

CONNECTICUT EDUCATION ASSOCIATION



# MEMBERSHIP MATTERS

VALUE FOR  
YOUR LIFE

# YOUR VOICE RIGHTS SALARY UNION BENEFITS WORKING CONDITIONS



**CEA IS YOUR VOICE.** Together, we advocate for public education, your rights, your safety, 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, benefits, and working conditions, 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.



## UNPRECEDENTED CHALLENGES AND NEW OPPORTUNITIES

Our profession, our teachers, our classrooms, and our students have changed due to the COVID-19 pandemic, and while the worst appears to be over, we are facing many new challenges and opportunities ahead—

dealing with historic changes and additional resources for public education provided by the American Rescue Plan.

Together, we will chart a new course forward and ensure that the additional resources are used to help us fully recover from the pandemic, focus on social-emotional learning, and create safe learning and teaching environments in our schools. That means collaborating, advocating, and being full members of CEA to support our mission and vision for the future—for our students and our profession.

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. So has 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...BENEFITS... CLASSROOM.

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

**“I’VE BEEN TEACHING FOR 34 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



NATIONAL  
EDUCATION  
ASSOCIATION  
(NEA)

**YOU!**

CONNECTICUT  
EDUCATION  
ASSOCIATION  
(CEA)

LOCAL  
EDUCATION  
ASSOCIATION  
(LEA)

## 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.

## CEA LEGAL RESOURCES

### **Available to you when and if you need them**

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

- Workers' compensation
- DCF investigations
- Tenured teacher terminations
- Certification revocations
- Unemployment denial hearings
- Unfair labor practices



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

## 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](https://cea.org/professional-development).**



# MONEY AND RETIREMENT

## YOUR FUTURE...MONEY...PENSION...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 an obligation to provide you with the support you need to retire with dignity. Teachers do not participate in Social Security through their teaching positions, so your teacher retirement benefits are your primary source of 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. For more information, visit [cea.org/retirement-information](https://cea.org/retirement-information).

# PROFESSIONAL LEARNING ACADEMY

YOUR  
PROFESSION...  
FUTURE...  
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](https://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.





## 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 you can join. If you are interested in serving, visit [cea.org/commissions-and-committees](http://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 advance 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 the agenda 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 an

editorial advisory subcommittee, and receives and judges award entries to CEA's awards programs.

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

### 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 Experience, 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 recover from this crisis, we know that students will need more assistance and funding—not less—to ensure social-emotional support, access to technology, and connectivity.

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 speak out and speak up for our students, our profession, and public education. But we can't do it alone. We must all 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.”**

DONALD WILLIAMS, CEA EXECUTIVE DIRECTOR



# CEA MEMBER BENEFITS

## CEA-ENDORSED USI INSURANCE

Get the right coverage at the right price with CEA-endorsed USI Insurance, which 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](https://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](https://neamb.com/products/nea-complimentary-life-insurance).

Your CEA member benefits don't stop at the classroom door. 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](https://cea.org/discounts)

# RESOURCES JUST FOR YOU

## CEA MATERIALS

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](https://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](https://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. Watch for it in your inbox and online at [cea.org/publications/new-teacher-news](https://cea.org/publications/new-teacher-news).

**CEA ADVISOR** CEA's award-winning 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](https://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](https://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](https://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/coronavirus-resources](https://cea.org/coronavirus-resources) 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.



**KEEPING YOU SAFE** CEA advocates for safe teaching and learning environments in all Connecticut public schools. Read the top legislative priorities at [cea.org/teacher-priorities](http://cea.org/teacher-priorities).

**STRENGTHENING YOUR MOU** CEA's UniServ Reps are working with district leaders on MOUs to protect you, your rights, your working conditions, and your future.

**TEVAL FLEXIBILITY** CEA successfully fought for significant flexibility in teacher evaluations. Go to [cea.org/certification](http://cea.org/certification) for more information.

**EXPLAINING YOUR RIGHTS** CEA's legal team offers guidance on everything from school safety to Workers' Compensation, DCF investigations, Free Speech/First Amendment Rights, and other important issues regarding employment-related concerns. Learn more at [cea.org/legal-services](http://cea.org/legal-services).

**SOCIAL-EMOTIONAL LEARNING** In partnership with CEA, the Yale Center for Emotional Intelligence is offering a free, self-paced, 10-hour certificate program to provide teachers with the knowledge and resources to identify and address student trauma. Learn more at [ycei.org/selcourse](http://ycei.org/selcourse).

**NEWS AT YOUR FINGERTIPS** CEA's revamped website makes it easier to get the news and tools you need to understand your rights and teach effectively. Visit [cea.org](http://cea.org) for members-only access, using your CEA membership ID number.

**EMAIL ALERTS** The CEAgO newsletter, surveys, important updates, and more are all sent via email. If you are not receiving them, go to [mynea360.org](http://mynea360.org); update your membership profile and email address and never miss another important communication.

**SOCIALLY ENGAGED** Join CEA on social media and stay connected to your colleagues and your profession. Like us on Facebook ([facebook.com/CTEdAssoc](https://facebook.com/CTEdAssoc)), follow us on Twitter ([twitter.com/ceanews](https://twitter.com/ceanews)), and Instagram ([instagram.com/cea\\_teachers](https://instagram.com/cea_teachers)).

**JOIN THE CONVERSATION** Sign up for CEA's blog and receive daily or weekly updates emailed directly to your inbox. Go to [cea.org/blog](http://cea.org/blog) and get the news you need with just one click.

**EDUCATION NEWS IN ONE PLACE** There's no need to search dozens of newspapers for the most recent education news. Visit [CTEdWatch.org](http://CTEdWatch.org) for all the education news you need in one place.

CEA WORKING FOR YOU



# WHEN WE WORK TOGETHER,

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## 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.



# WE CAN ACHIEVE GREAT THINGS.

## 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

