



VALUE FOR YOUR LIFE

MEMBERSHIP MATTERS

Connecticut Education Association

**YOUR VOICE.
YOUR RIGHTS.
YOUR SALARY.
YOUR BENEFITS.
YOUR WORKING
CONDITIONS.
YOUR UNION.**

CEA is your voice. Together, we advocate for public education, your rights, and the resources you need in and out of the classroom.

As a CEA member, you are part of a strong union that fights for your salary and benefits, negotiates your contracts, and provides legal services when you need them. CEA works for you, your students, and your profession.

CEA is on the front lines to protect teachers and students against threats that would hurt public education and the teaching profession.



“Your work is essential to our democracy, and your colleagues and CEA are standing shoulder to shoulder with you. When we stand together, we build our union’s strength, and we make great things happen in Connecticut. COVID-19 is tough, but we are tougher, and we will get through this because we are CEA—Stronger Together.”

CEA President Jeff Leake

UNPRECEDENTED CHALLENGES FACING TEACHERS

The coronavirus pandemic has turned our lives upside down, but despite the uncertainty, educators do what they always do: meet every challenge head-on.

CEA is there alongside you—supporting you and amplifying your voice on a variety of issues, including the health, safety, and well-being of your students and colleagues.

Prior to the pandemic, we were fighting for a host of important issues that have only intensified. These include addressing student trauma, food and housing insecurity, and education inequities. Health risks associated with sick school buildings—including mold, extreme temperatures, and poor air quality—have taken on ever greater urgency during the current health crisis and will continue to be a priority for CEA when schools reopen. So will strengthening collective bargaining rights and educators’ hard-earned retirement.

CEA is always on the front lines ready to defend educators against any new threats or challenges, and we are committed to providing the advocacy and resources you need for a safe and successful school year.



CEA MEMBERSHIP

**Your salary.
Your benefits.
Your classroom.**

“I’ve been teaching for 33 years, but I’ve benefited from CEA membership since the day I was born, because both my parents were Connecticut teachers and proud CEA members.”

**Jeanine LaBrosse,
Avon teacher**

Every day, CEA is working to improve the teaching profession. As a CEA member, you have access to critical tools and resources to improve your classroom, your career, and your future. CEA advocates for teachers by

- › Negotiating contracts that let you earn a good salary
- › Securing your benefits, including health coverage, and improving your working conditions
- › Protecting your teaching certification
- › Helping you navigate the pension system for a secure retirement
- › Providing virtual and in-person professional training and workshops on topics that matter to you
- › Developing educational policies rooted in the classroom
- › Speaking up for teachers in the media to provide perspective and demand respect
- › Conducting research and providing information on important education issues



JOINING CEA INCLUDES THREE DIFFERENT LEVELS OF MEMBERSHIP

National Education Association (NEA)

NEA advocates in Washington, D.C., with a national agenda that puts traditional public schools and students at the forefront and highlights teachers as professionals deserving respect. NEA lobbies policymakers to invest in classroom resources, teacher professional development, and social and community supports that are essential to student learning.

Connecticut Education Association (CEA)

Your statewide voice. As a part of CEA, public school teachers effectively challenge bureaucracies, speak up for sound education policies, and make a real difference for their students. Stronger together, CEA members have strengthened their profession, public education, school safety, teacher pensions, and much more.

Local Education Association (LEA)

Your LEA is the immediate contact for support and collaboration with your colleagues. LEAs share a commitment to maintaining and improving teacher salaries and benefits, promoting excellent working conditions for teachers and great learning conditions for students, and engaging the community to secure necessary resources for local public schools.



LEGAL PROTECTIONS

**CEA legal resources:
available to you
when and if you
need them**

TEACHERS AND THE LAW

CEA's legal team provides free workshops for CEA members. The workshops examine the rights and responsibilities of teachers regarding a variety of legal issues, including DCF and state mandatory reporting laws, DCF investigations, Weingarten meetings, physical assaults on teachers, FOI, and other related matters.

