



**CEA Board Meeting  
March 8, 2024**

**E. REVIEW RA DOCUMENTS**

1. Agenda
2. Budget Review
3. Committee/Commission RA Reports
4. Constitution Revision Presentation
5. CEA Resolutions Proposals
6. CEA Standing Rules Proposals





Connecticut  
Education Association

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CEA Board Meeting  
March 8, 2024

## **SECTION E. REVIEW RA DOCUMENTS**

1. RA Agenda



# 176<sup>TH</sup> CONNECTICUT REPRESENTATIVE ASSEMBLY

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## PROPOSED ORDER OF BUSINESS

### 2024 CEA Representative Assembly

Mohegan Sun Earth Expo Center

Friday, May 17, 2024/Registration: 3:30—8:00 p.m. (RA starts at 7:30pm)

Following is the proposed agenda, the suggested times of which may vary depending on the length of discussion on issues before this assembly and the needs of the delegates.

1. Assembly convenes  
    Call to Order 7:30 p.m.
2. Presentation of Colors
3. Pledge of Allegiance
4. National Anthem
5. Welcome
6. Preliminary Credentials Report
7. ACTION: Adoption of Standing Rules
8. ACTION: Adoption of Order of Business
9. Remarks of Executive Director Todd Jaeck
10. Awards
11. Nominations
  - A. NEA Director
  - B. CEA Vice President
  - C. CEA President
12. ACTION: CEA Resolutions

Recess no later than 11:30 p.m.

\* In order to allow delegates to the CEA Representative Assembly to prepare and discuss new business items, the following procedures have been established. New business items must be made in writing and mailed and received by the CEA President no later than the last Friday in March. Each new business item shall be in the form of a motion and signed by two delegates, locals identified. Rationale and fiscal estimate shall accompany new business item motions. The CEA Treasurer is available for consultation. These new business items shall be compiled and forwarded to all registered delegates and shall be placed in the new business agenda for action. Any other new business items may be presented to the chair **no later than 8:30 p.m. on Friday, May 17, 2024**. These new business items must be signed by at least two delegates identified by local (and shall have a rationale and fiscal estimate). The new business items shall be submitted to the Assembly at the proper time on the agenda.

\*\* Deadline for submission of amendments to the Resolutions Report at the RA shall be 8:30 p.m. on Friday, May 17, 2024.

\*\*\* The Agenda will be suspended at any time prior to elections to receive the report of the Credentials Committee.

\*\*\*\* Balloting for officers will be conducted as prescribed by the Elections Committee and approved by the Board of Directors. See Standing Rule B. Election Rules and Procedures for deadline to submit petitions and statement of willingness to serve for nominations from the floor.



# PROPOSED ORDER OF BUSINESS

## 2024 CEA Representative Assembly

Mohegan Sun Earth Expo Center

Saturday, May 17, 2024/Registration: 8:30—9:30 a.m.

<p>13. Call to Order 9:00 a.m.</p> <p>14. Receipt of Reports</p> <p>15. Presentation</p> <p>16. Remarks of CEA President Kate Dias</p> <p>17. ACTION: Constitution &amp; Bylaws Amendments</p> <p>18. Break for Voting ** (no earlier than 10:30 a.m.)</p> <p>19. ACTION: New Business Items</p> <p>20. ACTION: Final Report of Credentials Committee</p> <p>21. ACTION: Adoption of the 2024-2025 Budget</p> <p>22. Adjournment</p> <p>** The Election may vary slightly to accommodate the needs of the Assembly.</p>	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th colspan="2" style="text-align: center; padding: 5px;">Representative Assembly Planning Committee</th> </tr> </thead> <tbody> <tr> <td style="padding: 5px;">Co-CHAIR</td> <td style="padding: 5px; text-align: right;">Natalie Lynne Smith Hartford</td> </tr> <tr> <td style="padding: 5px;">Co-CHAIR</td> <td style="padding: 5px; text-align: right;">Melissa McInvale New Haven</td> </tr> <tr> <td style="padding: 5px;">FAIRIFIELD</td> <td style="padding: 5px; text-align: right;">Marilyn Della Rocco</td> </tr> <tr> <td style="padding: 5px;">MIDDLESEX</td> <td style="padding: 5px; text-align: right;">Leigh Neumon</td> </tr> <tr> <td style="padding: 5px;">HARTFORD</td> <td style="padding: 5px; text-align: right;">Jacquelyn Sawn Devin Van Patten</td> </tr> <tr> <td style="padding: 5px;">LITCHFIELD</td> <td style="padding: 5px; text-align: right;">Michael Cerrato Christopher Affie</td> </tr> <tr> <td style="padding: 5px;">NEW HAVEN</td> <td style="padding: 5px; text-align: right;">Kathleen Kiely</td> </tr> <tr> <td style="padding: 5px;">TOLLAND</td> <td style="padding: 5px; text-align: right;">Jennifer Zugarazo</td> </tr> <tr> <td style="padding: 5px;">WINDHAM</td> <td style="padding: 5px; text-align: right;">Nicola Able</td> </tr> <tr> <td style="padding: 5px;">RETIRED</td> <td style="padding: 5px; text-align: right;">Mary-Beth Lang Patrice Lungren Bill Jacobs Maryclaire Reeves</td> </tr> <tr> <td style="padding: 5px;">STAFF LIAISONs</td> <td style="padding: 5px; text-align: right;">Herman Whitter Mary-Pat Soucy</td> </tr> </tbody> </table>	Representative Assembly Planning Committee		Co-CHAIR	Natalie Lynne Smith Hartford	Co-CHAIR	Melissa McInvale New Haven	FAIRIFIELD	Marilyn Della Rocco	MIDDLESEX	Leigh Neumon	HARTFORD	Jacquelyn Sawn Devin Van Patten	LITCHFIELD	Michael Cerrato Christopher Affie	NEW HAVEN	Kathleen Kiely	TOLLAND	Jennifer Zugarazo	WINDHAM	Nicola Able	RETIRED	Mary-Beth Lang Patrice Lungren Bill Jacobs Maryclaire Reeves	STAFF LIAISONs	Herman Whitter Mary-Pat Soucy
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CEA Board Meeting  
March 8, 2024

## **SECTION E. REVIEW RA DOCUMENTS**

### 2. Budget Review



**CEA 2024-2025 vs 2023-2024 BUDGET**

	<b>23-24</b>	<b>24-25</b>	<b>CHANGE</b>	<b>% Change</b>
<b>INCOME</b>				
CEA DUES	\$ 19,061,032	\$ 19,061,032	\$ -	100%
INTEREST INCOME	\$ 500,000	\$ 500,000	\$ -	100%
RENT	\$ 1,770,000	\$ 1,822,000	\$ 52,000	103%
NEA SUPPORT INCOME	\$ 1,553,708	\$ 1,503,739	\$ (49,969)	97%
MISCELLANEOUS INCOME	\$ 145,000	\$ 105,000	\$ (40,000)	72%
<b>TOTAL INCOME</b>	<b>\$ 23,029,740</b>	<b>\$ 22,991,771</b>	<b>\$ (37,969)</b>	<b>100%</b>
<b>HARD COST EXPENSES</b>				
ADMINISTRATION DEPARTMENT	\$ 3,149,000	\$ 3,174,500	\$ 25,500	101%
AFFILIATE SERVICES DEPARTMENT	\$ 722,200	\$ 750,200	\$ 28,000	104%
COMMUNICATIONS DEPARTMENT	\$ 615,000	\$ 675,000	\$ 60,000	110%
LEGAL DEPARTMENT	\$ 149,500	\$ 123,000	\$ (26,500)	82%
POLICY AND PROFESSIONAL PRACTICE	\$ 113,750	\$ 113,750	\$ -	100%
GOVERNANCE	\$ 477,578	\$ 611,840	\$ 134,262	128%
GOVERNMENT RELATIONS	\$ 59,000	\$ 82,000	\$ 23,000	139%
CONTINGENCY	\$ 25,000	\$ 45,000	\$ 20,000	180%
<b>TOTAL HARD COST</b>	<b>\$ 5,311,028</b>	<b>\$ 5,575,290</b>	<b>\$ 264,262</b>	<b>105%</b>
<b>PERSONNEL EXPENSES</b>				
WAGES	\$ 10,703,623	\$ 10,956,345	\$ 252,722	102%
TAXES	\$ 738,244	\$ 760,812	\$ 22,568	103%
INSURANCE	\$ 2,462,845	\$ 2,850,641	\$ 387,796	116%
PENSION AND RETIREE HEALTH	\$ 3,637,000	\$ 2,700,000	\$ (937,000)	74%
SEVERANCE/VACATION	\$ 177,000	\$ 177,000	\$ -	100%
<b>TOTAL PERSONNEL EXPENSES</b>	<b>\$ 17,718,712</b>	<b>\$ 17,444,798</b>	<b>\$ (273,914)</b>	<b>98%</b>
<b>TOTAL EXPENSES</b>	<b>\$ 23,029,740</b>	<b>\$ 23,020,088</b>	<b>\$ 9,652</b>	<b>100%</b>
<b>NET BALANCE</b>	<b>\$ -</b>	<b>\$ (28,317)</b>	<b>\$ (28,317)</b>	
<b>DUES INCREASE</b>	<b>\$ 3.24</b>	<b>\$ -</b>	<b>\$ (3.24)</b>	
<b>POTENTIAL DUES INCREASE</b>		<b>\$ 0.76</b>	<b>\$ 0.76</b>	



	2023-2024 HARD COST	2024-2025 HARD COST	BUDGET INCREASE
<b>Administrative Services</b>	<b>BUDGET</b>	<b>BUDGET</b>	<b>(DECREASE)</b>
101 Executive Dir. & governance staff support	15,000 \$	35,000.00	20,000
102 Personnel benefits administration	190,000 \$	190,000.00	0
104 Telephone/Communications services	160,000 \$	160,000.00	0
106 ASOCEA training	5,000 \$	5,000.00	0
107 Staff training	5,000 \$	5,000.00	0
<b>TOTAL</b>	<b>375,000 \$</b>	<b>395,000.00 \$</b>	<b>20,000.00</b>
<b>Accounting Services</b>			
121 Accounting/Membership functions	90,000 \$	90,000.00	0
132 Employee payroll services	12,000 \$	13,500.00	1,500
122 Local training & support	0 \$	2,000.00	2,000
<b>TOTAL</b>	<b>102,000 \$</b>	<b>105,500.00 \$</b>	<b>3,500.00</b>
<b>Property Management Services</b>			
151 Headquarters management	2,300,000 \$	2,300,000.00	0
<b>TOTAL</b>	<b>2,300,000 \$</b>	<b>2,300,000.00 \$</b>	<b>-</b>
<b>Printing, Purchasing &amp; Distrib. Services</b>			
141 Mail services	3,000 \$	3,000.00	0
142 Supplies services	15,000 \$	15,000.00	0
143 Printing services	20,000 \$	20,000.00	0
<b>TOTAL</b>	<b>38,000 \$</b>	<b>38,000.00 \$</b>	<b>-</b>
<b>Data Processing</b>			
131 Data processing services	210,000 \$	230,000.00	20,000
<b>TOTAL</b>	<b>210,000 \$</b>	<b>230,000.00 \$</b>	<b>20,000.00</b>
<b>Planning Services</b>			
161 Conferences support services	6,000 \$	6,000.00	0
162 CEA Representative Assembly	58,000 \$	80,000.00	22,000
163 NEA Representative Assembly	15,000 \$	20,000.00	5,000
<b>TOTAL</b>	<b>79,000 \$</b>	<b>106,000.00 \$</b>	<b>27,000.00</b>
<b>TOTAL ADMINISTRATION &amp; FINANCE EXPENSE</b>	<b>3,104,000 \$</b>	<b>3,174,500.00 \$</b>	<b>70,500.00</b>

	<b>2023-2024 HARD COST BUDGET</b>	<b>2024-2025 HARD COST BUDGET</b>	
<b>AFFILIATE &amp; MEMBER TRAINING EXPENSES:</b>			
<b>Collective Bargaining Program</b>			
201 Collective Bargaining Support	55,000 \$	55,000.00	0
<b>TOTAL</b>	<b>55,000 \$</b>	<b>55,000.00</b>	<b>0</b>
<b>Organ. Assistance/Membership Support Program</b>			
231 Day-to-day Local affiliates assistance	97,700 \$	97,700.00	0
<b>TOTAL</b>	<b>97,700 \$</b>	<b>97,700.00 \$</b>	<b>-</b>
<b>Program Development Program</b>			
243 Ext. Comm/Pol. Action assistance to locals	2,000 \$	2,000.00	0
<b>TOTAL</b>	<b>2,000 \$</b>	<b>2,000.00 \$</b>	<b>-</b>
<b>Training/Leadership Development program</b>			
251 Regional training of local leaders	45,000 \$	50,000.00	5,000
252 Uniserv Staff & Intern Devel Training	27,000 \$	30,000.00	3,000
254 Summer Conference	200,000 \$	255,000.00	55,000
283 HCR Issues	8,000 \$	8,000.00	0
256 CEA/NEA Orientation	7,500 \$	7,500.00	0
<b>TOTAL</b>	<b>287,500 \$</b>	<b>350,500.00 \$</b>	<b>63,000.00</b>
<b>Administration Functions Program</b>			
272 Reg. Offices Mgt / Rent, Supplies, etc.	255,000 \$	180,000.00	(75,000)
290 Affiliate New Teacher training & organizing	25,000 \$	65,000.00	40,000
<b>TOTAL</b>	<b>280,000 \$</b>	<b>245,000.00</b>	<b>(35,000)</b>
<b>TOTAL AFFILIATE &amp; MEMBER TRAINING EXPE</b>	<b>722,200 \$</b>	<b>750,200.00</b>	<b>28,000</b>

	2023-2024 HARD COST	2024-2025 HARD COST	
<b>COMMUNICATIONS EXPENSES:</b>			
<b>Internal Communications</b>			
301 CEA Advisor	110,000 \$	135,000.00	25,000
<b>TOTAL</b>	<b>110,000 \$</b>	<b>135,000.00</b>	<b>25,000</b>
<b>External Communications</b>			
321 Radio, television, print, and new media	433,000 \$	435,000.00	2,000
324 Polling	25,000 \$	35,000.00	10,000
328 Electronic and web program	25,000 \$	25,000.00	0
<b>TOTAL</b>	<b>483,000 \$</b>	<b>495,000.00</b>	<b>12,000</b>
<b>Membership</b>			
331 Membership promotion materials	17,000 \$	40,000.00	23,000
<b>TOTAL</b>	<b>17,000 \$</b>	<b>40,000.00</b>	<b>23,000</b>
<b>Administration</b>			
341 Personnel Management/Staff Training	5,000 \$	5,000.00	0
<b>TOTAL</b>	<b>5,000 \$</b>	<b>5,000.00</b>	<b>0</b>
<b>TOTAL COMMUNICATIONS EXPENSES</b>	<b>615,000 \$</b>	<b>675,000.00</b>	<b>60,000</b>

LEGAL EXPENSES:	2023-2024 HARD COST BUDGET	2024-2025 HARD COST BUDGET	
<b>Legal Services to Individuals and Locals</b>			
401 Employment-related legal services	30,000 \$	25,000.00	(5,000)
402 Legal representation at court or hearings	10,000 \$	10,000.00	0
<b>Legal Service to CEA Governance &amp; Prof Staff</b>			
421 Legal advice & training	1,000 \$	1,000.00	0
<b>Administration of Insurance Liability Programs</b>			
431 Association liability insurance programs	8,500 \$	5,000.00	(3,500)
<b>Maintenance of Resource Library</b>			
451 Maintain library	25,000 \$	7,000.00	(18,000)
<b>Legal Counsel Services</b>			
461 Arbitrators & trial costs	75,000 \$	75,000.00	0
<b>TOTAL LEGAL EXPENSES</b>	<b>149,500 \$</b>	<b>123,000.00</b>	<b>(26,500)</b>



<b>POLICY, RESEARCH AND REFORM</b>	<b>2023-2024 HARD COST BUDGET</b>	<b>2024-2025 HARD COST BUDGET</b>	
<b>Retirement</b>			
501 Retirement Workshops	17,500 \$	17,500.00	0
<b>TOTAL</b>	<b>17,500 \$</b>	<b>17,500.00</b>	<b>0</b>
<b>Human &amp; Civil Rights</b>			
532 Cultural Diversity Issues & EMAC training	11,500 \$	11,500.00	0
<b>TOTAL</b>	<b>11,500 \$</b>	<b>11,500.00</b>	<b>0</b>
<b>Leadership Development</b>			
546 Summer Conference tracks	750 \$	750.00	0
<b>TOTAL</b>	<b>750 \$</b>	<b>750.00</b>	<b>0</b>
<b>Professional Development</b>			
554 Member PD training and organizing	23,000 \$	23,000.00	0
557 CTPI	25,000 \$	25,000.00	0
559 CEA/NEA Student Program	28,000 \$	28,000.00	0
<b>TOTAL</b>	<b>76,000 \$</b>	<b>76,000.00</b>	<b>0</b>
<b>Administration</b>			
562 Staff Training	8,000 \$	8,000.00	0
<b>TOTAL</b>	<b>8,000 \$</b>	<b>8,000.00</b>	<b>0</b>
<b>TOTAL POLICY, RESEARCH AND REFORM EXPE</b>	<b>113,750 \$</b>	<b>113,750.00</b>	<b>0</b>

GOVERNANCE EXPENSES:	2023-2024 HARD COST BUDGET	2024-2025 HARD COST BUDGET	
<b>Executive Committee/Board of Directors</b>			
601 President	8,500 \$	9,000.00	500
602 Vice President	4,500 \$	5,000.00	500
603 Secretary	2,000 \$	2,000.00	0
604 Treasurer	2,000 \$	2,000.00	0
605 Board of Directors	35,000 \$	40,000.00	5,000
611 LP mailings/Leaders instate travel exp./local leader	10,000 \$	25,000.00	15,000
608 Executive Committee	1,500 \$	3,000.00	1,500
609 Organizational dues/Travel Insurance	13,000 \$	14,000.00	1,000
610 Sponsorship	\$	20,000.00	20,000
612 State leaders training/Out-of-state Travel	30,000 \$	45,000.00	15,000
<b>TOTAL</b>	<b>106,500 \$</b>	<b>165,000.00</b>	<b>\$ 58,500.00</b>
<b>Commissions/Committees</b>			
625 Committees & Commissions	10,000 \$	15,000.00	5,000
638 Members' appointments	8,000 \$	6,000.00	(2,000)
<b>TOTAL</b>	<b>18,000 \$</b>	<b>21,000.00</b>	<b>3,000</b>
640 CEA-R membership services	45,000 \$	45,000.00	0
671 Fairfield County Forum	4,200 \$	7,960.00	3,760
679 Hartford County Forum	4,200 \$	6,680.00	2,480
673 Litchfield County Forum	2,475 \$	3,800.00	1,325
674 Middlesex County Forum	2,888 \$	3,960.00	1,072
675 New Haven County Forum	3,552 \$	5,880.00	2,328
676 New London County Forum	2,888 \$	4,280.00	1,392
677 Tolland County Forum	1,815 \$	3,800.00	1,985
678 Windham County Forum	2,060 \$	3,480.00	1,420
672 Local Pres. Mtgs	40,000 \$	40,000.00	0

