



Professional Development Program

December 2, 2025

DoubleTree Hotel, Milford

Networking and News

8:00	Breakfast and Giving Tree Gift Drop-Off	12:00	Lunch
8:45	Welcome and DESE SpEd Transportation Update	2:45	DESE Update
10:15	Break	3:00	Board Meeting - All Members Welcome!
11:45	Board Elections		PSP Debrief - Participants Only

Learning

9:15 Revenue and Winter-Related Procurement

Susan Scheiner, Position, MA Office of the Inspector General

Members will understand the legal requirements for both revenue generating and winter related procurements under Chapter 30B. They will be able to identify compliant procurement methods, apply best practices and cost effectiveness.

10:30 Know Your Rights: What You Can Do as a Bystander to Immigration Enforcement

Jessica Chicco, Director of Training, Massachusetts Immigration & Refugee Advocacy Coalition

This session will review basic Know Your Rights information including rights in interactions with immigration enforcement, family preparedness, where to get legal help, and information on notario fraud and immigration scams. The training will also provide an analysis of ICE's authority and its limitations, the rights and responsibilities of bystanders, and an overview of the different ways to become involved in immigration advocacy and community responses.

12:45 Hot Topics in Collective Bargaining

Ann Marie Noonan, Attorney, Valerio, Dominello, and Hillman

Understand Emerging Trends in Collective Bargaining: Identify and discuss current "hot topics" in labor negotiations, including evolving state and federal requirements, union strategies, and employer responses. Interpret Legal and Contractual Implications of Recent Changes: Explain the legal framework and recent updates related to salary postings for open positions, paternity leave, and paid family/medical leave, and how they impact collective bargaining agreements (CBAs). Apply Best Practices to Absenteeism and Leave Management: Analyze strategies for addressing absenteeism through consistent policy enforcement, supportive interventions, and negotiated solutions that align with contract terms and employment law. Evaluate New Trends in Union Playbooks and Negotiation Tactics: Recognize emerging union negotiation strategies, communication techniques, and leverage points, and develop district-level responses that foster transparency and collaboration.

1:45 Artificial Intelligence for Excel and Google Sheets Formulas

Aziz Aghayev, CEO, Flowlyst

Use AI to generate and understand tested formulas plus plain-language explainers for training. Apply AI-Assisted spreadsheet skills to real scenarios

Cancellation Policy

Cancellations MUST be received in writing no later than November 25 in order to avoid being charged.



Upcoming Programs

[Professional Development Calendar](#)



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