**Get the information you need
by attending a free Teachers
and the Law workshop.
Visit cea.org/professional-development.**

As a teacher, you hope to never find yourself in need of legal protection—but if you do, CEA is there to help. In employment-related disputes and complaints, CEA provides members with **free** legal representation to protect against unfair claims.

CEA members receive free legal representation for

- DCF investigations
- Statutory terminations
- Nonrenewal hearings
- Unemployment



Meet CEA's Legal Team – clockwise from top, Rebecca Mitchell, Melanie Kolek, and Adrienne DeLucca.



Your future. Your money. Your pension. Your retirement.

MONEY AND RETIREMENT

CEA is fighting to ensure a secure retirement for every teacher.

As an educator, you dedicate your life to public education, and the state has a moral obligation to provide you with the support you need to retire with dignity. Teachers do not receive Social Security benefits. Your teacher retirement benefits are your only retirement security, and CEA is committed to protecting them by

- › Ensuring the long-term solvency, stability, and benefit structure of the Teachers' Retirement System
- › Requiring the state to fulfill its obligation to fund the Teachers' Retirement System
- › Advocating for appropriate funding for the Retired Teachers' Health Insurance Fund

Understanding and planning your retirement

It's never too early to start planning for your retirement. CEA offers member-only retirement workshops that explain the State Teachers' Retirement System and the steps you should take to set up a smooth retirement in the future. Topics include

- › Retirement eligibility and benefit calculations
- › Purchasing additional service credit
- › Social Security issues
- › Retiree health insurance
- › Disability benefits

Retirement workshops are free for CEA members. Visit cea.org/retirement-information for more information.



PROFESSIONAL LEARNING ACADEMY



Your profession. Your future. Your resources for professional development.

CEA's Professional Learning Academy offers a wealth of professional development opportunities, aligned with Connecticut's professional learning standards, to improve teaching practice and enhance student learning.

Through the CEA Professional Learning Academy, members can attend online and in-person workshops, conferences, and trainings developed by experienced educators, administrators, and experts in law and special education.

CEA offers workshops and seminars on dozens of topics, including

- › Pensions
- › Classroom management
- › Social-emotional learning
- › Improving your evaluation rating
- › Preventing and responding to student assaults
- › Teachers' legal rights and responsibilities
- › Social networking safety
- › Unconscious bias
- › Creating a teacher evaluation system that actually works

And more!

Visit cea.org/professional-development for a complete list of online and in-person offerings, which are continually updated to include new strategies and address evolving needs.



Shape the Future of Your Union

GET INVOLVED WITH A CEA COMMITTEE OR COMMISSION

Members' involvement and input are vitally important to the daily activities of CEA. As a member of a CEA commission or committee, you can share your ideas, work with your colleagues from across the state, and help shape the Association for years to come. Below is a listing of CEA commissions and committees with which you can participate. If you are interested in serving, visit cea.org/commissions-and-committees.

STANDING COMMISSIONS

Commission for Instruction and Professional Development Examines educational and professional development issues and develops policies, activities, and materials to assist CEA members.

Ethnic Minority Affairs Commission Promotes ethnic minority participation in all areas of CEA by mentoring, providing training, encouraging delegate participation, and publishing a Minority Concerns newsletter.

Human and Civil Rights Commission Proposes policies and activities that support advancing equity and social justice in Connecticut public schools and within CEA.

Legislative Commission Helps develop CEA's legislative agenda based on a review of CEA's issues, positions, and priorities that would improve the quality of education in Connecticut and submits to the CEA Board of Directors.

Member Benefits Commission Reviews, endorses, and monitors CEA member benefit programs (insurance, credit cards, member discounts).

Public Relations Commission Works with the Communications Department to develop public relations programs, offers input to the *CEA Advisor* editor via editorial advisory subcommittee, and receives and

judges award entries to the CEA awards programs.