<b>691 CEA RA Governance attendance</b>	24,000	\$	24,000.00	0
<b>692 NEA RA Delegates</b>	62,000	\$	72,000.00	10,000
<b>693 Minority mentorship program</b>	1,000	\$	1,000.00	0
<b>697 Support of 3-1(g) initiatives</b>	2,000	\$	2,000.00	0
<b>TOTAL</b>	<b>198,078</b>	<b>\$</b>	<b>223,840.00</b>	<b>25,762</b>

<b>Grants/Awards</b>
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<b>682 Local Grants Programs</b>	195,000	\$	195,000.00	0
<b>683 Funding NFIE</b>	2,500	\$	4,500.00	2,000
<b>686 Donations to worthy organizations</b>	2,500	\$	2,500.00	0
<b>TOTAL</b>	<b>200,000</b>	<b>\$</b>	<b>202,000.00</b>	<b>2,000</b>
<b>TOTAL GOVERNANCE EXPENSES</b>	<b>522,578</b>	<b>\$</b>	<b>611,840.00</b>	<b>89,262</b>

<b>GOVERNMENT RELATIONS EXPENSES:</b>	<b>2023-2024 HARD COST BUDGET</b>	<b>2024-2025 HARD COST BUDGET</b>	
<b>Legislative / Government Affairs</b>			
705 Field Lobbying, training and organizing	25,000 \$	40,000.00	15,000
<b>TOTAL</b>	<b>25,000 \$</b>	<b>40,000.00</b>	<b>15,000</b>
<b>Political Organizing</b>			
711 Political action	25,000 \$	25,000.00	0
714 NEA-PAC fundraising	0 \$	5,000.00	5,000
716 Community, Parent, Teacher Partnership	0 \$	3,000.00	3,000
<b>TOTAL</b>	<b>25,000 \$</b>	<b>33,000.00</b>	<b>8,000</b>
<b>Administration</b>			
721 Administration / Training	9,000 \$	9,000.00	0
<b>TOTAL</b>	<b>9,000 \$</b>	<b>9,000.00</b>	<b>0</b>
<b>TOTAL GOVERNMENT RELATIONS EXPENSES</b>	<b>59,000 \$</b>	<b>82,000.00</b>	<b>23,000</b>
<b>SUB TOTAL ALL DEPARTMENTS EXPENSES:</b>	<b>5,286,028 \$</b>	<b>5,530,290.00</b>	<b>244,262</b>
Contingency	25,000 \$	45,000.00	20,000
<b>TOTAL CONTINGENCY EXPENSES</b>	<b>25,000 \$</b>	<b>45,000.00</b>	<b>20,000</b>
<b>COMPANY TOTALS:</b>	<b>5,311,028 \$</b>	<b>5,575,290.00</b>	<b>264,262</b>

**PERSONNEL EXPENSES (Governance included):**

	2021/2022	INCREASE (DECREASE)	2022/2023	INCREASE (DECREASE)	2023/2024	INCREASE (DECREASE)	2024/2025
<b>SALARY</b>	9,744,883	413,603	10,158,486	221,807	10,221,847	268,755	10,490,602
FICA (percentage of salary)	597,834	48,825	646,659	52,504	689,326	18,307	707,633
Federal Unemployment Tax	3,752	56	3,808	56	3,864	112	3,976
State Unemployment Tax	37,863	8,505	46,368	945	47,313	1,890	49,203
Medical Insurance	1,951,399	115,288	2,066,687	300,852	2,452,559	202,980	2,655,539
Worker's Compensation	77,624	(29,471)	48,153	(13,153)	48,605	4,823	53,428
401K employer contribution	387,987	72,273	460,260	(210,029)	315,000	150,743	465,743
Retirement Contribution	3,112,000	(200,000)	2,912,000	0	2,912,000	(912,000)	2,000,000
Life Insurance	40,540	594	41,134	594	41,728	446	42,174
Leased Auto	9,600	0	9,600	1,900	11,500	(11,500)	0
NEA Dues/Accidental D & I	14,465	430	14,895	120	15,015	485	15,500
Long Term Disability Insurance	83,758	3,536	87,294	1,586	84,000	0	84,000
Retired Health Insurance	650,000	0	650,000	0	650,000	50,000	700,000
Severance Allocation	177,000	0	177,000	0	177,000	0	177,000
FAS 106 - Retired Health B	250,000	(250,000)	0	0	0	0	0
<b>PERSONNEL COST TOTAL</b>	<b>17,138,705</b>	<b>183,639</b>	<b>17,322,344</b>	<b>357,182</b>	<b>17,669,757</b>	<b>(224,959)</b>	<b>17,444,798</b>



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**CEA  
FINANCE COMMITTEE  
2023-2024**

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**COMMITTEE MEMBERS**

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Stephanie Wanzer, Chairperson  
Robin Duffield, Middlesex  
Kathryn Petruzzi, Hartford  
Paul Giblin, Tolland  
George Flaherty, New Haven

Kristen Record, Fairfield  
Kate Dias, CEA President  
Joslyn Delancey, CEA Vice President  
Bill Raabe, Interim Executive Director  
Lovel Cassells, CEA Staff Liaison

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**SUMMARY**

The CEA Finance Committee met on a regular basis to review all financial matters related to the operation of the Association.

The Committee continued to develop the annual budget based on the strategic objectives of the organization. The Committee's work encompasses a wide review of CEA strategic goals including but not limited to Strategic Goal F which states that CEA will have effective administrative and business systems to ensure the successful operation of the Association. This goal ensures the Association's ability to achieve all its other goals. The process involved a comprehensive review of budget presentations from CEA Managers, the Executive Director and the CEA Treasurer. A presentation of the preliminary budget for 2024-2025 was developed and presented to the Local Presidents, an open member forum, an RA delegate forum, and the CEA Board of Directors. The final proposed 2024-2025 budget was presented to the 2024 CEA Representative Assembly in May.

In addition to the budget development process, the committee continually reviews all CEA expenses, CEA membership totals and the Capitol Place Building maintenance needs and occupancy.

**CHARGES FOR 2023 – 2024**

- A. Printed a 2023-24 Budget Summary in the CEA Advisor.
- B. Reviewed 2022-23 audit report and printed a financial summary in the CEA Advisor.
- C. Reviewed monthly financial statements.
- D. Continued to monitor leasing status of Capitol Place and recommended renewal of the leasing agent and the property manager for Capitol Place.
- E. Reviewed and adopted a long-term maintenance plan for the necessary upkeep at the Capitol Place building, including the garage.
- F. Reviewed local enrichment grant applications and reported it to the Board of Directors for their approval.
- G. Developed a presentation of the budget for the county CEA business meeting and a presentation to the CEA RA.
- H. Monitored CEA's cash flow status.
- I. Monitored the effectiveness of our investment account to maximize the potential investment return on CEA funds.
- J. Recommended state and local transportation reimbursements for the NEA RA.
- K. Reviewed 10 month vs 12 month dues schedule.





**RECOMMENDATIONS FOR FINANCE  
COMMITTEE CHARGES  
2024-2025**

- A. Continue to review space needs at Capitol Place for CEA's operations and the Board of Directors versus the benefits of being 100% fully leased.
- B. Monitor long term maintenance plan for Capitol Place.
- C. Review the Summer Conference, CEA RA and NEA RA expenditures.
- D. Monitor changes to shifts in membership counts.

**LONG RANGE GOALS**

- A. Review local enrichment grants to examine program funding needs for the future.
- B. Continue to assess financial needs and to report 2-5-year needs during preliminary budget presentation.
- C. Monitor investment results to ensure compliance with Investment Plan objectives and assess results vs. goals.
- D. Review a long-term Capitol Place capital improvement and deferred maintenance plan to ensure appropriate funding to maintain the Class A status of the building.
- E. Continue to aggressively fund the CEA Pension Plan. A review of the plan goal will be assessed annually once the actuarial report is available.
- F. Monitor changes to membership counts to safeguard CEA's dues income.

**RECOMMENDATIONS TO  
THE BOARD OF DIRECTORS**

- A. Review a two-year budget cycle.
- B. Monitor shifts in membership counts to safeguard CEA dues income.
- C. Return to a 10 month dues cycle from a 12 month cycle.





**CEA Board Meeting  
March 8, 2024**

## **SECTION E. REVIEW RA DOCUMENTS**

### **3. Committee/Commission RA Reports**



# TAB

# D



## STANDING COMMISSION REPORTS

1. Commission for Instruction and Professional Development
2. Ethnic Minority Affairs Commission
3. Human and Civil Rights Commission
4. Legislative Commission
5. Member Benefits Commission
6. Public Relations Commission *- missing*
7. Retirement Commission



**COMMISSION FOR INSTRUCTION AND PROFESSIONAL DEVELOPMENT  
2023-2024**

**COMMITTEE MEMBERS**

Jamie Hocking-Ferrone, Chair, New Haven  
Tracy Jenkins, Fairfield County  
Evelisa Mayette, Hartford County  
Jacquelyn Sawn, Hartford County  
Kristen Sullivan, Hartford County  
Stacey Pollock, Litchfield County  
Kelly Braza, Litchfield County  
Laura Clark, New Haven County  
Colleen Merritt, New Haven County

Allison Kane, New London County  
Christopher Lapsis, Tolland County  
Katie Jambard, Windham County  
Vicki Deleo, Retired  
Kate Field, Staff Liaison  
Kate Dias, President, CEA  
Joslyn Delancey, Vice-President, CEA

**SUMMARY OF 2023-2024 ACTIVITIES**

The Commission for Instruction and Professional Development (CIPD) scheduled 8 meetings for the 2023-2024 year. CIPD members serve for at least two years and are charged with providing information to teachers and local associations concerning Common Core State Standards (CCSS) work,

Professional Development and Evaluation Committee (PDEC) information, and information regarding Teacher Evaluation (TEVAL). This commission is charged with advertising for the John McCormack Award for Teaching Excellence. CIPD members will review applications that have been received and will make a recommendation to the CEA on an award recipient.

CIPD members continue to work on Play Based Learning and Executive Functioning. Kate Field has been presenting information to school districts across the state. We will continue to improve upon the original presentation by gathering information and materials on students in the upper elementary grades.

**RECOMMENDATIONS FOR THE  
COMMISSION  
CHARGES FOR 2023-2024**

- A. Gather CIPD members who will present to local districts when called upon to do so, virtually and in person as we manage life post Covid.

- B. Continue to oversee, promote and refine the selection process for the CEA/NFIE John McCormack Award for Teaching Excellence.
- C. Continue to research best practices in Play Based Learning. Partner with experts in early childhood education, upper elementary education and stakeholder groups.
- D. Support CEA legislative priorities relevant to CIPD's work on developmentally appropriate instruction, SEL needs and teacher well being.

**LONG TERM GOALS**

- A. Continue elevating the teaching profession by empowering teachers through professional learning.
- B. Deepen focus on communication and research.
- C. Collaboration between all stakeholders to ensure that teachers are represented and have clear voices at the table.





# Connecticut Education Association

## Racial and Ethnic Diversity Affairs Commission

### 2023 – 2024

#### COMMITTEE MEMBERS

Glenda Armstrong, Fairfield Alternate  
 Luanelly Iglesias, Fairfield alternate  
 Tracy Jenkins, Fairfield Alternate  
 Suria Sanchez, Fairfield  
 Mikeya Stovall, Fairfield  
 Cyndal Wilmot, Fairfield  
 Julie Alier, Hartford  
 Elizabeth George, Hartford  
 Anitra Orie, Hartford Alternate  
 Elka Spencer, Hartford Alternate  
 Chinma Uche, Hartford Alternate  
 Scott Mason, Litchfield  
 Juan Moreno, Litchfield Alternate  
 Loretha Felton, New Haven  
 Kathleen Kiely, New Haven  
 Renita Casey, New London Alternate  
 Carrie Dennehy, New London Alternate  
 Gabriela Gonzalez-Bonet, New London Alternate

Leonille Kadambaya, New London  
 Rae Baczek, Retired Member Alternate  
 Rita McDougald-Campbell, Retired Member  
 Lisa Higgins, Windham  
 Madilyn McNew, Windham Alternate  
 Ashley Beal, Ethnic Minority Director At-Large  
 Alternate  
 Vidyotma Gupta, Board Member, Fairfield  
 Alternate  
 Sandra Peterkin, Board Liaison, Fairfield  
 Giovanni Mason-Brookes, Aspiring Educator  
 Member  
 Faith Sweeney-Chair, Fairfield  
 Kate Dias, CEA President  
 Joslyn DeLancey, CEA Vice-President  
 Ray Rossomando, CEA Staff Liaison  
 Ken Neal, CEA Staff Support

#### SUMMARY

The Racial and Ethnic Diversity Affairs Commission (REDAC), a standing commission of the Connecticut Education Association (CEA), believes CEA and its local affiliates are enhanced by diverse membership.

REDAC promotes awareness of racial and ethnically diverse issues and development of organizational strategies to address those issues, as well as encourages racial and ethnically diverse involvement at all levels of CEA.

REDAC supports the recruitment and retention of racial and ethnically diverse educators.

Over the past year, REDAC has worked with CEA leadership to increase REDAC's organizational capacity and improve the participation and influence of CEA's racial and ethnically diverse members.

#### REDAC ACTIVITIES

- A. Identify Local Leaders and *Local* Chairs of similarly named committees.
- B. Host a REDAC CEA Summit on Diversity for CEA Members.
- C. Provide outreach to Local Chairs of similarly named committees.
- D. Invite Local chairs to participate in the CEA's statewide REDAC meetings.

- E. Support the CEF Ethnically Diverse Educator Scholarship application process by reading and rating applications.

#### CHARGES FOR 2023 – 2024

- A. Build connections with local REDACs and provide state mentorship, support Affinity spaces, professional learning, and leadership development.
- B. Develop connections with the Aspiring Educator program and provide mentorship, professional learning, and leadership development.
- C. Construct programs that support the growth of all our educators in matters regarding equity. This can be, but is not limited to: book clubs, 90 minute seminars, a webinar series dedicated to a specific topic.
- D. Host a one-day leadership event for educators of color to develop their connection to the profession and empower their own professional growth.

#### PROPOSED CHARGES FOR 2024 – 2025

- A. Build connections with local REDACs and provide state mentorship, support Affinity spaces, professional learning, and leadership development.
- B. Develop connections with the Aspiring Educator program and provide mentorship, professional learning, and leadership development.
- C. Construct programs that support the growth of all our educators in matters regarding equity. This can be, but is not limited to: book clubs, 90



minute seminars, a webinar series dedicated to a specific topic.

- D. Host a one-day leadership event for educators of color to develop their connection to the profession and empower their own professional growth.

### **LONG RANGE GOALS**

- A. Increase involvement of racial and ethnically diverse members at all levels of CEA and leadership conferences..
- B. Promote awareness of racial and ethnically diverse issues at every level of public education and encourage the development of organizational strategies to address them.
- C. Monitor legislation affecting communities of color, and social and racial justice, and share these concerns with legislators and stakeholders through concerted advocacy.
- D. Collaborate with other CEA commissions and committees on events that address diversity and culturally relevant topics to promote the implementation of 3-1(g)
- E. Provide the development of, and support for, local REDAC groups throughout the state.
- F. Support mentoring for racially and ethnically diverse members.
- G. Support CEA's Community Schools initiative to strengthen its Impact in areas of need in Connecticut.



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**CEA  
HUMAN AND CIVIL RIGHTS COMMISSION  
2023 – 2024**

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**COMMITTEE MEMBERS**

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Michele King-Vasquez, Co-Chair, Fairfield  
Michael McCotter, Co-Chair, Litchfield  
Laura Brill, Fairfield  
Michael Fiorello, Fairfield  
Vidyotma Gupta, Fairfield

Kimberly Huba, Fairfield  
Corianne Olsen, Hartford  
Michael Meizies, Middlesex  
Ashley Beal, New Haven  
Beth Horler, New London

Daniel Ayer, Tolland  
Naomi Roy, Windham  
Joyce Bogdan, Retired  
Kate Dias, CEA President  
Joslyn DeLancey, CEA Vice President  
Robyn Kaplan-Cho, Staff Liaison

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**SUMMARY**

The Human and Civil Rights Commission is a standing commission responsible for proposing policies and activities which support CEA's strategic objective of advancing racial, economic and gender equity in Connecticut public education and within the Association. In advancing this objective, the Commission will review and monitor the full spectrum of human and civil rights on the local, state and federal level and work to implement CEA's *Plan for a Comprehensive Human and Civil Rights Program*.

Over the past year, the Human and Civil Rights Commission planned for the annual HCR Awards to be presented at the CEA Representative Assembly in May. The Human and Civil Rights Awards Nomination Forms continue to be on CEA's website allowing members to submit their nomination and supporting material online. Increased efforts by committee members to circulate award information, including sponsoring a table at the CEA-RA, have been successful. Moreover, the Commission's newest award, The Harvey Milk – Sylvia Rivera Award, is designed to recognize those CEA members who work to promote the rights and concerns of the LGBTQQI (Lesbian, Gay, Bisexual, Transgender, Queer, Questioning and Intersex) community.

In May, the Commission sponsored a statewide workshop for CEA members entitled, "LGBTQ+ Youth and How to Support Them."

The Commission will continue to work collaboratively with other CEA committees and commissions on issues of joint interest.

**CHARGES FOR 2023 – 2024**

- A. Monitor legislation affecting human and civil rights.
- B. Continue to present the Human and Civil Rights Awards.
- C. Be aware of policies, programs and organizations that might undermine public education and erode human and civil rights.
- D. Continue to develop, deliver, and promote appropriate statewide professional development programs to meet needs in the education environment.
- E. Promote and maintain diversity in the Association at all levels.
- F. Share information about the HCR Commission's work in the Advisor and on the website.
- G. Continue to work with NEA HCR to support HCRC work here in Connecticut.
- H. Work on equity issues in Connecticut's schools.
- I. Review the status of human, professional and civil rights of teachers in Connecticut.



# HUMAN AND CIVIL RIGHTS COMMISSION

2023 - 2024

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## RECOMMENDATIONS FOR HCR COMMISSION CHARGES 2024 - 2025

- A. Monitor legislation affecting human and civil rights.
- B. Continue to present the Human and Civil Rights Awards.
- C. Be aware of policies, programs and organizations that might undermine public education and erode human and civil rights.
- D. Continue to develop, deliver, and promote appropriate statewide professional development programs to meet needs in the education environment.
- E. Promote and maintain diversity in the Association at all levels.
- F. Share information about the HCR Commission's work in the **HCR Reporter/(DELETE)** Advisor and on the website.
- G. Continue to work with NEA HCR to support HCRC work here in Connecticut.
- H. Make strides on achieving equity in Connecticut's schools.
- I. Review the status of human, professional and civil rights of teachers in Connecticut through periodic surveys of CEA members.

