for a total of 4 workshops). All of the featured workshops address issues of interest and concern to early career members.

→ There is no charge to attend this conference. ←

Workshops we are offering include:

Navigating the Complex Certification Maze - Achieving permanent professional certification has become a very complex process. Missing deadlines or failing to fulfill all of the many certification requirements can result in lengthy delays or possibly even loss of your position. You can try to call the State Education Department with questions, but you will find that to be a maddeningly frustrating and notoriously unreliable way to find out what you need to know when you need to know it. Fortunately, NYSUT members have access to the best certification experts in the state who can answer your questions immediately and accurately. NYSUT's chief certification expert, Glenn Jeffers, will present this workshop.

Understanding the Protections Provided (and not provided) by Tenure - Contrary to the common public misconception, tenure doesn't guarantee you "a job for life," but having tenure does protect you against being disciplined or fired for arbitrary reasons, unfounded reasons - or no reason at all. You can, however, be disciplined or terminated for valid reasons. Your union provides expert representation to ensure that you are not disciplined or terminated without just cause. Find out how the process works and what the differences are between improper disciplinary action and discipline with just cause.

The Career-Threatening Perils of Misusing Social Media - You might be surprised to learn that in the last few years the single greatest cause of disciplinary action against our members has not been insubordination or incompetence, but the inappropriate use of social media. As a member of a generation that has grown up with social media, your very familiarity and comfort with online communication may make you more susceptible to inadvertently using social media in a way that could lead to disciplinary action against you or even termination. Take this workshop to learn what the social media pitfalls are and how to avoid them.

NYSUT's Education & Learning Trust – A Valuable Professional Resource for Early Career Educators – Whether you need credits to meet your Continuing Teacher and Leader Education (CTLE) requirements, course work for an advanced degree, credits for salary advancement or you just want to take courses to improve your professional practice, NYSUT's Education & Learning Trust (ELT) is your best professional development friend. Using ELT to satisfy professional learning needs saves you a tremendous amount of money and inconvenience. Learn how in this workshop presented by the ELT's director, Susan Lafond.

What You Need to Know NOW About the Teachers' Retirement System – New York State's public retirement systems are the strongest and most financial stable retirement systems in the country. But why should educators in the early stages of their careers bother to attend a workshop on the Teachers' Retirement System? Simple. Unless you're going to inherit a lot of money, your pension will be your primary source of income when you retire. The more you know about the retirement system now, the better prepared you will be to utilize its benefits to your best advantage when you retire. This workshop will be presented by David Keefe, a retired NYSUT member who is presently the president of the NYSTRS Board of Trustees.

You Can Realize Significant Savings Through NYSUT's Member Benefits Program – No matter how much you earn it's always good to save money on both necessary and discretionary spending. Very few NYSUT members are fully familiar, however, with the full range of savings available to them through the NYSUT Member Benefits Plan. Even a modest use of the Member Benefits Program can save you many times the amount you pay in dues each year. Whether you're buying insurance, obtaining legal services, buying a car or planning a vacation, NYSUT Member Benefits can save you money. This workshop, presented by Michelle Kennedy, NYSUT's Member Benefits representative for the downstate region, will provide you with a great introduction to how to start saving money the Member Benefits way.

Student Debt Clinic – The amount of student debt in the United States is staggering. Student debt is second only to mortgage debt and you may be one of the many saddled with considerable amounts of student debt. There are resources available that can help you manage or reduce your student debt obligations and payments, but you probably don't know what they are or which ones can be trusted to help you and not make your problems worse. If you're wrestling with a heavy student debt load that's diminishing your quality of life, this workshop, presented by a representative of Cambridge Credit Counseling Services, can help you to start climbing out of the hole.

From Hired to Retired – Your pension and Social Security will provide a good foundation for your economic security in retirement, but if you want to be sure your financial resources will be sufficient to guarantee you the kind of retirement you really want to enjoy, there are other plans you should be making now. In this workshop, a representative from Stacey Braun Associates, a NYSUT-approved financial planning service, will acquaint you with all aspects of a member's financial planning needs throughout his/her career. The seminar reviews comprehensive financial planning themes but also provides specific advice regarding financial considerations that correspond to different career stages.

A full Breakfast and Lunch will be served.

Use this link to register for the Conference: <https://cvent.me/gadyN>

Please note: The registration deadline is Wednesday, January 17, 2020 (Individuals wishing to register after that date must contact their respective Regional Office. If space permits we will accept late registrants, but they will not be guaranteed a seat in all of the workshops of their choice.)