Retirement Commission Monitors the State Teachers' Retirement System, the State Treasurer's Investment Advisory Council, legislation concerning retirement issues, and provides CEA's Retirement Workshops.

GENERAL COMMITTEES

Constitution Revision Committee Reviews the Constitution and Bylaws and submits proposed changes to the CEA Board of Directors.

Elections Committee Reviews and enforces all CEA election procedures and policies including the certification of candidates.

Finance Committee Reviews all financial matters relating to CEA's operation including policies and annual budget development.

Membership Training Conference Committee Plans, develops, and coordinates events, programs, and leadership training activities for CEA members (e.g., Summer Conference, Early Career Educator Conference).

Representative Assembly Planning Committee Plans and coordinates all activities relating to the CEA and NEA Representative Assemblies.

EQUITY AND SOCIAL JUSTICE

The move to distance learning during the COVID-19 pandemic further highlighted the inequities that exist among our school districts. As we return to the classroom, students will need more assistance and funding—not less—to ensure access to technology, connectivity, remediation, and social-emotional support.

Together, we must also have difficult and necessary conversations about racial injustice and inequities and make meaningful changes that benefit our students and their families.

We understand how critical it is to continue to speak out and speak up for our students, our profession, and public education. But we can't do it alone. We must all continue to stand up for what is right and work together to ensure that every school provides the resources to meet the needs of every student.

“CEA and its members must work together and continue to push for reforms and changes to ensure justice for all. That includes standing up for what is right and ensuring equity in education for all students.”

CEA Executive Director Donald Williams



CEA-Endorsed USI Insurance

Get the right coverage at the right price with CEA-endorsed USI Insurance.



USI Insurance provides auto, home, and umbrella policies to CEA members at special group insurance rates. See how much you could save. Call 1-888-557-7771 for information and a free rate quote or visit cea.org/discounts/insurance-programs.

NEA Complimentary Life Insurance

To help give your family members the insurance



protection and added peace of mind they deserve, NEA offers complimentary life insurance to Active, Staff, Reserve, and Life members. The complimentary coverage includes:

- Up to \$1,000 of term life insurance
- Up to \$5,000 of accidental death and dismemberment (AD&D) coverage
- \$50,000 of AD&D insurance for any covered accident that occurs on the job or while serving as an Association leader
- \$150,000 of life insurance for unlawful homicide while on the job

For more information, visit neamb.com/products/nea-complimentary-life-insurance.

CEA MEMBER BENEFITS

Your CEA member benefits don't stop at the classroom door. Your CEA membership provides exclusive discounts on attractions and activities, and to shops across the state, making it easy to save money and get great deals on the things you do and love.

Your CEA membership provides exclusive discounts on a wide variety of attractions, activities, products, and services, making it easy to save money and get great deals on the things you do and love.

- Tickets to parks, shows, and sporting events
- Groceries, gifts, and household items
- School supplies
- Health products and services
- Fitness programs
- Travel
- Insurance
- Cars and home appliances

Visit cea.org/discounts

CEA MATERIALS

RESOURCES JUST FOR YOU

The rewards of teaching are great, but so are the expectations and demands of the profession. You don't need to go it alone. CEA provides you with critical resources to help you in your classroom, in your teacher evaluation, and in your career.

Teacher Evaluation Made Simple

This easy-to-use, informative guide keeps you up to date on the state's teacher evaluation requirements. Updated yearly, it provides practical tips and strategies for achieving a proficient or higher rating in your evaluation. Download the guide at cea.org/new-teacher-resources.

New Teacher Guide

CEA's New Teacher Guide offers valuable insights and best practices for everything from classroom management to successfully navigating teacher-parent conferences. The guide will help you develop the skills and confidence you need to become the best teacher you can be. Download the guide at cea.org/new-teacher-resources

New Teacher News

CEA's New Teacher News gives early career educators important tips, information, and resources to help them succeed in and out of the classroom. Watch for it in your inbox and online at cea.org/publications/new-teacher-news.