## LONG RANGE GOALS

- A. Ensure that human and civil rights issues are addressed by the Association.
- B. Continue to use Commission members to receive and disseminate information pertaining to human and civil rights issues to members across the state.
- C. Utilize CEA's website as a resource for members on human & civil rights issues.
- D. Promote equity in Connecticut's schools.
- E. Increase the number of nominations for the human and civil rights awards through a more streamlined application process.

## RECOMMENDATIONS TO THE BOARD OF DIRECTORS

None





**CONNECTICUT EDUCATION ASSOCIATION  
LEGISLATIVE COMMISSION  
2023-2024**

Kate Dias, CEA President  
Joslyn Delancey, CEA Vice President  
Kellie Choquette, Co-Chair Unit 5  
Kimberly Knapp, Co-Chair Unit 8  
Matthew Eppler, Nonvoting  
Michael Ewing, Nonvoting  
Jennifer Rodriguez, Nonvoting  
Sandy Jones, Unit 1  
Faith Sweeny, Unit 2

Thomas Ross, Unit 3  
Lilian Perone, Unit 4  
Sean O'Connell, Unit 6  
Mary Jean Yencho, Unit 7  
Jonathan Harder, Unit 9  
Jason Ghidini, Unit 11  
Kevin Egan, Unit 12  
Kathleen Kiely, Unit 13  
William Dwinells, Unit 14

Jennifer Dietter, Unit 16  
Katy King, Unit 18  
Susan Strader, Unit 19  
Michael Daigneau, Unit 21  
Ellen Eichenhorst, Unit 24  
Kate Lunnie, CEA Retired  
Myles Cohen, CEA Retired

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**SUMMARY**

The membership of the Legislative Commission consists of at least one representative from each UniServ Unit. All members are appointed for a period of two years by the President of the CEA. The primary responsibilities of the Commission are to annually recommend a legislative agenda to the CEA Board of Directors and to monitor the activities of the General Assembly. The Commission members also work towards the successful passage of the issues contained in the legislative agenda by engaging in a variety of lobbying efforts.

The proposal presented by the CEA Legislative Commission to the CEA Board of Directors were developed during a series of meetings during the months of October, November, and December 2023, with careful consideration given to the issues presented by AdHoc Committees, our own classroom experiences, the concerns of our fellow teachers, and survey responses from CEA members. The CEA Executive Director and the Manager of the Policy, Research, and Government Relations Departments determined the legislative issues included in the survey. The final proposal was presented to, discussed with, and adopted unanimously by the CEA Board of Directors at the January 2024 meeting.

**COMMITTEE CHARGE**

- Develop and recommend the 2024 CEA Legislative Agenda to the CEA Board of Directors.
- Monitor the activity of the General Assembly and assist in adjusting the Legislative agenda as needed.
- Assist in advocating for the CEA Legislative Agenda.



## KEY LEGISLATIVE ISSUES

The Legislative Commission recommended:

CEA will advocate for legislation to address teaching shortages, improve recruitment and retention, and grow the teaching profession.

- **Teacher Salaries Enhancement**-Establish a minimum starting salary and tiered salary enhancement. Create a teaching enhancement fund at the State level to help municipalities fund any mandated increases.
- **Assumption of Step Movement**-Protect teachers' assumption of annual step movement (guaranteed 1 step per year to max).
- **Covid-19 Credit** -Acknowledge teachers' role in providing quality education during the pandemic by offering some form of compensation.
- **Fairness in the Workplace**-Legislation ensuring fair dismissal and just cause for termination.
- **Neutral Arbitrators**-Legislation requiring neutral arbitrators in cases of contract arbitration, selected using AAA selection process, unless all parties agree to use State appointed panel.
- **TRB Election Modifications**-Align the election of all four seats for retired teachers on the TRB and allow active teachers to vote in the election of new TRB members.

## LONG TERM GOALS

CEA will continue to research and advocate for the following issues:

- **Working at the Federal level to repeal Government Pension Offset (GPO) and Windfall Elimination Provision (WEP)** which prevent public school teachers from collecting full Social Security benefits they have earned upon Retirement.
- **Support Teacher Retirement Fund**-Continue to advocate for the State to keep it's promise of funding the teachers' retirement account.

## RUNNING LIST OF FUTURE LEGISLATIVE CONSIDERATION

- Mandated Reporter Reform
- Indoor Air Quality in Schools (Maximum Temperature)
- Paid Family Leave for Teachers
- COLA Increase for Retirees
- Allow teachers to buy time worked as a paraprofessional.
- Increase Disability payments for retirees.
- Protect the prohibition on Dual Instruction.
- Provide incentives to school districts to reduce class size.
- Racial Equity/Social Justice



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## MEMBER BENEFITS COMMISSION

2024

### COMMISSION MEMBERS

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Kristen Clark- Fairfield  
Vidyotma Gupta – Fairfield  
Christa Cote – Hartford  
Lana Vasas - Hartford  
Alicia Hynes - Litchfield  
Stacey Noreika – New London

Kris DiMaio – New Haven  
Mary Johnson - New Haven  
Anitra Orié – Hartford  
Brooke Kleinman – Tolland  
Joyce Bogdan – Retired  
Delphina Pinto – Retired

Maureen Honan- Retired  
Kate Dias – CEA President (non-voting)  
Joslyn DeLancey – CEA VP (non-voting)  
Nancy Andrews – Staff Liaison

### SUMMARY

Expanding CEA Member Benefits continued to be the centerpiece of the commission's efforts. Throughout the year, commission members took an active lead in pursuing new Member Benefits partners, reaching out to merchants and franchises in their communities and securing discounts at new venues. Some of the new Member Benefits partners include A Brighter Year, Mystic Aquarium, The MAX Challenge, WeHa Brewing & Roasting Co., The Learning Experience, and Powder Ridge Mountain Park & Resort.

These new benefits are in addition to the ongoing offerings for everything from teacher well-being support group counseling to yoga and coffee discounts.

Teacher Appreciation Days have also been held or scheduled at the Connecticut Sun, New York Yankees, UConn Basketball, Football and Hockey, the New England Revolution, and Bridgeport Islanders, with additional outings planned as game schedules are released. Many of our partners, including the Hartford Yard Goats, provide special recognition for specific educators CEA wishes to honor, and CEA Member Benefits continues to participate in events that celebrate individual teachers as well as our membership as a whole.

Commission members organized and planned the 4th UConn Teacher Tailgate event sponsored by Skip's Wastewater with games, food, and prizes, but due to rain the event was cancelled.

Commission members also received training in becoming NEA Member Benefits Ambassadors, promoting both CEA and NEA discounts within their own education circles.

Similarly, CEA Communications has continued to promote Member Benefits in the *CEA Advisor*, through digital media, and at virtual CEA meetings and in-person gatherings to enhance our reach and inform members of the benefits of membership. Local Presidents and County Directors are encouraged to invite CEA Communications staff to their meetings to provide updates and presentations on Member Benefits.

Last year, California Casualty announced they are discontinuing services in most states, including CT. NEA Member Benefits selected Travelers Insurance as the NEA-endorsed auto insurance provider. CEA's endorsed auto and

home insurance provider, USI, continues to provide discounts to CEA members and supports CEA through generous donations and sponsorships.

The CEA Member Benefits teacher discounts page ranks among the top 10 pages members visit on CEA's website.

### CHARGES FOR 2024-2025

- A. To continue to review, monitor, and enhance CEA endorsements.
- B. To continue to review, monitor, and enhance programs that are provided through the CEA/NEA Option Three Agreement.
- C. To continue to make recommendations for the promotion of Member Benefits to increase member awareness of all programs. CEA members can find the specific discounts at [cea.org/discounts](http://cea.org/discounts).

### RECOMMENDATIONS FOR MEMBER BENEFITS COMMISSION CHARGES FOR 2024-2025

- A. To continue to have a teacher leader as Chair of the Commission.
- B. To continue to review, monitor, and enhance CEA endorsements.
- C. To continue to review, monitor, and enhance programs that are provided through the CEA/NEA Option Three Agreement.
- D. To continue to make recommendations for the promotion of Member Benefits to increase member awareness of all programs. CEA members can find the specific discounts at [cea.org/discounts](http://cea.org/discounts).
- E. Continue to grow NEA Ambassador Program.

### LONG-RANGE GOALS

- A. To continue to review, monitor, and enhance CEA endorsements and outreach to members.
- B. To continue to review, monitor, and enhance programs that are provided through the CEA/NEA Option Three Agreement.
- C. To continue to make recommendations for the promotion of Member Benefits to increase member awareness of all programs. CEA members can find the specific discounts at [cea.org/discounts](http://cea.org/discounts).



## **RECOMMENDATIONS TO THE BOARD OF DIRECTORS**

Encourage Local Presidents to invite CEA Communications to their events, convocations, delegate meetings and other events held each year to present an update on CEA Member Benefits.

Invite CEA Communications to present at all major CEA events (All Presidents meetings, Summer Conference, Early Career Educators Conference, etc.) to promote the benefits of the CEA/NEA Member Benefits program to our members.

Create a more substantial membership card or online card easily accessible to members more often for everything, including discounts and accessing the member-protected website.





**CEA  
RETIREMENT COMMISSION  
2023 – 2024**

**COMMITTEE MEMBERS**

Clare Barnett, STRB, Chairperson, Fairfield  
William Myers, STRB, Vice-Chair, Hartford  
Joslyn DeLancey, STRB, Fairfield  
Jonathan Moss, STRB, Hartford  
Carrie Cassidy, STRB, New London  
Anitra Orié, Hartford  
Roberta Curry, New London

Mia Dimbo, Fairfield  
Barbara Kastner, Hartford  
Lynn Rice Scozzafava, Litchfield  
Allan Bernabe, New Haven  
Mary Johnson, New Haven  
Rose-Marie Evans, Middlesex  
Kristin Gemaly, New London

Deborah Page, Tolland  
Denise Nault, Windham  
Mary-Beth Lang, Board Liaison - Retired  
Mariella Luginbuhl, Retired  
William Murray, Retired  
Kate Dias, CEA President  
Robyn Kaplan-Cho, CEA Staff Liaison

**SUMMARY**

The Retirement Commission is a standing commission responsible for proposing policies and activities which support CEA's strategic objective of advancing the salaries, terms and conditions of employment and the professional status of all members. In particular, the Retirement Commission monitors the State Teachers' Retirement System and the State Treasurers' Investment Advisory Council and provides relevant and timely information to CEA members through written and electronic publications and workshops.

CEA's Retirement Workshops continue to be well-attended and allow members to obtain important information. CEA's Regional Retirement Workshops were held virtually and in-person from September through June and over 1,800 CEA members participated. In addition, a "Pension Issues for Early Career Teachers" Retirement Workshop was offered in March as part of CEA's Early Educator Conference and "A Teacher's Roadmap to Retirement Planning" will be offered as a 2-day class at Summer Conference.

The Commission is also responsible for reviewing proposed and existing legislation concerning retirement issues and making recommendations related thereto.

**CHARGES FOR 2023 – 2024**

- A. To provide workshops designed to inform members about Connecticut's retirement system.
- B. To work with CEA-Retired to organize retired teachers.
- C. To provide written and electronic information to members regarding options for retirement (i.e., brochures, leaflets, etc.)
- D. To assist in the implementation of the long and short-range goals and develop strategies and action plans.

**CHARGES FOR 2023 – 2024 (cont'd)**

- E. To recommend to the Legislative Commission legislation that would improve retirement benefits and reduce eligibility requirements.
- F. To monitor implementation of recently enacted retirement legislation.
- G. To keep Retirement Commission members informed in a timely manner of all legislative proposals which will affect teachers' retirement.

**RECOMMENDATIONS FOR 2024 – 2025**

- A. To provide workshops designed to inform members about Connecticut's retirement system.
- B. To work cooperatively with CEA-Retired.
- C. To provide written and electronic information to members regarding options for retirement, (i.e., brochures, leaflets, etc.).
- D. To assist in the implementation of the long-and-short range goals and develop strategies and action plans.
- E. To recommend to the Legislative Commission legislation that would improve and protect retirement benefits and funding, reduce eligibility requirements, and maintain a high quality and well-funded retiree health program.
- F. To monitor Connecticut pension issues and outside proposals and monitor state and federal developments in health care to ensure the continuation of quality retiree health benefits.
- G. To keep Retirement Commission members informed in a timely manner of all legislative proposals which will affect teachers' retirement.
- H. Continue to work with NEA to repeal the WEP and GPO.



## **RETIREMENT COMMISSION**

**2023 - 2024**

**PAGE TWO**

### **LONG RANGE PLANS**

- A. CEA should increase retirement services to accommodate the projected large increase in retirees.
- B. CEA should continue to retain actuarial services on an ad hoc basis.
- C. CEA should continue to monitor the legislature in its continued efforts to pursue full funding of the teacher retirement and the retired teachers' health insurance funds.

### **RECOMMENDATIONS TO THE BOARD OF DIRECTORS**

None.



# TAB E



## GENERAL COMMITTEE REPORTS

1. Aspiring Educators
2. CEA Political Action Committee
3. Connecticut Education Foundation
4. CEA-Retired
5. Elections Committee
6. Membership Training Conference Committee
7. Representative Assembly Planning Committee
8. Staff Personnel Committee



## CEA ASPIRING EDUCATORS PROGRAM, 2023-2024

**State Leadership Team:** Emma Sands (State Chair), Owen Eccles (Vice Chair), Nicole Pepe (Secretary), Giovanni Mason-Brookes (PR Chair), Elizabeth Sked (State Organizer), Katie Grant (Member Organizer)

<b>Total Members:</b>	<b><u>Campuses with Active Chapters:</u></b>	<b><u>Other Campuses with Members</u></b>
295 (as of 2/20/24)	Central Connecticut State University(35) Southern Connecticut State University (10) Eastern Connecticut State University (43) Western Connecticut State University (5) Quinnipiac University (11) University of Connecticut (59) Mitchell College (14) University of Saint Joseph (26)	University of Bridgeport (7) Sacred Heart University (6) University of Hartford (4) Fairfield University (2) Connecticut College (1) State-Wide Students: Online Universities (25) CREC TRP (47)

### SUMMARY

The CEA Aspiring Educators Program (CEA AEP) provides opportunities to chapter members from eight colleges and universities and individual members from other universities and colleges in the state in professional development, community outreach, social justice issues, and awareness of education politics and policy. Three times a semester, elected officers from each campus chapter meet to discuss campus and statewide events as well as other opportunities to enhance their education preparation programs. Officers also discuss and participate in political action campaigns and organizing around issues impacting education. The overall goal of the CEA AEP is to provide pre-service educators with the tools to become stronger leaders and teachers. The AEP deepens and expands members' preparation to become educators; bridges the gap between pre-service and full membership; and prepares alumni to take active roles in their local, state, and national associations.

The year started with a two-day retreat held concurrently with CEA's Summer Conference; chapter leaders were able to attend sessions and participate in several planning, preparation, and team building exercises to start the year off strong. Kimberly Anderson (NEA AEP Organizer) was able to join us to offer information and guidance.

In September, the AEP executive board met at CEA to continue planning for the year ahead. Chapter leaders continued planning for the year ahead and refined their recruitment and engagement plans. Several chapter leaders and members also attended CEA's 175th Celebration Gala at the end of the month.

October held the AEP's hallmark kickoff event at Lyman Orchards, where current and prospective members were encouraged to join the program, introduced to the benefits of membership, and built camaraderie through participating in team building activities and a corn maze and sharing lunch together. The October Executive Board meeting featured a robust discussion of engagement techniques with CEA's Organizer, Chris Teifke.

In November, the AEP held two concurrent Beautification events at Derby High School in Derby, CT and at Murphy Elementary School in Montville. At DHS, members painted positive affirmations and created banners to celebrate seniors. In Montville, members painted paving stones and planted planters with mums to create a welcoming Kindergarten entrance at the school. Expanding our program's ability to offer two concurrent events was made possible through NEA awarding our program a CREATE Grant.

December held the annual Board of Directors Meet and Greet event. Preceding their respective meetings, the AEP Executive Board and CEA Board of Directors networked over appetizers to learn about the roles and events of each program. After, the AEP Executive Board met to review the success of their first semester and continuing planning for the spring. The team also discussed CEA's legislative agenda for the upcoming year; CEA's Lou Rosado Burch and Gus Melita facilitated a workshop on how chapter leaders can get involved and how to best share their stories at the upcoming CEA AEP Back Home Meeting.

While short, February was busy with the first CEA AEP Back Home Meeting, the start of our virtual "How to Get Hired" webinar series, and our annual Read Across America Day event at the Mystic Aquarium. Two of the four webinars were held, allowing members to learn about writing cover letters and resumes as well as successfully completing a demo lesson. The Back Home Meeting was incredibly successful, with leaders from the Education and Higher Education committees hearing from chapter leaders about the need for paid student teaching and the importance of raising the minimum starting salary for teachers. At the end of the month, members will participate in the annual Read Across America Day event at the Mystic Aquarium, where members plan and facilitate literacy-based, marine-related crafts for families and young children. This event will be followed by our February State Meeting, which was coupled with our annual prospective and current officers' meet and greet in person. This event provides an opportunity for members who are





interested in running for office at the campus or state level to observe a meeting and listen to former and current officers discuss their responsibilities for each position and answer any questions. This precedes state and chapter officers' elections, which are held at the end of March. And, February wrapped up with our virtual "Success in Your First Year of Teaching" panel; panelists included a superintendent, a district HR director, elementary and secondary principals, and CEA local leaders. From this, members learned about the skills and dispositions they need to be successful in the hiring process and in their first year of teaching.

Early March will hold a "How to Land Your First Job Virtual Workshop," facilitated by Elizabeth Sked and Katie Grant. Towards the end of the month, members and chapter leaders plan to attend the CEA Early Educator Conference to participate in professional development sessions and network with beginning teachers across the state. Chapter leaders will also meet for our last executive board meeting of the year.

In April, our state AEP Organizer will travel to the AEGIS meeting in Phoenix, AZ to collaborate with all the other recipients of the grant and share the successes of our program. Additionally in April, campus chapters and the state team will join together to honor and recognize the dedication of our members and celebrate their

achievements throughout the school year at the annual Apple Banquet. In attendance will be the CEA President, NEA AEP Chair (hopefully), 2024 CT TOY, and other members of CEA staff.

During May, we plan to send two delegates—in addition to our Chair who serves on the Board of Directors—to the CEA RA.

In June, our incoming and outgoing State Team and State Organizer will travel to the NEA Aspiring Educators Program Conference in Philadelphia, PA to represent the CEA AEP. We will also send a delegate to the NEA Representative Assembly in Philadelphia, PA.

Individual Aspiring Educator Program chapters also planned and organized local events throughout their academic year, which included trainings provided by both the CEA AEP Organizer and other CEA staff. The State Team offered many presentations throughout the year, including Union 101, Educator Self Care and Time Management, Building a Culture of Empathy, Social Emotional Learning, and Classroom Management and De-Escalation Strategies. Throughout the year, chapters held events such as penpal campaigns with local students, Holiday Bear participation, book and supply drives, educator panels, professional development workshops, community building events, and teaching outreach events at local schools.

### **CHARGES FOR 2024-2025**

- A. Promote union and political awareness to CEA AEP members.
- B. Increase membership for the upcoming year, with specific emphasis on recruitment and retention of teachers of color.
- C. Provide members with useful, resourceful, and hands-on in-person and virtual learning experiences.
- D. Help to provide members with political experiences and education.
- E. Provide a bridge between pre-service and active teachers.
- F. Establish a working community for recently-graduated new teachers.
- G. Continue to pursue other universities as possible chapters.

### **RECOMMENDATIONS FOR CHARGES FOR CEA AEP FOR 2024-2024**

- A. Use organizing techniques to increase membership—especially minority teacher membership—for the upcoming years.
- B. Provide members with useful, resourceful, and hands-on in-person and virtual learning experiences through chapter, state, and national events.
- C. Help to provide members with educational and political learning experiences.
- D. Bridge the gap between pre-service and new members.
- E. Continue to pursue other universities and alternate route programs as possible chapters.
- F. Send Aspiring Educator members to the CEA Summer Conference to collaborate with other Aspiring Educators, learn from in-service CEA members and CEA staff, plan for the year ahead, network, and gain new knowledge.
- G. Continue to seek out sponsors for AEP Dues Sponsorships and share this opportunity with prospective members

### **LONG-RANGE GOALS**

- A. Reconnect with and utilize CEA AEP Alumni as a resource for the Aspiring Educators Program.
- B. Gain members, develop new chapters, and grow current chapters
- C. Utilize social media as a tool for communication about the CEA AEP.
- D. Promote political awareness, especially in regards to topics impacting Aspiring Educators.
- E. Promote the CEA AEP as an organization.
- F. Find ways to decrease the financial burden and other obstacles on students entering into the education profession.



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**CONNECTICUT EDUCATION ASSOCIATION  
POLITICAL ACTION COMMITTEE  
2023-2024 ANNUAL REPORT**

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**COMMITTEE MEMBERS**

Robert Brown, Chairperson, Retired  
Scott Minnick, Vice-Chair, Hartford  
Carolyn McElravy, Treasurer, New Haven  
Rose Dostert, Secretary, Retired  
Bonita Maddox, Fairfield  
Jen Ibarra, Fairfield  
Kelly Dumas, Hartford  
Raymond Zetye, Litchfield

Heidi Laus, Litchfield Alternate  
Ashley Beal, New Haven  
Diane Mancini, New Haven  
Nardia Tvardzik, New Haven  
Michele Pollock, New Haven Alternate  
Patrick Cumpstone, New Haven Alternate  
Katy King, New London  
Carrie Cassidy, New London

Michael Daigneau, Tolland  
Kate Lunnie, Retired  
Kate Dias CEA President  
Joslyn DeLancey, CEA Vice President  
Amy Farrior, President's Appointee  
Gus Melita, CEA Staff Liaison

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**SUMMARY**

- Reviewed the 2023 CEA Legislative Report Card Scores.
- Created a CEA PAC NEA Fund Subcommittee to look at CEA's fundraising for the NEA Fund, and how the organization can increase funding levels and contributors.
- Elected CEA PAC leadership positions.
- Reviewed CEA Legislative Agenda and proposals for the 2024 Legislative Session.
- CEA PAC funds continued to be allocated to the 12 Leadership PACs in accordance with state campaign finance laws.
- Elections for all County 2023-2024 representatives to CEA PAC were held at the fall 2023 County Forum meetings resulting in an increase of 1 member from our previous year's membership.
- Began a new initiative to have CEA PAC members (or Directors if needed) make a report at every County Forum.

**CHARGES FOR 2023-2024**

- Encourage the filling of the remaining vacancies on CEA PAC.
- Review requests for and make contributions to General Assembly Leadership PACs.
- Continue to monitor the Report Card/Honor Roll system and provide ideas aimed at improving the process and the way in which we communicate the results to our membership.
- Monitor candidates in special elections, review their questionnaires, and as needed, utilize the Report Card/Honor Roll system.
- Develop and grow CEA PAC member involvement in CEA political, electoral, and legislative action.
- Provide reports at County Forums as necessary.
- Review and recommend changes to the CEA PAC Constitution as necessary.
- Continue to monitor legislative changes resulting from new campaign finance laws and make appropriate implementation recommendations to the CEA Board of Directors.
- Further explore innovative ways to increase NEA PAC fundraising.
- Find additional ways to improve promoting CEA PAC's ongoing work to CEA members.



## **RECOMMENDATIONS FOR CEA PAC CHARGES 2024-2025**

- Encourage the filling of the remaining vacancies on CEA PAC.
- Review requests for and make contributions to General Assembly Leadership PACs.
- Develop a 2024 questionnaire for General Assembly candidates and conduct candidate interviews, send out questionnaires and make Honor Roll recommendations to the CEA Board for the 2024 elections.
- Continue to monitor the Report Card/Honor Roll system and provide ideas aimed at improving the process and the way in which we communicate the results to our membership.
- Monitor candidates in special elections, review their questionnaires, and as needed, utilize the Report Card/Honor Roll system.
- Continue to develop and grow CEA PAC member involvement in CEA political, electoral, and legislative action.
- Provide reports at County Forums as necessary.
- Review and recommend changes to the CEA PAC Constitution as necessary.
- Continue to monitor legislative changes resulting from new campaign finance laws, and make appropriate implementation recommendations to the CEA Board of Directors.
- Continue to explore innovative ways to increase NEA PAC fundraising.
- Find additional ways to improve promoting CEA PAC's ongoing work to CEA members.

## **LONG RANGE GOALS**

- Work with County leaders to convey the importance of County representation to CEA PAC.
- Broaden scope of political activism and further develop NEA PAC fundraising.
- Integrate and engage CEA PAC members more fully into CEA political action.
- Involve a greater number of members in the CEA political program.
- Review and amend the CEA PAC Constitution and election procedures as necessary.
- Investigate methods to increase CEA PAC and member involvement in local elections.



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**Connecticut Education Foundation**  
**2023 – 2024 CEA Representative Assembly Report**

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COMMITTEE MEMBERS ■ CEF Board of Directors

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Joslyn DeLancey, CEA Vice President, CEF President  
Stephanie Wanzer, CEA Treasurer, CEF Treasurer  
Jennifer Kaminski; CEA Board Member, Wilton  
Education Association, CEF Secretary

Katie Kiely; CEA Board Member, Hamden Education Association  
Don Williams, CEA Executive Director (until retirement)  
Lovel Cassels, CEA Chief Financial Officer (staff liaison non-voting)  
  
Bill Rabbe, CEA Interim Executive Director (until March 2024)

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### **SUMMARY**

The Connecticut Education Association established the Connecticut Education Foundation, Inc. (CEF) in 1991 as an independent 501(c)(3), non-profit, charitable organization. The purpose of CEF is to administer and raise funds to assist teachers and children who have extraordinary personal hardships as well as offering scholarships to students desiring to become educators in CT. CEF has distributed well over \$1,000,000 to recipients as described below. The Connecticut Education Foundation is governed by a Board of Directors as listed above.

CEF is presently administering five funds, works with volunteers to accomplish its projects and fundraising, and has one standing committee, the Boland Fund. All finances for the funds are raised through direct donations or fundraisers. No administrative fees are expended on our activities, as all administration expenses are borne by CEA. The Foundation continues to seek innovative and engaging fund-raising opportunities to support its purpose of improving the quality of education in CT.

The following are descriptions of the individual funds of CEF.

#### **The Children's Fund**

Assists needy students in Connecticut's public schools and provides for basic needs such as clothing, food, medicine, eyeglasses, school supplies and hearing aids. Requests other than those fulfilling the above are reviewed on a case-by-case basis. Requests must be made by an active member of CEA (accepted throughout the year). Request forms are available on the CEA website and are fillable on-line. Completed request forms detail the need of the student as identified by the teacher and the specific items that will be purchased. The form is then submitted electronically to the CEF President and voted upon by

members of the CEF Board. The Hands Across the Green golf tournament provides the sole support for the Children's Fund.

#### **Edward J. Boland Financial Assistance Fund**

The Edward J. Boland Fund was established at the 1987 CEA Representative Assembly to assist active CEA members when experiencing extraordinary or catastrophic personal situations. The Fund was posthumously named to honor Edward J. Boland, a devoted teacher and dear friend to all. The Fund assists CEA members who have experienced extraordinary or catastrophic personal situations. Grants are awarded to assist teachers who may face such conditions as severe family illness, unforeseen disasters, or other serious financial burdens. Requests and applications are accepted throughout the year. The Boland Fund is supported by donations from members and staff and an annual transfer of funds from the CEA budget.

#### **Racially and Ethnically Diverse Future Teacher Scholarships**

Scholarships are awarded to qualified ethnically and racially diverse high school seniors who have clearly indicated the intention of entering the teaching profession and who have been accepted into a Connecticut college or university teacher preparation program. Racially and ethnically diverse college students already enrolled in a teacher preparation program in CT may also apply. The applicant must present evidence of maintaining a 3.0 cumulative index average on a 4 point scale. Applications are available from college financial assistance offices, high school guidance departments, and the CEA website. Upon acceptance the Foundation will award a \$2000 scholarship for each year of undergraduate study leading to obtaining Connecticut teaching credentials. The submission deadline for these





applications is May 1<sup>st</sup>. This scholarship fund is supported by various fundraising opportunities throughout the year.

### **DiGiovanni Future Teacher Scholarship**

The Phil DiGiovanni Future Teacher Scholarship was established to memorialize the contributions and service of Phil DiGiovanni to CEA and the teaching profession. Scholarships are awarded to the children of CEA members or staff. The applicant must be a full-time college or university student who has completed at least three full semesters within the last two years and intends to enter the teaching profession. The applicant must also present evidence of maintaining a 3.0 cumulative index average on a 4 point scale during his/her college career. CEF will award no more than two \$2000 scholarships and then for each remaining year of undergraduate study leading to obtaining Connecticut teaching credentials. Applications are available on the CEA website and must be submitted to the CEF President by May 1<sup>st</sup>.

### **The Gloria Brown Aspiring Educator Scholarship Fund**

The Gloria Brown Aspiring Educator Scholarship was established to memorialize the contributions and service of Gloria Brown to CEA and the teaching profession. Scholarships are awarded to members of CEA's Aspiring Educator program. The applicant must be an enrolled member in our AE program who shows a commitment both to unionism and the education profession. CEF will award no more than one \$2000 scholarship a year. Scholarship awardees can apply for this award any time in their tenure as an Aspiring Educator, but may only be awarded the scholarship once.

### **CHARGES FOR 2024 – 2025**

- Plan and conduct the 29th annual *Hands Across the Green* Golf Tournament to benefit The Children's Fund and ensure the participation of more corporate sponsors
- Plan and conduct CEF's second annual Celebration of Education Gala
- Continue the operation of the Holiday Bear Project and encourage local association self-sponsorship
- Continue the solicitation of funds for our scholarships and develop additional funding streams for those funds
- Monitor the CEF investment portfolio
- Review and refine as necessary the revised CEF scholarship programs

### **SUMMARY OF ACTIVITIES 2022 - 2023**

- A. The twenty-eighth annual Children's Fund *Hands Across the Green* Golf Tournament was a terrific success. The support of so many outstanding teacher and staff volunteers along with corporate sponsors and our golfers raised over \$50,000 for Connecticut children and teachers in need.

- B. CEF awarded the Racially and Ethnically Diverse Educator Scholarships of \$2,000 to one high school student. Prior year recipients were awarded scholarships of \$2,000 and will continue to receive these awards during their undergraduate experience upon maintaining a 3.0 GPA.
- C. 777 students in our public schools enjoyed opening Holiday packages because of the generosity of CEF friends through the Holiday Bear Project. This project is successful because of caring sponsors who came forward – CEA members and local associations, CEA staff, the business community, corporate sponsors, and representatives from state government. In addition, hundreds more children were sponsored in CEA local associations.
- D. Read Across Connecticut got a rebrand as CT's annual program to promote access to literacy. We have a new logo, held a statewide Little Free Library challenge, gave books and brought NFL players to the middle school students of Bloomfield Public Schools, and held a successful book drive in Blue Back Square in West Hartford.
- E. The Foundation got a new logo and established new partnerships across the state.

### **RECOMMENDATIONS FOR 2024 – 2025**

Explore fundraising opportunities to bring in more funding to the Children's Fund Foundation.

### **LONG RANGE PLANS**

- A. Explore the feasibility of applying for corporate foundation grants for CEF
- B. Continue to investigate the implementation of a comprehensive program of recruitment and support for ethnically and racially diverse candidates interested in entering the teaching profession



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## CEA-RETIRED ADVISORY COUNCIL 2023-2024

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William Murray, President  
Mary-Beth Lang, Vice President  
Karen DiMenna, Treasurer  
Pat Jordan, Secretary  
Myles Cohen, Fairfield County  
Delphina Pinto, Fairfield County  
Susan Morris, Alternate Fairfield County  
Bob Brown, Hartford County  
Karen O'Connell, Hartford County  
Lisa Ouellette, Alternate, Hartford County  
Patricia McGlynn, Litchfield County  
Lisabeth Milewski, Litchfield County  
Christine Sisko, Alternate Litchfield County  
Katherine Ellis, Middlesex County  
Norman Hicks, Middlesex County

Rose Dostert, Alternate Middlesex County  
Maryellen Sansone, New Haven County  
Anne Marie Chuckery, New Haven County  
Nancy Zaehring, Alternate New Haven County  
Gretchen Noonan, New London County  
Diane Hyland-Aubin, New London County  
Lorna Gallagher, Alternate New London County  
Joe Jankowski, Tolland County  
Althea Carr, Tolland County  
Vicki Deleo, Alternate, Tolland County  
Jeanne Benoit, Windham County  
Mary Saad, Windham County  
Diane Ethier, Alternate, Windham County  
Elizabeth Sked, Staff Liaison, non-voting

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### SUMMARY

The CEA-Retired program of the Connecticut Education Association shall advance and promote the CEA programs for retired teachers.

The CEA-Retired shall be governed by the CEA-Retired Constitution and other such policies as the CEA Representative Assembly and the CEA Board of Directors may establish.

### CHARGES FOR 2023-2024

The CEA-Retired shall provide an opportunity:

- A. For CEA members to continue their membership and involvement in the CEA following retirement from active teaching employment;
- B. For teachers not previously CEA members to become involved in the CEA following retirement from active teaching employment;
- C. For CEA-Retired members to participate in CEA sponsored programs;
- D. For CEA-Retired members to address and pursue issues of common concern, create avenues to safeguard and strengthen retirement benefits, and provide forums for information sharing and social interactions.
- E. For CEA-Retired members to join with the CEA in efforts to bring about positive support for public education and the achievement of CEA objectives;
- F. For CEA-Retired members to become activists in the election of pro-education candidates to public office and lobby for educational measures in conjunction with policy decisions made by the CEA and its affiliates.
- G. For CEA-Retired to assist the CEA in the improvement of instruction, and the advancement of the image of teaching in Connecticut.

### RECOMMENDATIONS FOR CEA-RETIRED CHARGES 2023-2024

- A. Continue to increase membership through membership campaigns.

- B. Continue to hold up to three county meetings a year and increase retired county meeting attendance.
- C. Continue to provide CEA-Retired newsletter information in the CEA Advisor.
- D. Continue to electronically publish E-News to its members with e-mail access and use all-member and county ListSers.
- E. Conduct two all-member events, a Fall Issues Meeting and the Spring Annual Business Meeting.
- F. Promote CEA's Legislative Agenda and conduct a CEA-Retired Lobby Day when asked by CEA Government Relations Department
- G. Propose constitutional and bylaw revisions as necessary.
- H. Continue to develop support for legislative issues on the national and state level on retiree issues affecting the membership

### LONG RANGE GOALS

- A. Continue to increase membership
- B. Expand methods for member recruitment
- C. Increase member participation at CEA-Retired meetings and events
- D. Continue to increase Active Member awareness of CEA-Retired
- E. Expand member activism supporting the CEA Legislative Agenda
- F. To expand the use of Social Media as a method of communication and recruiting members.

### RECOMMENDATIONS TO THE BOARD OF DIRECTORS

Continue to provide the support needed to ensure the growth of CEA-Retired and to have quarterly meetings between the leadership of CEA and CEA-Retired to improve communications.



# ELECTIONS COMMITTEE

## 2023-2024

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### COMMITTEE MEMBERS

JENNIFER DIETTER, LITCHFIELD COUNTY  
NATALIE LYNNE SMITH, EdD, HARTFORD COUNTY  
HOLLY MIOTKE, HARTFORD COUNTY  
DORANNE KOVAL, FAIRFIELD COUNTY  
JENNY NATALE, NEW LONDON COUNTY  
TARA LITTLE, NEW HAVEN COUNTY

ANTHONY MESSINA, TOLLAND COUNTY  
KAREN LUTKUS, MIDDLESEX COUNTY  
KATE DIAS, CEA PRESIDENT  
JOSLYN DELANCEY, CEA VICE PRESIDENT  
MELANIE KOLEK, ESQ., STAFF LIASION

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### SUMMARY

The Elections Committee is responsible for overseeing CEA procedures and policies regarding elections.

During 2023-2024, the committee coordinated with the RA Planning Committee and the CEA Constitution Revision Committee to review any proposed amendments to Standing Rules at the CEA Representative Assembly and the CEA Bylaws.

The committee verified the accuracy of all CEA printed ballots, certified candidates for office, and certified the election results of state NEA RA delegates, county directors, and retired member delegates to the CEA RA.

No campaign challenges had been reported at the time this report was approved that the committee needed to address and resolve through any hearings.

The committee, in conjunction with the RA Planning Committee, coordinated all CEA RA elections. The RA was held in May of 2023.

The committee verified the composition of NEA county clusters and reviewed the nominations of candidates for NEA county cluster delegates, as appropriate.

### CHARGES FOR 2023-2024

Review annually all CEA procedures and policies regarding elections and make recommendations to the Constitution Revision Committee, the RA Planning Committee, and the CEA Board of Directors, as appropriate.

Verify the accuracy of all CEA printed ballots.

Certify candidates for all offices elected at the CEA RA.

Certify candidates for state NEA RA delegates, county directors, and retired member delegates to the CEA RA. Certify election results and notify all candidates of election results.