CEA Advisor

CEA's flagship publication is published seven times a year and is also available online. The *CEA Advisor* reports the Association's accomplishments, covers news about our members, and provides information about education-related topics. Read it at cea.org/publications/cea-advisor.

CEAgo

Delivered to your inbox twice a month, our digital newsletter covers legislative and education news, events, member benefits, and more. Go to cea.org/publications/cea-go.

CEA Building Rep News

The CEA Building Rep News is a digital newsletter just for building representatives. Go to cea.org/publications/building-reps-news.

CEA's Coronavirus Resource Center

Everything you need to know about COVID-19 and education is just a click away. At cea.org/2020-coronavirus you will find the latest resources, guidance for teachers, webinars, and more from Connecticut officials, the Department of Public Health, the Centers for Disease Control, and CEA.



CEA.org Your CEA website. Visit CEA.org for the latest education news and information. Scroll through the Resources Section to stay ahead of the curve on professional development, certification, teacher safety, legal services and more. CEA.org is your source for everything related to the teaching profession.



BlogCEA.org Your source for the latest local, state, and national education news, interesting stories about your colleagues across the state, and helpful information you can use in your classroom. Sign up for daily or weekly email updates at blogcea.org.



Twitter.com/ceanews Instant access to legislative updates and up-to-the-minute information on hearings, debates, and activities affecting public education.



Facebook.com/ctedassoc
Connect with your colleagues and see what's trending in education.



CTedwatch.org Subscribe to receive daily updates on local, state, and national public education news headlines and the stories behind them.



Instagram.com/cea_teachers
Photos from CEA events and Connecticut classrooms—plus special offers for CEA members.

When we work together, we can achieve great things.

CEA: STRONGER TOGETHER

One of the greatest things about CEA, our profession, and our union is our combined power to create positive change. As education professionals, we improve both our professional status and the quality of public education when we unite and advocate collectively.

As CEA members, our voice is louder, stronger, and more powerful.

While teachers in states with weakened unions have struggled for better working conditions, CEA—with our strength in numbers—has maintained high standards that boost our students, our profession, and our members. To maintain this strength, we need you—and every teacher—to be active and engaged.



Membership matters

As a CEA member, you are part of a strong union that works hard to protect many benefits that we cannot take for granted, including:

- › Some of the highest teacher salaries in the nation
- › Pensions to support teachers in retirement
- › Substantial healthcare and other benefits
- › Personal and sick days
- › Guaranteed equivalent position after taking maternity or medical leave
- › Additional pay for additional responsibilities, including coaching and extracurricular activities
- › Class sizes usually under 30 students
- › Students taught by certified, highly educated teachers
- › Prep periods
- › Free professional development provided by districts



#WeAreCEA

**GET IN TOUCH WITH
A CEA OFFICE NEAR YOU!**

CEA Main Office in Hartford
21 Oak Street, Suite 500
Hartford, CT 06106
800-842-4316
860-525-5641

799 Silver Lane
Trumbull 06611
203-378-2101
800-344-7608

80 Lamberton Road
Windsor 06095
860-688-6214
800-852-1083

228 Meadow Street
Suite 301
Waterbury 06702
203-465-7044
800-992-3212

The Mercantile Exchange
55 Main Street, Suite 340
Norwich 06360
860-691-5031
800-852-0355

**DEPARTMENTS
AND SERVICES**

Executive Office
860-725-6345

Affiliate Services
and Member Training
860-725-6320

Communications
and Member Benefits
860-725-6317

Finance, Technology,
Building Operations,
and Human Resources
860-725-6336

Member Legal Services
860-725-6359

Policy, Research, and
Government Relations
860-725-6327
860-725-6361