Verify the composition of NEA county clusters and review the nominations of NEA county cluster delegates, as appropriate. Coordinate the CEA RA elections with the RA Planning Committee.

Hold hearings on violations and challenges.



**RECOMMENDATIONS FOR ELECTIONS COMMITTEE  
2024-2025**

- A. Review annually all CEA procedures and policies regarding elections and make recommendations to the Constitution Revision Committee, the RA Planning Committee, and the CEA Board of Directors, as appropriate.
- B. Verify the accuracy of all CEA printed ballots.
- C. Certify candidates for all offices subject to election at the CEA RA.
- D. Certify state NEA RA delegates, county directors, and retired member delegates to the CEA RA. Certify election results and notify all candidates of election results.
- E. Coordinate elections at the CEA RA with the RA Planning Committee and continue to work with that committee on any enhancements to voting procedures at the CEA RA.
- F. Hold hearings on violations and challenges, as necessary.
- G. Moderate election procedures at CEA RA.
- H. Continue investigation of online voting for all non-RA positions as well as machine balloting at the CEA RA.

**RECOMMENDATIONS TO THE BOARD OF  
DIRECTORS**

None currently.





**CEA**  
**MEMBERSHIP TRAINING CONFERENCE COMMITTEE**  
**2023-24**  
**COMMITTEE MEMBERS**

Carrie Cassidy, Chairperson, Litchfield  
Elaine Gencarelli, Fairfield  
Kimberly Huba, Fairfield  
**Tracy Jenkins, Fairfield**  
Lisa Cordova, Hartford  
Mark Janick, Hartford  
Maegan Kiger, Hartford  
Christopher Affie, Litchfield

**Karen Pfeffer, Litchfield**  
Neil Shilansky, Middlesex  
Kris Dimaio, New Haven  
Diane Glettenberg, Tolland  
Katie Jambard, Windham  
Chris Teifke – Staff Liaison  
Marilyn Mathes – Staff Liaison

**SUMMARY**

The Committee meets regularly to plan and review events, programs, and training sessions for CEA members. The major events offered by the committee are the annual Summer Conference and the Early Career Educator Conference.

All events are designed to meet the organizing needs of locals and fulfill CEA's goal to provide continual training to its membership.

The ~~2023~~ **2024** Early Career Educator Conference will be held in person on March **24, 2024**, at the Foxwoods Resort Casino.

Offerings will include presentations by CEA members on a variety of topics of interest to beginning teachers.

The **2023** Summer Conference was held in person August **1-2** and, once again, was highly successful. Tracks were offered in organizing, professional practice, and advocacy.

The **2024** Summer Conference will be held in person at Foxwoods Resort Casino on **July 31 - August 1**. The conference will focus on maintaining and organizing members, advocacy, and social emotional support.

**CHARGES FOR 2023-24**

- A. Plan and implement the **2024** Early Career Educator Conference.
- B. Plan and implement the **2024** CEA Summer Conference.
- C. Plan and implement other training events as requested.

**RECOMMENDATIONS TO THE CEA BOARD OF DIRECTORS FOR 2024-2025**

The members of the Membership Training and Conference Committee are eager to support and assist with any event under its purview.

- A. To continue to provide sufficient budgets to ensure effective organizing and training programs and to optimize member engagement.
- B. To continue to encourage the Board of Directors to actively participate in the tracks and activities of the Summer Conference and Early Career Educator Conference.

**RECOMMENDED COMMITTEE CHARGES 2024-2025**

The members of the Membership Training Conference Committee are eager to support and assist with any event under its purview.

- A. Plan and implement the **2025** Summer Conference.
- B. Evaluate attendance and feedback from the Early Career Educator Conference and make appropriate recommendations to the Board of Directors regarding the **2025** Early Career Educator Conference.
- C. Encourage attendance at all CEA conferences by under-represented locals, first-time attendees, and new teachers.
- D. Support other training sessions (in-person and virtual), as requested, by local affiliates through local, regional, statewide, and national programs.
- E. Monitor cases similar to Janus vs. AFSCME regarding impact on CEA member training.

**LONG RANGE PLANS**

Continue to support training and organizing to meet the changing needs of our members and affiliates and to work cooperatively with other commissions and committees.



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**RA PLANNING COMMITTEE  
2023 -2024**

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**COMMITTEE MEMBERS**

Natalie Lynne Smith, Co-Chair, Hartford County  
Melissa McInvale Co-Chair, New Haven County  
Nicola Able, Windham County  
Christopher Affie, Litchfield County  
Michael Cerrato, Litchfield County  
Marilyn Della Rocco, Fairfield County  
Kathleen Kiely, New Haven County  
William Jacobs, Retired  
Mary-Beth Lang, Retired

Patrice Lundgren, Retired  
Leigh Neumon, Middlesex County  
Karen Pfeffer, Litchfield County  
Maryclaire Reeves, Retired  
Jacquelyn Sawn, Hartford County  
Jennifer Zugarazo, Tolland County  
Devin Van Patten, Hartford County  
Mary-Pat Soucy, Staff Liaison  
Herman Whitter, Staff Liaison

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**SUMMARY**

*The Representative Assembly (RA) Planning Committee plans and coordinates all activities pertaining to the CEA and NEA RA. The committee strives to develop a plan of action to reach a full complement of delegates at the CEA and NEA RA, as well as to achieve NEA's 3-1(g) goal for CEA delegates at the NEA RA.*

**CHARGES FOR 2023-2024**

- A. Work with staff and governance leaders to encourage more members to run for NEA state delegate seats in At-Large, Unit, and County Cluster elections.
- B. Review CEA RA Standing Rules and make recommendations to update/revise current procedures or language where necessary.
- C. Coordinate input from the Elections Committee to CEA Standing Rule proposals.
- D. Plan and coordinate all activities pertaining to CEA and NEA Representative Assemblies.
- E. Review the plan of action, developed in conjunction with leadership, local presidents and the Racial Ethnic Diversity Affairs Commission, to reach a full complement of delegates at the CEA RA and achieve NEA's Bylaw 3-1(g) goal at the NEA RA.
- F. Held sufficient number of meetings to accomplish all tasks.

- G. Reviewed procedures for local elections for the CEA RA and continued to oversee procedures for disseminating and implementing CEA RA election policies in conjunction with CEA Elections Committee.
- H. Planned and coordinated meetings for NEA RA delegates, including an orientation for new delegates to the NEA RA.

**SUMMARY OF ACTIVITIES FOR 2023-2024**

The committee met regularly to carry out our charges and plan and review the processes for both the CEA and NEA RA. The committee worked extensively with the CEA Elections committee to revamp the Standing Rules and move Election language into policy. These changes passed overwhelming at the CEA RA in May 2023. The Committee continued to encourage locals and members to participate in delegate elections.

**RECOMMENDED COMMITTEE CHARGES 2024-25**

No changes to current charges

**Recommendations to the CEA Board of Directors**

Encourage the Board of Directors to help promote the delegate elections for the NEA RA



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**CEA**  
**STAFF PERSONNEL COMMITTEE**  
**2023 - 2024**

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**COMMITTEE MEMBERS**

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George Flaherty Jr, New Haven, Board Member  
Adam Parks, Tolland, Non-Board Member  
Stacey Guertin, New London, Non-Board Member  
Joe Holloway, Middlesex, Board Member  
Gail Jordan, Hartford, Board Member

Marilyn Della Rocco, Fairfield, Board Member  
Louise Morrison, Windham, Board Member  
Seth Newton, Litchfield, Non-Board Member

Kate Dias, CEA President, voting  
Joslyn DeLancey, CEA Vice President, voting  
Todd Jaeck, CEA Executive Director, non-voting  
Stephanie Wanzer, CEA Treasurer, voting

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**SUMMARY**

The Staff Personnel Committee met four times during 2023-2024.

SPC met in March 2023 to interview two candidates for the vacant UniServ position.

The committee met in June 2023 to hire for the newly created CFO position at CEA.

SPC met in September to hire for the UniServ Representative/Training and Organizational Development Specialist.

In November SPC interviewed for the vacant Executive Director position.

**RECOMMENDATIONS FOR  
COMMISSION CHARGES FOR 2024 -  
2025**

Process routine personnel matters.

**CHARGES FOR 2023-2024**

Process routine personnel matters.

**LONG RANGE GOALS**

Review and amend personnel policies as well as review association contracts as necessary.

**RECOMMENDATIONS TO  
THE BOARD OF DIRECTORS**

Examine the organization structure to determine personnel needs in the future.



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**CEA  
STAFF PERSONNEL COMMITTEE  
2023 - 2024**

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**COMMITTEE MEMBERS**

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George Flaherty Jr, New Haven, Board Member  
Adam Parks, Tolland, Non-Board Member  
Stacey Guertin, New London, Non-Board Member  
Joe Holloway, Middlesex, Board Member  
Gail Jorden, Hartford, Board Member

Marilyn Della Rocco, Fairfield, Board Member  
Louise Morrison, Windham, Board Member  
Seth Newton, Litchfield, Non-Board Member

Kate Dias, CEA President, voting  
Joslyn DeLancey, CEA Vice President, voting  
Todd Jaeck, CEA Executive Director, non-voting  
Stephanie Wanzer, CEA Treasurer, voting

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**SUMMARY**

The Staff Personnel Committee met four times during 2023-2024.

SPC met in March 2023 to interview two candidates for the vacant UniServ position.

The committee met in June 2023 to hire for the newly created CFO position at CEA.

SPC met in September to hire for the UniServ Representative/Training and Organizational Development Specialist.

In November SPC interviewed for the vacant Executive Director position.

**RECOMMENDATIONS FOR  
COMMISSION CHARGES FOR 2024 -  
2025**

Process routine personnel matters.

**CHARGES FOR 2023-2024**

Process routine personnel matters.

**LONG RANGE GOALS**

Review and amend personnel policies as well as review association contracts as necessary.

**RECOMMENDATIONS TO  
THE BOARD OF DIRECTORS**

Examine the organization structure to determine personnel needs in the future.







**CEA Board Meeting  
March 8, 2024**

## **SECTION E. REVIEW RA DOCUMENTS**

4. Constitution Revision Presentation



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**CONSTITUTION REVISION COMMITTEE  
2023-2024**

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**COMMITTEE MEMBERS**

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Tara Flaherty, Chairperson, Litchfield County  
Peter Downhour, Board Member, New Haven County  
Joe Holloway, Board Member, Middlesex County  
Evelisa Mayette, Board Member, Hartford County  
Beth Foulds, Board Member, Litchfield County

Jaime Doubleday, Non-Board Member, Tolland County  
Pat Jordan, Retired, Ex Officio (non-voting)  
Kate Dias, President, Ex Officio (non-voting)  
Joslyn DeLancey, Vice President, Ex Officio (non-voting)  
Adrienne DeLuca, General Counsel, Staff Liaison

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The Constitution Revision Committee, which is composed of the CEA Secretary, four members of the CEA Board of Directors, and four non-Board members, met four times this year. The committee is responsible, by Constitution, for the annual review of the Constitution and the Bylaws. The possible impact on the Constitution and Bylaws of all committee and commission recommendations, resolutions, and new business items is also a charge of the committee. CEA members may submit requests for Constitution and Bylaws changes. All requests must be submitted by petition in writing to the Constitution Revision Committee by January 15<sup>th</sup>.

**CHARGES FOR 2023 - 2024**

Review and update the Constitution and Bylaws for clarity of language and its relevance to the CEA Strategic Plan.

Present to the Board of Directors all proposed changes to the Constitution, Bylaws, and Policies.

Present to the CEA Representative Assembly proposed changes to the Constitution and Bylaws.

In revising the Constitution, the Constitution Revision Committee is committed to keeping the Constitution and Bylaws functional working documents which protect the integrity of our organization.

The Committee has worked diligently to meet their goals.

**SUMMARY OF ACTIVITIES 2023 - 2024**

The Committee considered several changes to the Constitution and Bylaws which included the following: Reviewed the CEA Representative Assembly New Business Items and drafted four Constitutional changes and four Bylaw changes to be voted on at the 2024 CEA Representative Assembly: selling of CEA assets in excess of \$1 million, apprentice membership, Ethnic Minority Director and minority representation on the Board of Directors, adding the Pride Committee to standing committees and commissions, adding an alternate for CEA-R to the CEA Board of Directors.

**RECOMMENDATIONS FOR 2024 - 2025**

Continue to review and update the Constitution, Bylaws and Board Policies for clarity of language and relevance to the CEA Strategic Plan. Present to the Board of Directors all proposed changes to the CEA Constitution, Bylaws and Board Policies. Committee shall review the makeup of the committees in Constitution, Bylaws and CEA Policy. Review and consider Business Forums.





CONSTITUTION  
CHANGES



**Connecticut  
Education Association**

# Constitution Revision Committee

Tara Flaherty, Chairperson, Litchfield County  
Evelisa Mayette, Board Member, Hartford County  
Beth Foulds, Board Member, Litchfield County  
Peter Downhour, Board Member, New Haven County  
Joseph Holloway, Board Member, Middlesex County  
Jaime Doubleday, Non-Board Member, Tolland County  
Pat Jordan, CEA-R (non-voting)  
Kate Dias, CEA President (non-voting)  
Joslyn Delancey, CEA Vice President (non-voting)  
Adrienne DeLucca, Legal Department, Staff Liaison



Connecticut  
Education Association

# CONSTITUTION

## AMENDMENT 1

Proposed new language is **bold** and underlined  
Proposed deleted language contains strikeouts

### Article V - Board of Directors

#### Section E. Powers, Duties, and Responsibilities.

1. Implement...
2. Recommend...
3. **recommending the sale of CEA assets in excess of \$1 million.**
4. ~~3.~~ have power...
5. ~~4-~~adopt...
6. ~~5-~~receive...
7. ~~6-~~serve...
8. ~~7-~~ establish...
- ...
23. ~~22-~~ attend...



Connecticut  
Education Association

# CONSTITUTION

## AMENDMENT 2

Proposed new language is **bold** and underlined

Proposed deleted language contains strikeouts

### **Article X – Representative Assembly**

#### **Section D. Powers and Duties.**

The Representative Assembly shall:

1. elect by ballot all officers of the Association provided for under Article III of the Constitution;
2. **receive and act upon any proposal concerning the sale of CEA assets in excess of \$1 million;**
3. ~~2.~~ receive...
4. ~~3.~~ receive...
5. ~~4.~~ establish...
6. ~~5.~~ determine





Connecticut  
Education Association

## AMENDMENT 3

# CONSTITUTION

Proposed new language is **bold** and underlined

Proposed deleted language contains strikeouts

### **Article II – Membership** **Section B. Types of Membership.**

#### **3. Apprentice Membership**

**Apprentice membership is open to anyone enrolled in the Connecticut Apprenticeship Teacher Program (CT-TAP) that qualifies for a career in education. The apprentice membership is contingent upon annual fee payment, established by the Representative Assembly. An apprentice member shall be entitled to receive the official journal of the Association and other such privileges of membership as may be determined by the Board of Directors.**

**4. ~~3.~~ Aspiring Educator.**

**5. ~~4.~~ Community Ally.**

**6. ~~5.~~ Honorary.**

**7. ~~6.~~ Life.**

**8. ~~7.~~ Pre-Retired**

**9. ~~8.~~ Retired.**

**10. ~~9.~~ Reserve.**

**11. ~~10.~~ Staff.**



# CONSTITUTION

## AMENDMENT 4

Proposed new language is **bold** and underlined  
Proposed deleted language contains strikeouts

### Article V – Board of Directors

#### Section A. Composition.

The Board of Directors shall consist of the executive officers, the National Education Association Director (s), county directors, **Ethnic Minority Director**, chairperson of the Aspiring Educator Program, and the President... Members from ethnic minorities shall comprise at least **25** ~~ten (10)~~ percent of the Board of Directors. The Representative Assembly shall elect **an Ethnic Minority Director as well as** ~~Ethnic Minority Director(s)~~ **at-Large** as appropriate to assure such ethnic minority representation.

**BYLAW  
CHANGES**



**Connecticut  
Education Association**



Connecticut  
Education Association

# BYLAWS

# AMENDMENT 1

Proposed new language is **bold** and underlined  
Proposed deleted language contains strikeouts

## **ARTICLE V — COMMISSIONS AND COMMITTEES**

### **Section A. Commissions/ Committees**

#### **1. Standing Commissions.**

There shall be the following standing commissions/committees reporting annually to the Representative Assembly:

- a. Legislative.
- b. Member Benefits.
- c. Retirement.
- d. Instruction and Professional Development.
- e. Public Relations.
- f. Racial and Ethnic Diversity Affairs Commission.
- g. Human and Civil Rights.
- h. Political Action Committee (CEA PAC)
- i. **Pride Committee**



Connecticut  
Education Association

## BYLAWS

## AMENDMENT 2

Proposed new language is **bold** and underlined  
Proposed deleted language contains strikeouts

### **Article V – Commissions and Committees** **Section D. Appointment.** **3. CEA Retired Program.**

The CEA Retired Program (CEA R) shall include on its Advisory Council the CEA Retired President, Vice President, Secretary, ~~and Treasurer~~, **and ex-officio non-voting representative to the CEA Board of Directors** elected at its annual meeting...

(new sentences at the end)

**The CEA-R Secretary shall serve as the alternate (vice chair) to the CEA Board of Directors. The CEA-R Secretary shall fulfill the duties of the vice chair in the absence of the chair or vice chair.**



Connecticut  
Education Association

## BYLAWS

## AMENDMENT 3

Proposed new language is **bold** and underlined

Proposed deleted language contains strikeouts

### **Article 1 – Membership and Dues** **Section B. Amounts of Annual Dues.**

**4. The annual membership fee for persons eligible for Apprentice Membership enrolled in an undergraduate, four-year program and working as an apprentice prior to graduation shall pay four times the CEA Aspiring Educator dues per year plus the membership fee set by NEA. The annual membership fee for persons eligible for Apprentice Membership working in this role as part of a post-graduate program and receiving a salary based on the collective bargaining agreement of the Association in which they work shall pay 50% of CEA annual dues plus the membership fee set by NEA.**

- ~~5. 4.~~** The annual membership fee for persons eligible for active membership who are regularly employed for 50 percent...
- ~~6. 5.~~** The annual membership fee for persons eligible for active membership who are regularly employed for 25 percent...
- ~~7. 6.~~** The fee for an Active Member pre-purchasing...
- ~~8. 7.~~** The annual Community Ally...
- ~~9. 8.~~** The annual Active Separated...



Connecticut  
Education Association

## BYLAWS

## AMENDMENT 4

Proposed new language is **bold** and underlined. Changes in the title are also highlighted.

Proposed deleted language contains strikeouts

### **ARTICLE III – SELECTION OF CEA OFFICERS, NEA DIRECTORS, NEA DIRECTOR ALTERNATE, ETHNIC MINORITY DIRECTOR, ETHNIC MINORITY DIRECTOR(S) AT-LARGE, and ETHNIC MINORITY DIRECTOR ALTERNATE.**

#### **Section A. Eligibility.**

Any active member shall be eligible to be nominated for election as an officer of the CEA, NEA Director, NEA Director Alternate, or in the case of Ethnic Minority Director, Ethnic Minority Director(s) At-Large or Ethnic Minority Director Alternate a member of an ethnic minority...

#### **Section B. Nomination.**

The following procedures shall...election as a CEA Officer, NEA Director, or an NEA Director Alternate, Ethnic Minority Director, Ethnic Minority Director(s) At-Large...

##### **1. Nomination by Petition.**

Any active member... The nomination packet shall include a CEA Officer, NEA Director, NEA Director Alternate, Ethnic Minority Director, Ethnic Minority Director(s) At-Large...

#### **Section C. Election.**

The Representative Assembly by secret ballot shall elect the necessary officers and state NEA Directors and, NEA Director Alternate, Ethnic Minority Director, Ethnic Minority Director(s) At-Large and Ethnic Minority Director Alternate.



Thank you to the Constitution  
Revision Committee for all  
their hard work!

*Tara Flaherty, Chairperson*



Connecticut  
Education Association





Connecticut  
Education Association

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CEA Board Meeting  
March 8, 2024

## **SECTION E. REVIEW RA DOCUMENTS**

5. Resolutions Proposals



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**CEA RESOLUTIONS COMMITTEE**

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**COMMITTEE MEMBERS**

Marilyn Della Rocco, Chair  
Miles Lubben, Vice Chair  
Sandra Peterkin, NEA Alt Fairfield  
Vidyotma Gupta, NEA 2nd Alt Fairfield  
Faith Sweeney, Fairfield

Kimberly Huba, Fairfield  
Leigh Neumon, Middlesex  
Gail Jordan, Hartford  
Devin Van Patten, Hartford  
Sara Azukas, New Haven

Patrick Cumpstone, New Haven  
Kathleen Kiely, Alt. New Haven  
Diane Glettenberg, Tolland  
Kate Dias, CEA President, non-voting  
Joslyn DeLancey, CEA VP, non-voting  
Rebecca Mitchell, Staff Liaison

**SUMMARY**

The CEA Resolutions Committee is established by CEA Standing Rule V. The committee consists of two representatives and one alternate elected from each of the multi-director counties and one representative and one alternate from each of the single director counties. Members are elected annually at the final county forum meeting of the year by secret ballot. In addition, two NEA Resolutions Committee members and two NEA RC alternates are elected at the NEA Representative Assembly by the Connecticut delegation to serve on this committee.

Resolutions are formal expressions of opinion, intent, belief, or position of the Association adopted by the delegates to the CEA Representative Assembly. These provide the direction to which the Association should be moving. They should be broad in nature and be stated positively and without ambiguity.

As stated in Standing Rule V. D. Duties: "The Resolutions Committee shall review and revise existing resolutions, prepare new resolutions, and present the proposed resolutions to the RA." These recommended resolutions are submitted to the CEA Board of Directors prior to presentation to the RA.

Proposals for new resolutions and/or resolution revisions to the NEA Resolutions on behalf of the CEA are submitted by the NEA Resolutions Committee members. This occurs at the Winter and Summer meetings of the NEA Resolutions Committee.

The CEA Resolutions Committee holds one open hearing each year for membership participation; it takes place on the Friday night at the CEA Representative Assembly.

**SUMMARY OF 2023 - 2024 ACTIVITIES**

The Resolutions Committee met seven times during the 2023- 2024 school year; four of these were virtual. The Committee reviewed resolutions for alignment with NEA Resolutions, for updated language, and to ensure that any new concerns or issues have been considered.

The committee discussed a variety of topics and proposed amendments addressing education as a lifelong process, educational opportunity for all, bias in curriculum and curricular materials, effective communication, social and emotional learning, substance abuse, supervision of extracurricular activities, academic and professional freedom, selection of materials and teaching techniques, time to teach, privatization of public education, teaching by certified teachers, mandatory medical testing of teachers, bullying, equal opportunity, minority and women employment in the association, strong professional associations, teachers with HIV/AIDS and several new resolutions.

1. There are new resolutions introduced this year on artificial intelligence, drug and alcohol testing, HIV/AIDS testing of education employees, member involvement in community organizations and the right to know and participate in government.
2. The committee continued the practice of small group discussion and development of resolutions for presentation to the full committee.
3. Input from CEA members on resolutions was facilitated through emails, reports, commission discussion, and the presentations at the final round of Business Meetings. Opportunities for input from members were also provided through an open hearing. At their respective counties, Resolutions Committee members were visible, providing important information and reinforcing the on-going work of the committee. The committee plans to continue this collaborative approach in the future.
4. The Chair, Vice Chair, and first alternate attended the 2024 virtual Winter Meeting of the NEA Resolutions Committee on Feb. 24<sup>th</sup> and 25<sup>th</sup>.



## PROPOSED AMENDMENTS TO THE CEA RESOLUTIONS FOR THE 2024 CEA RA

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**A. Serve as the Statewide Voice for Education**

**A-3 Education as a Lifelong Process**

The Connecticut Education Association recognizes that education is a lifelong process and that the public schools must serve learners of all age groups and all backgrounds. The Association believes that the development of Community Learning Centers/Community Schools throughout the state, in cooperation with local school districts and other appropriate organizations/agencies, is essential to this process. (86, 94, 95, 02, 07)

*Rationale: Updates the language to current practices and types of centers/schools that exist.*

**A-6 Educational Opportunity for All**

The Connecticut Education Association believes that local boards of education, in partnership with state and federal governments, must provide a free public quality education suited to the needs of the individual for each student. It is the responsibility of local governments, together with state and federal governments, to maintain and enhance excellence in all public schools through the process of established uniform standards of accreditation. The accreditation process must provide sufficient flexibility to enable individual schools to achieve educational excellence and respond to the needs of their students and community. ~~Public educational opportunities for every student must be preserved and strengthened.~~ Access to, and opportunities for, postsecondary education should be widely available, and no qualified student should be denied such opportunities because of financial considerations. (90, 00, 12, 15, 18)

*Rationale: Updates the language to be more inclusive and matches language by the NEA.*





## **B. Advance the Cause of Education for All Individuals**

### **B-4 Bias in Curriculum and Curricular Materials**

The Connecticut Education Association supports efforts to identify and expose curriculum and curricular materials that perpetuate ~~support~~ bias(es) at all levels of public education. The Association believes that such curricular materials are not appropriate for public schools, and that such materials hinder the educational process. (84, 85, 93, 07, 22, 24)

***Rationale: Strengthens the language to emphasize the action.***

### **B-19 Effective Communication**

The Connecticut Education Association believes that it is critical that students become effective communicators in school and in life through all forms of expression. Communication instruction is essential for learning in all content areas and for achieving high standards. The Association also believes that access to needed supports such as assistive technology and alternative and augmentative communication devices, as well as supports provided by appropriately-licensed and certificated professional personnel, is necessary to enable all students in becoming effective communicators. The Association further believes that students must be culturally competent to be effective communicators.

The Association ~~also~~ believes that educators' efforts to value and promote effective communication should be supported by parents/guardians, administrators, other education employees, and communities. (18)

***Rationale: Strengthens the language for students that require supports and includes language on cultural competency. This language aligns with NEA.***

### **B-20 Social Emotional Learning**

The Connecticut Education Association believes that students must learn the social emotional skills of self-awareness, self-management, social awareness, decision-making, and relationship management. The development of these competencies is necessary in the learning process to provide pathways for both academic success and achievement.

The Association supports the utilization of evidence-based instructional methods and adequate staffing of specialized instructional support personnel (school counselors,



social workers, mental health workers, nurses, and/or psychologists) to provide services, including peer support, designed to develop and promote health, social, and emotional skills in all students for their lifelong learning process. (19)

***Rationale: Reinforces the importance of interpersonal skills and supports. This language aligns with NEA.***

#### **NEW B. Artificial Intelligence**

The Connecticut Education Association believes that the development and expanding use of Artificial Intelligence (AI) technologies will continue to impact students, educators, public education, and the greater community. The Association also believes that the use of AI in public education should align with the following principles:

- a. AI tools should support the needs of students and educators.
- b. The implementation of AI must be equitable, accessible, and inclusive to ensure that no community is disadvantaged or excluded.
- c. AI tools and their implementation must be free of cultural, racial, and gender biases, and they should not perpetuate or amplify existing biases or discrimination.
- d. Educators should be involved in the development of best practices for pedagogical applications of AI.
- e. The use of AI in public education should be transparent, including its applications, what data is collected, and how that data is used.
- f. AI should not compromise the privacy of educators, students, or their families.
- g. Educators and students should be provided guidance and training on the ethical use of AI tools.
- h. Evaluation of AI implementation should be ongoing to ensure it supports the needs of students and educators, and aligns with ethical standards and practices.

***Rationale: With the rise in use of AI both inside and outside of the classroom, this provides language that emphasizes the importance of student health and safety as well as teacher involvement. This language aligns with NEA.***

***This resolution will become B-8 with all further resolutions moving accordingly.***



**C. Promote the Health and Welfare of Children and/or Students**

**C-24 Substance Abuse**

The Connecticut Education Association opposes inhalant abuse and drug abuse, including alcohol and tobacco dependency.

The Association supports:

- a. Standardization of drug laws, including the sale and distribution of drugs
- b. Prohibition of the production, sale, and distribution of drug paraphernalia
- c. Improvement of drug prevention and rehabilitation programs
- d. Mandated drug rehabilitation programs for any violation or conviction, whether civil or criminal, resulting from the possession or use of a controlled substance
- e. Research on the genetic and neurological damage done to children through parental substance abuse and the impact on student learning and behavior
- f. Appropriate educational experiences to educate students about the serious consequences of participating in any aspect of the illegal drug trade
- g. Testing and regulation of performance-enhancing dietary herbal supplements

The Association opposes the illegal use of drugs and substances and believes that severe penalties for illegal production, distribution, and sale should be strictly enforced.

The Association supports strict enforcement of the legal drinking age and the laws governing the sale of alcoholic beverages in each state and supports federal legislation to establish a uniform legal drinking age of 21.

The Association further supports strict enforcement of laws governing the sale of tobacco and vaping products and believes that federal legislation should be established to create a uniform age of ~~18~~ 21 for purchase, possession, or use of tobacco products.  
(89, 97, 02, 12, 21, 24)

***Rationale: Aligns CEA Resolutions with current Connecticut law.***



## D. Promote Professional Excellence Among Educators

### D-14 Supervision of Extracurricular Activities

The Connecticut Education Association believes that extracurricular activities are an important part of the public school experience. Education institutions should adopt policies, standards, and guidelines for staffing extracurricular activities and for hiring personnel who have the necessary skills and knowledge to perform those duties, and for providing staff members with appropriate ongoing training. Qualified educators ~~teachers~~ must be given the opportunity of first acceptance of paid positions. (09, 24)

*Rationale: Updates language to be inclusive of all certified professionals.*





**E. Gain Recognition of the Basic Importance of the Teacher in the Learning Process**

**E-1 Academic and Professional Freedom**

The Connecticut Education Association believes that the right of teachers and students to explore and discuss divergent points of view is essential to academic freedom.

Teachers shall be protected from any punitive action by administration for allowing free expression of thoughts by students. ~~The Association also believes that professional freedom is essential to the teaching profession.~~ Controversial issues should be a part of the instructional program when, in the judgment of the professional staff, the issues are appropriate to the curriculum and to the maturity level of the student. Teachers shall not be fired, transferred, reassigned, removed from their position, or disciplined for refusing to suppress the free expression rights of students. The Association also believes that professional freedom is essential to the teaching profession. Professional freedom includes the teachers' right to evaluate, criticize, and/or advocate their personal point of view concerning the policies and programs of the schools. Furthermore, teachers must be free to depart from mandated scripted learning programs, pacing charts, and classroom assessments without prejudice or punishment. Teachers also have the right to assist colleagues when their academic or professional freedoms are violated. (86, 94, 02, 19)

*Rationale: Strengthens the language and is more direct. This language aligns with NEA.*

**E-5 Selection of Materials and Teaching Techniques**

The Connecticut Education Association believes that quality teaching and learning can best occur in an atmosphere that allows freedom of inquiry, appropriate material selection, and teaching techniques. The Association urges its local affiliates to secure the adoption of policies and procedures that provide for the reasonable and objective consideration of instructional materials and teaching techniques without censorship or legislative interference. States, school districts, and educational institutions must include teachers and faculty as full voting members on textbook and curriculum review and adoption committees. Participation must be voluntary and compensated.

Challenges to the choice of instructional materials and techniques must be orderly and objective, under procedures mutually adopted by professional associations and school governing boards.

Materials in all subject areas should—

- a. Include strategies that encourage student interaction
- b. Be developmentally appropriate



- c. Include appropriate accommodations and modifications for students with special needs
- d. Be free from stereotypes and avoid biases
- e. Support multicultural education and cultural competence
- f. Address divergent points of view
- g. Contain sufficient activities to teach the concepts
- h. Provide for the evaluation of higher level thinking
- i. Be historically and factually accurate
- j. Be inclusive of all ethnic groups.
- k. Be inclusive of the LGBTQIA+ community.**

Instructional materials and equipment must be provided in sufficient variety and quantity to serve all students. (92, 93, 01, 15, 18, 22)

***Rationale: Ensures that materials are inclusive of all identities. This language aligns with NEA and language used by the Department of Mental Health and Addiction Services.***

#### **E-8 Time to Teach**

The Connecticut Education Association believes that educators need the freedom and flexibility to schedule time and design programs to meet the needs of the students. The Association also believes that “time to teach” refers not only to hours during which an educator is actually teaching but also applies to conditions that contribute to the student-teacher relationship. Such conditions include a reasonable, carefully defined work load, a duty-free lunch period, an office in which to work, access to telephones, adequate and appropriate office equipment, access to technology, freedom from interruptions during instructional time, sufficient unencumbered planning time, time to evaluate student progress, time for implementation of federal and state legislative requirements, and elimination of the non-instructional tasks required of a teacher.

**The Association further believes that, at all levels and in all disciplines, additional common planning time should be provided during the student day for employees to meet for such purposes as, but not limited to, team planning time, and coordinating with special education and with support professionals.**

The Association further believes however, that in order for the classroom educator to spend adequate time on instructional duties, the paperwork burden on the practitioner must be reduced and held to an absolute minimum. (17)

***Rationale: Reinforces the importance of including collaborative planning with colleagues during the school day as part of teaching time.***



## F. Protect the Rights of Educators and Advance Their Interests and Welfare

### F-3 Privatization of Public Education

The Connecticut Education Association believes that for-profit companies running public schools create an inherent conflict between serving the needs of children and serving the needs of stockholders in a democratically run, publicly accountable educational setting. The Association therefore opposes education for profit. ~~The Association also believes that education employees shall not be displaced by private service providers or by temporary or part-time workers. The Association further believes that school districts shall not enter into subcontracting agreements that transfer education employees from their position or that abrogate previously contracted benefits, reduce compensation, deny fringe benefits, and/or reduce or eliminate accumulated retirement experience and benefits and impact economic security of the teacher.~~ **and any privatization or subcontracting arrangement that:**

- a. Displaces employees by private service providers or by temporary or part-time workers.**
- b. Transfers education employees from their position or that abrogates previously contracted benefits, reduces compensation, denies fringe benefits, and/or reduces or eliminates accumulated retirement experience and benefits, and impacts economic security of the teacher.**
- c. Places the economic security of public education employees at risk, without regard to individual job performance, so that the services in question can be performed by private sector employees**
- d. Replaces services that are, or could feasibly be, provided by the public schools**
- e. Has the purpose or effect of causing or maintaining racial segregation in the public schools**
- f. Has not been agreed to by the affected exclusive bargaining agent.**

The Association urges its local affiliates to actively work against any attempts by school districts to contract with for-profit companies to operate its schools. (94, 00, 08, 15)

***Rationale: Reorganized for easier reference and strengthened with the addition of bullets c-f. This language aligns with NEA and the Handbook for the Policy Statement on Privatization and Subcontracting.***



**F-7 Teaching by Certified Teachers**

The Connecticut Education Association ~~insists~~ believes that teaching in the classroom ~~must~~ should be by teachers certified in the appropriate area. Paraprofessionals shall not independently plan and/or perform teaching duties regardless of whether they hold valid Connecticut certificates to teach. (95, 08, 11)

*Rationale: Removes the action words and replaces words with positive statements as is consistent with CEA resolutions.*

**F-11 Mandatory Medical Testing of Teachers**

The Connecticut Education Association ~~believes that the costs of any required medical testing of teachers must be incurred by the agency that requires such testing and that the teachers must be guaranteed the right to select their own physician(s). The Association opposes the mandatory and /or involuntary drug, alcohol, and AIDS testing of employees and job applicants as an unwarranted and unconstitutional invasion of privacy.~~ (88, 91, 94, 95) opposes physical and mental examinations by governing boards for the purpose of harassment of education employees. Physical and mental examinations of education employees should be required only when there is probable cause. Results of such examinations shall be subject to medical confidentiality, and the education employee shall be informed of all results. The Association also believes that health-related information must not be released without the written consent of the employee. The employee must have the right to examine and, if needed, correct their medical records. The Association further believes that the cost of any required physical or mental diagnostic procedure should be incurred by the agency that requires such procedure and that education employees should be guaranteed the right to select their own physician. (88, 91, 94, 95)

*Rationale: Strengthens and adds more protective language surrounding physical and mental examinations. Removes language that is added to a more focused new F resolution. This language aligns with NEA.*





**F-12 Teachers ~~and~~ with HIV/AIDS**

The Connecticut Education Association believes that teachers shall not be fired, non-renewed, suspended (with or without pay), transferred, or subjected to any other adverse employment action solely because they have tested positive for the human immunodeficiency virus/acquired immunodeficiency syndrome (HIV/AIDS) antibody or have been diagnosed as having HIV/AIDS. (88, 07)

***Rationale: Updates to more specific language. This language aligns with NEA.***

**NEW F. Drug or Alcohol Testing**

The Connecticut Education Association believes in a drug- and alcohol-free workplace. However, the Association believes that mandatory and/or random drug or alcohol testing of employees and job applicants is an unwarranted and unconstitutional invasion of privacy and opposes such testing.

***Rationale: Makes for more clear and focused language on testing in its own resolution separate from testing specific to HIV/AIDS. Picks up language and intent that is removed from F-11. This language aligns with NEA.***

***This resolution will become F-12 with all further resolutions moving accordingly.***

**NEW F. HIV/AIDS Testing of Educational Employees**

The Connecticut Education Association believes that education employees or education employment applicants should not face mandatory/involuntary human immunodeficiency virus/acquired immunodeficiency syndrome (HIV/AIDS) testing. The Association also believes that there should be no restrictions on blood donations from individuals solely based on a history of same-gender sexual activity.

***Rationale: Makes for more clear and focused language on testing specific to HIV/AIDS. Picks up language and intent that is removed from F-11. This language aligns with NEA.***

***This resolution will become F-13 with all further resolutions moving accordingly.***



**H. Unite Educators for Effective Citizenship**

**NEW H. Member Involvement in Community Organizations**

The Connecticut Education Association supports the rights of its members to become involved in community organizations that address issues of common concern to their local and state education associations without fear of reprisal or retaliation.

*Rationale: Strengthens and supports teacher participation in their community. This language aligns with NEA.*

*This resolution will become H-3.*

**NEW H. The Right to Know and Participate in Government**

The Connecticut Education Association believes that open meeting and public disclosure laws are essential to permit the monitoring of government actions. Government recordings and documents including but not limited to agendas, meeting minutes, and live and recorded video or audio should be available in a timely manner and at a reasonable cost to all citizens equally. The Association also believes that teachers should be able to speak on matters of public concern at government meetings and hold government positions without fear of reprisal or retaliation.

*Rationale: Strengthens and supports teacher participation in their local, state, and federal government. This language aligns with NEA.*

*This resolution will become H-4.*



## I. Promote and Protect Human and Civil Rights

### I-2 Bullying

The Connecticut Education Association believes that the school environment must be free from all forms of bullying, including but not limited to, physical bullying and cyberbullying. Bullying is the systematic and chronic infliction of physical hurt and/or psychological distress on one or more individuals. The Association recognizes that bullying in schools is not limited to students but can include members of the entire school community.

The Association encourages its members to work with local school districts to develop comprehensive, school-wide programs to address bullying. Such programs should:

- a. establish strong policies defining and prohibiting bullying, outlining consequences, and procedures for reporting appeals.
- b. develop and implement educational programs designed to help students recognize, understand, prevent, oppose, and eliminate bullying.
- c. provide training in bullying prevention and intervention for all school employees.
- d. provide professional development materials and resources.
- e. encourage school boards to establish written policies designed to ensure the elimination of bullying, harassment, and intimidation of students and staff by other students and staff.
- f. **Include activities to help all students, staff, and community members feel understood, respected, valued, and included by cultivating greater awareness and appreciation of our cultural similarities and differences in order to prevent bullying.**

These programs should be reviewed, revised and updated to reflect changing needs. (99, 08, 13, 14, 15)

***Rationale: More inclusive of the types of bullying that occur and that should be addressed in schools. This language aligns with NEA.***

### I-4 Equal Opportunity

The Connecticut Education Association is committed to affirmative action programs that foster complete equality of educational opportunity and enhance human and civil rights. The Association believes that all persons, regardless of ethnicity, race, gender, religion, physical capabilities, age, size, intellectual capabilities, sexual orientation, gender identity, gender expression or socioeconomic background, should be afforded



equal opportunity within the public education system.

**The Association also believes that governing boards and education associations should encourage the elimination of discriminatory practices against women in employment, promotion, and compensation. Personnel policies should include family leave, maternity leave, paternity leave, leave for adoption of a child, child-care leave, and professional leave that encourages women to participate in professional growth experiences and to prepare for administrative and executive positions.**

**The Association further believes that local, state, and national agencies should consider research specifically related to women and their health problems and concerns. The Association believes in the establishment of women's education committees as a vehicle for implementation of equal opportunity for women. The Association also believes that sexism and sex discrimination should be eliminated and endorses the use of nonsexist language. The Association further believes that any restriction to reproductive freedom is a form of sex discrimination.** (85, 91, 95, 96, 15, 21)

***Rationale: Expands the scope of focus for equal opportunity employment in the public school education system. This language aligns with NEA.***

### **I-13 Minority and Women Employment in the Association**

The Connecticut Education Association is committed to the encouragement and participation of minorities and women **including those who are transgender and non-binary** in its managerial and professional staff positions. (89, 03, 13)

***Rationale: Broadens the language and scope to be inclusive of more minority groups. This language aligns with NEA.***





**J. Obtain for Members the Benefits of an Independent, United Education Program**

**J-1 Strong Professional Associations**

The Connecticut Education Association believes that the united effort of a professional organization promotes the interests of its members and advances a strong, healthy educational environment. The Association also believes that all members should be afforded the opportunity to have input into, and to actively participate in, Association programs and activities at local, state, and national levels. The opportunity to participate in the Association must be afforded to all members without fear, intimidation, or retribution. The Association further believes that early career members should be encouraged to participate in and pursue appropriate leadership opportunities at the local, state, and national levels of the union. The Association believes that affiliates should encourage early career members to seek election to become seated delegates at the annual Representative Assembly. The Association also believes that the local association be guaranteed access to all members, as well as potential members including but not limited to new hires, within the school. The Association further believes that all members have the right to receive union communications at their work sites from their local, state, and national associations. The Association ~~also~~ believes that representatives of the Association shall be permitted to conduct official Association business on school property at all reasonable times, including the school day, provided that this shall not interfere with scheduled meetings or assigned duties of the employees and that school policies should provide release time without loss of pay to those who are fulfilling leadership responsibilities, attending meetings, or participating in other Association activities. (84, 85, 03, 04, 13, 16, 19)

***Rationale: Strengthens the language and promotes more early educator participation. This language is aligned with NEA***





**CEA Board Meeting  
March 8, 2024**

## **SECTION E. REVIEW RA DOCUMENTS**

6. CEA Standing Rules Proposals



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**RA PLANNING COMMITTEE  
2023 -2024**

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**COMMITTEE MEMBERS**

Natalie Lynne Smith, Co-Chair, Hartford County  
Melissa McInvale Co-Chair, New Haven County  
Nicola Able, Windham County  
Christopher Affie, Litchfield County  
Michael Cerrato, Litchfield County  
Marilyn Della Rocco, Fairfield County  
Kathleen Kiely, New Haven County  
William Jacobs, Retired  
Mary-Beth Lang, Retired

Patrice Lundgren, Retired  
Leigh Neumon, Middlesex County  
Karen Pfeffer, Litchfield County  
Maryclaire Reeves, Retired  
Jacquelyn Sawn, Hartford County  
Jennifer Zugarazo, Tolland County  
Devin Van Patten, Hartford County  
Mary-Pat Soucy, Staff Liaison  
Herman Whitter, Staff Liaison

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**SUMMARY**

*The Representative Assembly (RA) Planning Committee plans and coordinates all activities pertaining to the CEA and NEA RA. The committee strives to develop a plan of action to reach a full complement of delegates at the CEA and NEA RA, as well as to achieve NEA's 3-1(g) goal for CEA delegates at the NEA RA.*

**CHARGES FOR 2023-2024**

- A. Work with staff and governance leaders to encourage more members to run for NEA state delegate seats in At-Large, Unit, and County Cluster elections.
- B. Review CEA RA Standing Rules and make recommendations to update/revise current procedures or language where necessary.
- C. Coordinate input from the Elections Committee to CEA Standing Rule proposals.
- D. Plan and coordinate all activities pertaining to CEA and NEA Representative Assemblies.
- E. Review the plan of action, developed in conjunction with leadership, local presidents and the Racial Ethnic Diversity Affairs Commission, to reach a full complement of delegates at the CEA RA and achieve NEA's Bylaw 3-1(g) goal at the NEA RA.
- F. Held sufficient number of meetings to accomplish all tasks.

- G. Reviewed procedures for local elections for the CEA RA and continued to oversee procedures for disseminating and implementing CEA RA election policies in conjunction with CEA Elections Committee.
- H. Planned and coordinated meetings for NEA RA delegates, including an orientation for new delegates to the NEA RA.

**SUMMARY OF ACTIVITIES FOR 2023-2024**

The committee met regularly to carry out our charges and plan and review the processes for both the CEA and NEA RA. The committee worked extensively with the CEA Elections committee to revamp the Standing Rules and move Election language into policy. These changes passed overwhelming at the CEA RA in May 2023. The Committee continued to encourage locals and members to participate in delegate elections.

**RECOMMENDED COMMITTEE CHARGES 2024-25**

No changes to current charges

**Recommendations to the CEA Board of Directors**

Encourage the Board of Directors to help promote the delegate elections for the NEA RA



## I. RULES OF ORDER AND PARLIAMENTARY PROCEDURES

### A. Rules of Order

1. The Standing Rules take effect immediately upon being passed.
2. Delegates, staff members and guests shall wear their credentials visibly at all times while the RA is in session.
3. Delegates wishing to speak on an issue should approach the nearest microphone, pick up the large card indicating their purpose in requesting the right to speak and hold it up high and wait for recognition. The speaking order will be prepared for the chair in the order of recognition. The maker of a motion should have a seconder available.
  - a. USE OF COLORED CARD (See next page)
    - GREEN CARD** To make a motion or speak in favor.
    - RED CARD** To make a motion or speak against a motion on the floor.
    - ORANGE CARD** Procedural motions that may interrupt a speaker.
    - WHITE CARD** Procedural motions that do not interrupt a speaker.
  - b. Requests for information, points of personal privilege and points of order are used to require adherence to the rules and to seek clarification. They should not be used as opportunities to speak on the substance of the question as adherence to the rules and seeking clarification take precedence over all other business.
  - c. It is undesirable to raise points of order on minor irregularities of a purely technical character if it is clear that no one's rights are being infringed and no real harm is being done to the proper transaction of business.
4. When a motion other than procedural is made, it shall be stated to the RA by the chair before any debate be had thereon. At the time the motion is made it shall be presented to the chair in writing on the official form.
5. New business items must be presented within one hour of the call to order on Friday for action on Saturday.
6. Debate on any question or subject shall be limited to two minutes for each speaker. Commission chairs shall not be limited to this rule when their recommendations are being discussed.
7. No person shall speak on the same question more than twice. A second speech limited to two minutes on the same question may not be made as long as any member who has not spoken on that question desires the floor.
8. One-third (33%) of the credentialed delegates shall be necessary to call for a roll call vote.
9. The selling and distribution of any materials not relating to the business of the RA must be conducted in the designated areas outside of the assembly hall and registration areas and only with the approval of the Representative Assembly Planning Committee.





# MAY 2024- MAY 2025 CEA RA STANDING RULES

## B. Basic Parliamentary Procedure

### A Guide to The Card System for Floor Debate

Motions 2 through 8 are motions that deal with the main motion.

Use on **RED** or **GREEN** card.

Use the **GREEN** card to speak **IN FAVOR** of the motion.

Use the **RED** card to speak **AGAINST** the motion.

	DEBATABLE	AMENDABLE	REQUIRED VOTE
8. CLOSE DEBATE	NO	NO	2/3
7. LIMIT OR EXTEND LIMITS OF DEBATE	NO	YES	2/3
6. POSTPONE TO A CERTAIN TIME	YES	YES	MAJORITY
5. REFER TO COMMITTEE	YES	YES	MAJORITY
4. AMEND THE AMENDMENT	YES	NO	MAJORITY
3. AMEND OR SUBSTITUTE	YES	YES	MAJORITY
2. POSTPONE INDEFINITELY	YES	NO	MAJORITY
1. MAIN MOTION (RESOLUTION)	YES	YES	MAJORITY

Motions that deal with the general conduct of the meeting.

Use on **ORANGE** card: [**CAN INTERRUPT A SPEAKER**]

	DEBATABLE	AMENDABLE	REQUIRED VOTE
PARLIAMENTARY INQUIRY	NO	NO	NONE
POINT OF ORDER	NO	NO	NONE
CALL FOR A DIVISION OF THE ASSEMBLY	NO	NO	NONE
APPEAL FROM THE DECISION OF THE CHAIR	YES	NO	MAJORITY
OBJECT TO CONSIDERATION	NO	NO	2/3

Use on **WHITE** card: [**CANNOT INTERRUPT A SPEAKER**]

	DEBATABLE	AMENDABLE	REQUIRED VOTE
POINT OF PERSONAL PRIVILEGE	NO	NO	NONE
REQUEST FOR INFORMATION	NO	NO	NONE
DIVIDE A MOTION	NO	YES	MAJORITY
SUSPEND THE RULES	NO	NO	2/3
MODIFY OR WITHDRAW	NO	NO	MAJORITY

The above motions should be sufficient for you to express your opinion on a motion before the assembly or to raise a question concerning the procedures of the assembly. You are encouraged to see the parliamentarian if you have any questions concerning procedures.

## II. CREDENTIALS

### A. Registration

1. Local affiliates must submit to CEA by no later than the last Friday in March the names of their duly elected CEA Representative Assembly (RA) delegates and alternates.
2. A master list of elected delegates will be prepared in advance.
3. Registration of delegates shall be from 3:30 p.m. to one-half hour after the RA is called to order on the first day, and from 8:30 to 9:30 a.m. on the final day of the RA.
4. Upon registration at the RA, the name of each delegate and member of the Board of Directors



# MAY 2024- MAY 2025 CEA RA STANDING RULES

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shall be checked off on the master list. Delegates must also provide proper identification (i.e., a photo ID and/or a current year membership card). If a delegate does not have a photo ID and/or current year membership card available, an officer of their local Association, the delegation chair, or the county director can verify the identification of the delegate.

5. Delegate credentials, along with other pertinent materials will be issued at registration.
6. Upon completion of registration, the official list of registered delegates shall be transferred to the Elections Committee Chair.

## B. Issuing Delegate and Successor Credentials/Lost Credentials

1. Each local president shall indicate the delegation chair in advance. The chair's name shall appear first on the list of registered delegates for each local.
2. Delegate credentials cannot be issued to eligible successors until it can be verified that the original delegate is unable to serve. The delegation chair or the local president must verify, in writing or in person, to the Credentials Committee that the original delegate is being replaced by a successor. Successors must also provide proper identification (i.e., a photo ID and/or a current year membership card) to the Credentials Committee. If a successor does not have a photo ID and/or current year membership card available, an officer of their local Association, the delegation chair, or the county director can verify the identification of the successor. Once a successor is registered as a delegate, his or her name will be listed as a delegate on the master list.
3. Successors cannot obtain delegate credentials until the original delegate returns their credentials to the registration desk no later than 9:30 a.m. on the final day of the RA.
4. Upon request, and with proper identification (i.e., a photo ID and/or a current year membership card), lost delegate credentials may be reissued by the Credentials Committee after the delegate completes the credentials replacement form provided in the delegate handbook. If a delegate does not have a photo ID and/or current year membership card available, an officer of their local Association, the delegation chair, or the county director can verify the identification of the delegate.

## C. Wearing Credentials

1. To enter the RA and the voting area, delegate credentials or appropriate badges must be worn in a location visible to other delegates and RA officials at all times.
2. Non-delegates and guests will be issued appropriate badges that must be worn and be visible at all times.
3. Senior county directors shall be responsible for ensuring that only credentialed delegates shall be seated on the RA floor and that only non-delegates with appropriate badges are allowed to enter specific RA areas. All guests must sit in the designated guest area.

## D. Roll Call Voting

1. Doors to the floor of the RA shall be closed during roll call voting.
2. Delegate lists will be certified as being correct by the Credentials Committee.
3. Certified delegates will be listed by county.
4. Each local within the county shall be listed in alphabetical order.
5. County directors, or their designees, shall be responsible for recording the vote of each delegate present on the floor for the roll call on the delegate list provided by the Credentials Committee.
6. Upon the completion of the roll call, the appropriate directors, or their designees, shall total the vote and report the county vote orally to the county prior to turning in the voting sheet to the secretary of the Association.



7. Members of the CEA Board of Directors shall register their vote with the secretary of the Association on the voting sheet provided by the Credentials Committee.
8. The secretary shall verify the tally of votes and certify the totals to the presiding officer, who shall then make the results known to the RA.

### E. Credentials Reporting Committee

1. The Credentials Committee Chair shall provide a preliminary credentials report to the RA at the beginning of the business session on the first day of the RA.
2. The Credentials Committee Chair shall make a report to the RA within 30 minutes of the close of registration on the second day of the RA. This shall be the final report of the total delegates and members of the CEA Board of Directors entitled to vote.

### III. ELECTION RULES AND PROCEDURES

In addition to those rules contained in the CEA Board of Directors Election Policy manual.

1. Candidate representatives at the RA must meet the following requirements:
  - a. They must be CEA members.
  - b. They must not be a delegate to the CEA RA.
  - c. They must not do any kind of campaigning in the voting area.
  - d. They must be available to meet with the CEA Elections Committee Chair, at a time and place to be determined on the second day of the RA, for a brief meeting.
  - e. They must be available for all voting that takes place at the RA, including the first round of voting or any run-off elections.
  - f. Use of electronic devices in the balloting area is strictly prohibited.
2. All certified candidates are required to provide the names of their nominator and seconder (if any) one hour after the start of the RA on the first evening.
3. In the event of nominations from the floor, written expressions of willingness to serve, as well as petitions of endorsement of such candidates as prescribed by Article III, Section B-4 of the CEA Bylaws, shall be presented to the presiding officer within thirty (30) minutes of the Call to Order of the Representative Assembly on the first day. Nominations will be accepted from the floor, in written form to the presiding officer within thirty (30) minutes of the Call to Order of the Representative assembly on the first day. The presiding officer shall give notice to the Elections Committee Chair to confirm eligibility of the candidate. Upon certification of the candidacy, a copy of the CEA campaign regulations shall be distributed to the candidate. Additionally, candidates for this position shall follow the Standing Rules, where applicable.
4. All candidates for offices that are elected at the RA are prohibited from hanging campaign banners from any location at the RA site.
5. The presiding officer shall give the petitions to the Elections Committee Chair to confirm eligibility of the candidates. The Elections Committee shall meet no later than (30) minutes after confirmation of all candidates running off the floor for the purpose of verifying candidates. Once a candidate is confirmed by the Elections Committee, they shall receive a candidate packet. Any candidate nominated from the floor may appoint two representatives to serve on the Elections Committee as observers for voting. No such representative shall be a candidate for any elective position at the RA or be an elected delegate. The name of each candidate nominated from the floor for CEA office or NEA Director, and/or Alternate, or Ethnic Minority Director At-Large and/or Alternate, shall be placed in the appropriate section of the voting ballot in alphabetical order following the names of those previously certified pursuant to Article III, Section B, Subsection 1, 2 and 3 of the CEA Bylaws.



# MAY 2024- MAY 2025 CEA RA STANDING RULES

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6. Each candidate to elective office shall be allocated a period not exceeding five (5) minutes for the purpose of nominating and a statement by the candidate. Any person nominating a candidate must be a delegate to the CEA Representative Assembly.
7. In the event that a candidate is uncontested for a CEA or NEA position, said candidate shall be declared elected by the presiding officer of the RA at the conclusion of the nominating speeches and a vote will not be taken for that position.

## B. Delegate Voting

1. A minimum of a 60 minute recess for the purpose of voting will be declared by the presiding RA Chair. All delegates in line at the close of voting will be permitted to vote.
2. Certified Candidates shall be listed alphabetically in the appropriate position on the ballot with space on the ballot for nominations from the floor. The members of the Elections Committee shall check all ballots to ensure all names are in proper order before the voting begins. Each delegate shall present the proper credentials and photo ID before being admitted to the voting area.
3. Delegate credentials must be worn and visible when voting. No campaign material shall be worn, carried or displayed in the voting area. Any campaign logos/insignias on clothing or on any other items must be covered or removed before entering the voting area.
4. The use of any electronic communication devices (i.e., cell phones, iPad, etc.) is prohibited in the voting area.
5. All delegates must leave the voting area promptly after voting.
6. At the completion of balloting, the Elections Committee shall verify the votes and certify the results. The Elections Committee Chair shall then report the results to the RA. The chair of the RA shall declare the winner.
7. In the event no candidate receives a majority of votes cast for any elected office, there shall be a runoff election between the two candidates polling the highest number of votes for the office(s) so contested, consistent with Article III., Section C of the CEA Bylaws.
8. After the chair of the RA declares the winner, the Chairs of the Elections Committee and RA Planning Committee will oversee and verify the destruction of the ballots. Candidate representatives or their observers will be allowed to stay for this process.

## C. FORMAL CAMPAIGN ACTIVITIES

### 1. Representative Assembly

No member of the RA Planning Committee and Election Committee shall wear campaign articles and/or publicly endorse a candidate for any office subject to election at the CEA RA.

There shall be no distribution of any campaign materials on the floor of the RA subject to this notification. No campaign promotional material may be distributed to guest rooms, hotel hallways, or placed at the front desk. Candidates are permitted to distribute campaign materials only at their candidate tables or in the hallway outside the RA floor. Candidates may also be prohibited from using or displaying certain campaign materials because of other policies or regulations. The Representative Assembly Planning Committee shall develop the guidelines for the RA by February 1 and distribute them to all certified candidates no later than March 1.

Candidates are prohibited from having any campaign posters at their candidate tables. A poster is defined as any photograph, placard, or artistic/illustrated piece that is printed and mounted on a large (8 ½" x 11" or bigger) sheet of paper or other material.





Candidates are allowed only one easel-size campaign poster, no larger than 24" x 36," to be displayed in a designated area near the campaign tables. Candidates will be responsible for providing their own easels. All campaign posters will be displayed in an order that corresponds to the number of the campaign table selected by candidates (i.e. first poster will be for candidate with table number one, second poster will be for candidate with table number two, etc.). In addition, no candidate signs, banners, or displays can be affixed to any surface area of the facility.

The Elections Committee will review and approve Candidate Tables and materials within one hour of set-up. No additions or changes to campaign tables shall be made after that time without the approval of the CEA Elections Chair or designee from the Elections Committee.

Questions regarding adherence to the Standing Rules at the Representative Assembly shall be made directly to the CEA Elections Chair or designee from the Elections Committee.

Candidates shall be prohibited from organizing, hosting, or funding social or hospitality events at any CEA RA location(s).

Any violation of Representative Assembly rules as found by the CEA Elections Committee will be subject to the Procedures set forth in the Board of Directors Elections Policy Manual section entitled Election Challenges.

## **IV. DELEGATE RESOURCES**

**CEA shall digitally post all proposed amendments for delegates to review no later than two weeks prior to the CEA RA.**

**Delegates will be notified via ongoing CEA RA delegate emails starting at the beginning of April. The first email will outline the timeframe for delegate information meetings prior to the CEA RA**

## **V. RESOLUTIONS COMMITTEE**

### **A. Definition**

A resolution is a formal expression of opinion, intent, belief, or position of the Association adopted by the RA that provides the direction in which the Association should be moving.

### **B. Composition**

1. The Resolutions Committee shall consist of two representatives and one alternate elected from the multi-director counties and one representative, one alternate from the single-director counties, the two NEA Resolutions members and the two NEA Alternates elected by the Connecticut delegation at the NEA Representative Assembly (RA), and an elected student member.
2. A subcommittee of the Resolutions Committee may be created by the chairperson for editing purposes as needed.

### **C. Election**

1. CEA members in multi-director counties shall elect two representatives and one alternate, and CEA members in single-director counties shall elect one member and one alternate from that county to the Resolutions Committee.
2. Members shall serve for one year.
3. Elections will take place at the final county forum meeting of the year. Elections shall be by secret ballot.



4. In the event of a vacancy, the alternate shall assume the position of county representative to the Resolutions Committee. The county shall hold an election to fill the position of alternate at the next scheduled county forum meeting.

### D. Duties

1. The Resolutions Committee shall review and revise existing resolutions, prepare new resolutions, and present the proposed resolutions to the RA.
2. The Resolutions Committee shall submit the recommended resolutions to the CEA Board of Directors prior to the presentation to the RA.
3. The Resolutions Committee shall also provide input to the NEA Resolutions Committee.

### E. Procedures for Submitting Resolutions

1. Resolutions shall be submitted to the chairperson or any member of the Resolutions Committee by January 31. Resolutions submitted to the committee thereafter shall be considered the following year.
2. The Resolutions Committee shall recommend a body of resolutions in its annual report to the RA. These resolutions shall be presented for vote en masse.
3. Any delegate may request that a proposed resolution be set aside for the purpose of discussion or amendment.
4. Deadline for submission of changes to the Resolutions Report and set asides for discussion of resolution items at that RA shall be within one hour of the opening session.
5. Prior to consideration of the resolutions that have been set aside, the remaining resolutions will be voted upon en masse.
6. Following a consideration of the resolutions set aside, the RA shall vote upon such resolutions individually.
7. Resolutions adopted by an RA shall continue in force until the next RA.
8. All resolutions adopted by the RA shall be published in an all-member publication.

### F. Open Meeting

The committee shall hold one (1) open hearing on proposed resolutions at the RA at a time and place to be announced in the printed RA program.





Connecticut  
Education Association

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**CEA Board Meeting  
March 8, 2024**

**G TODD JAECK WELCOME**





# WELCOME TO



**IN 1639, THE PEOPLE OF CONNECTICUT WROTE THE FIRST WRITTEN CONSTITUTION KNOWN AS THE FUNDAMENTAL ORDERS. THIS DOCUMENT PROCLAIMED THAT THE COLONY WAS SELF-GOVERNING AND SELF-RULING AND DISCUSSED THE RIGHTS AND OBLIGATIONS OF ITS CITIZENS. THIS IS WHERE THE STATE GETS ITS NICKNAME "THE CONSTITUTION STATE".**



Some of the most iconic New England villages are in Litchfield County in the northwest corner of Connecticut. Think churches with white steeples, quaint downtowns, and village greens with gazebos. In fact, the fictional town of Stars Hollow from the TV show *The Gilmore Girls* is based on Litchfield County's town of

Washington. The show's creator, Amy Sherman-Palladino, formed the idea for the series when she and her husband spent the night in town and had breakfast at the local diner.



Located in New Haven, Ivy-league Yale University is known as one of the top universities in the world. It was founded in 1701 and is the fourth oldest university in the United States. Its campus is considered to be among 'the most beautiful in the world' with its elaborate Gothic architecture and charming courtyards.



Connecticut is known for the largest maritime museum in the United States, Mystic Seaport Museum. Established in 1929 and located in the seaside town of Mystic, this museum consists of more than sixty restored historic buildings and is best known for its collection of sailing ships and boats.





“The Insurance Capital of the World”



Connecticut’s largest city, Hartford, has a long history of being the center of the insurance industry. The first insurance business opened here in 1810 and the city is still home to more than 100 insurance companies.



New Haven is known for its distinctive pizza, which is often called “apizza” in the city. This style of pizza, also known as New Haven-style, is thin-crust and baked in a coal-fired oven which gives it its characteristic charred and blistered crust. It’s often served with a tomato sauce that is light on the cheese.

Some of the most famous pizzerias in New Haven that serve this style of pizza include Frank Pepe Pizzeria Napoletana, Sally’s Apizza, and Modern Apizza. They’re known to be some of the oldest and most famous pizzerias in the country and have been serving pizza since the 1920s and 1930s respectively.



For sports fans, Connecticut brings to mind the exceptional women’s and men’s basketball teams at the University of Connecticut. Both teams are highly ranked, and the women’s team is one of the few consistently competing for the national title. UConn is also considered a pipeline to both the NBA and the WNBA

and many former players also go on to be successful coaches.



### **Who are Famous People From Connecticut?**

A number of historic and present-day famous people were both born and resided in Connecticut. Here are a few of the most well-known:

**Benedict Arnold:** The Revolutionary War traitor was born in Norwich

**Mark Twain:** The author spent 17 years living in Hartford and called them “the best years of my life”

**Noah Webster:** Born in West Hartford and the author of the first dictionary

**Thomas Hooker:** established one of the first major colonies in Hartford

**Harriet Beecher Stowe:** The renowned author of Uncle Tom’s Cabin

**Kate Dias, CEA President**



# History of the Charter Oak



Charter Oak Bridge. Charter Oak State College. Charter Oak Park. Why are so many places and things in Connecticut named "Charter Oak"? The name stems from one of Connecticut's most famous legends.



Charles De Wolf Brownell, *Charter Oak*, 1857, oil on canvas – [Connecticut Historical Society](#)

In 1662, the colony of Connecticut, owned and governed by England, was [granted a Royal Charter](#) by King Charles II. The "Connecticut Charter" permitted the colony to make some of its own rules and to elect certain officials.

Charles's death in 1685 brought his brother, James II, to the throne. James disapproved of the Royal Charters and demanded their return.

The charters interfered with James's plan to establish the Dominion of New England—a combination of the New England colonies and the colony of New York under the leadership of one royal official.

In 1687, Sir Edmond Andros, the Royal Governor of the Dominion, met with leaders of the Connecticut colony in [Hartford](#). Debates continued for hours as the colonists steadfastly refused to give up the Charter. According to legend, all of the candles in the meeting house suddenly blew out and, during the confusion, the Charter disappeared. It was hidden in the trunk of a large white oak tree where it was protected from the King and from Andros.

Despite Connecticut's resistance, it became part of the Dominion of New England for the next two years. In 1689 James II was overthrown and Andros lost power in the colonies. The Connecticut Charter emerged from hiding and was used to govern Connecticut until 1818.



Chess Set made from pieces of the Charter Oak tree, after 1856 – [Connecticut Historical Society](#)

On [August 21, 1856](#), the Charter Oak, estimated at nearly 1,000 years old, fell down during a violent storm. Original artifacts made from its wood, along with numerous images, are on display at the Connecticut Historical Society and continue to tell the legend today.





**Connecticut  
Education Association**

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**CEA Board Meeting  
March 8, 2024**

**H KATE DIAS INFORMATION**

1. County Forum Update
2. CEA RA & NEA RA - New Business Items
3. Certification Council
4. Legislative Update
5. Lobby Day sign up



COUNTY FORUM



REGIONAL MEETINGS

<p><b>Hartford Forum</b></p>	<p><b>March 19</b></p>	<p><b>PARKVILLE MARKET</b>                  1400 Park St, Hartford, CT 06106                  4:30 registration 5:00 pm meeting end                  time 7:00                  Charge: \$5</p>
<p><b>Litchfield Forum</b></p>	<p><b>March 20</b></p>	<p><b>CRYSTAL PEAK</b>                  164 Torrington Rd, Winsted, CT 06098                  in Winsted on 3/20. 4:30 registration 5:00                  pm meeting end time 7:00                  NO CHARGE</p>
<p><b>Middlesex/New London</b></p>	<p><b>March 21</b></p>	<p><b>HIDEAWAY RESTAURANT</b>                  19 Halls Rd, Old Lyme, CT 06371                  4:30 registration 5:00 pm meeting end                  time 7:00                  Charge: \$10</p>
<p><b>Fairfield</b></p>	<p><b>March 26</b></p>	<p><b>VAZZY'S 19<sup>TH</sup> HOLE</b>                  2390 Easton Turnpike                  Fairfield, CT 06825                  4:30 registration 5:00 pm meeting end                  time 7:00                  Charge: \$10</p>
<p><b>New Haven</b></p>	<p><b>March 28</b></p>	<p><b>BIRCHWOODS</b>                  Registration will be through the local                  president or directly email to us either  <a href="mailto:gtmrflaherty@yahoo.com">gtmrflaherty@yahoo.com</a> or  <a href="mailto:newhavencountydirectorscea@gmail.com">newhavencountydirectorscea@gmail.com</a>                  4:30 registration 5:00 pm meeting end                  time 7:00                  Charge: \$35</p>
<p><b>Tolland/ Windham</b></p>	<p><b>March 27</b></p>	<p><b>HILLTOP RESTAURANT</b>                  39 Adamec Rd, Willington, CT 06279                  4:30 registration 5:00 pm meeting end                  time 7:00                  Charge: \$10</p>





# CEA LOBBY DAY

**BEHIND EVERY GOOD LAW IS A GOOD STORY.**

Join together with other CEA members at the State Capitol for CEA's annual Lobby Day and share your stories with legislators about the need for higher teacher salaries, COVID credit, good faith DCF reporting, secure pensions, and more.

**Wednesday,  
April 3, 2024**

**Retired teachers: 10 a.m. – 1 p.m.**

**Active teachers: 2 p.m. – 4 p.m.**

**Come whenever you're done with school!**

**State Capitol  
210 Capitol Ave, Hartford, CT**

Our legislative successes strongly depend on member engagement and your personal stories make a difference. Legislators are always happy to hear from and listen to teachers about the challenges that impact you, your students, and the teaching profession.

Don't miss this unique opportunity to join your colleagues—wearing your #RedforEd—and lobby your legislators at the State Capitol.

To register scan  
or go to [cea.org/  
event/lobby-  
day-432024](https://cea.org/event/lobby-day-432024).







**CEA Board Meeting  
March 8, 2024**

**I JOSLYN DELANCEY INFORMATION**

1. Read Across CT update
2. CEF Golf Tournament
3. RA Silent Auction
4. Statewide Negotiations Committee



# 29<sup>th</sup> Annual Hands Across the Green Golf Tournament

## Monday, July 15, 2024

Glastonbury Hills Country Club



### PARTICIPATE

- **Morning shotgun**  
7 a.m. tee time  
\$175 per player
- **Afternoon shotgun**  
12:30 p.m. tee time  
\$200 per player
- **Not a golfer?**  
Join us as a patron!  
\$100 for the day



### SUPPORT THE CHILDREN'S FUND

- Sponsor a hole as a local or business  
\$100 a sign
- Donate raffle prizes
- Make a cash donation



### PRIZES

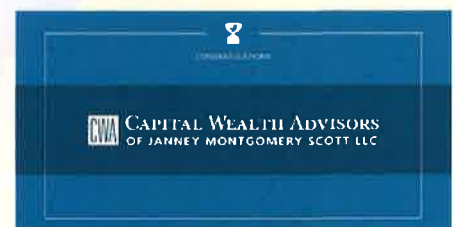
- Team prizes
  - Gross
  - Net
- Closest to the pins
- Long drive
- 50/50 raffle winner
- Fantasy golf game winner

### Questions?

Joslyn DeLancey  
Connecticut Education  
Foundation President  
[joslynd@cea.org](mailto:joslynd@cea.org)

Chip Karkos  
Golf Tournament Co-Chair  
[chipk@cea.org](mailto:chipk@cea.org)

### TITLE SPONSOR



FORBES BEST-IN-STATE WEALTH  
MANAGEMENT TEAM 2023





# Make a Difference for Connecticut Children!

Become a sponsor of the 29th annual Hands Across the Green golf tournament, hosted by the Connecticut Education Foundation, a 501(c)(3) charitable organization that helps Connecticut students in need. The 2024 tournament takes place on Monday, July 15, at Glastonbury Hills Country Club.



## Closest to the Pins Prize \$500

Sponsor the prizes closest to the pins. Have your company name displayed at the four par 3's and receive special acknowledgment in our program, and in our all-member publication, read by 43,000 teachers.

## Chipping Contest \$500

Sponsor the prize to win for the chipping contest. Special acknowledgment in our program, and in our all-member publication, read by 43,000 teachers.

## Hospitality Tent \$200

Donate towards the cost of the Hospitality Tent and recognition in our publication, read by 43,000 teachers.

## Hole Sponsor \$100

Have your name displayed at one of the golf holes during the tournament and recognition in our publication, read by 43,000 teachers.

### Additional sponsor options:

#### Raffle prize donation

Raffle prizes with a \$50 suggested value or greater

#### Company logo

Donation of 250 logo items for all golfers

### For more information, contact:

Joslyn DeLancey

Connecticut Education Foundation President  
[joslynd@cea.org](mailto:joslynd@cea.org)

Chip Karkos

Golf Tournament Co-Chair  
[chipk@cea.org](mailto:chipk@cea.org)







# Make a Difference for Connecticut Children!

Become a sponsor of the 29th annual Hands Across the Green golf tournament, hosted by the Connecticut Education Foundation, a 501(c)(3) charitable organization that helps Connecticut students in need. The 2024 tournament takes place on Monday, July 15, at Glastonbury Hills Country Club.



## Platinum \$5,000

Entitles you to two foursomes, four hole sponsorships, display of your corporate banner, special acknowledgment in our program, and a group photo in our all-member publication, read by 43,000 teachers.

## Gold \$2,500

Entitles you to one foursome, two hole sponsorships, display of your corporate banner, special acknowledgment in our program, and a group photo in our all-member publication, read by 43,000 teachers.

## Silver \$1,500

Entitles you to one foursome, one hole sponsorship, and recognition in our publication, read by 43,000 teachers.

## Bronze \$500

Entitles you and your company to two spots at dinner/program, one hole sponsorship, and recognition in our publication, read by 43,000 teachers.

### Additional sponsor options:

#### Raffle prize donation

Raffle prizes with a \$50 value

#### Company logo

Donation of 250 logo items for all golfers

#### Hole Sponsor

\$100 each, with your company sign(s) prominently displayed on a golf hole(s)

### For more information, contact:

Joslyn DeLancey

Connecticut Education Foundation President

[joslynd@cea.org](mailto:joslynd@cea.org)

Chip Karkos

Golf Tournament Co-Chair

[chipk@cea.org](mailto:chipk@cea.org)







# CONNECTICUT EDUCATION FOUNDATION

## AUCTION ITEMS NEEDED



**THE CONNECTICUT EDUCATION FOUNDATION IS CEA'S CHARITABLE ARM. YEARLY, THE FOUNDATION PROVIDES SCHOLARSHIPS TO STUDENTS OF COLOR SEEKING A CAREER IN EDUCATION. THE SCHOLARSHIP IS \$2000 A YEAR FOR UP TO 4 YEARS. CEF FUNDING RELIES ON DONATIONS, SO THIS AUCTION WILL HELP FOR US TO FUND THESE SCHOLARSHIPS. PLEASE CONSIDER DONATING AN ITEM OR THEMED BASKET FOR OUR ANNUAL SILENT AUCTION AT THE CEA RA.**

Sign-up an auction item







**Connecticut  
Education Association**

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**CEA Board Meeting  
March 8, 2024**

**J REPORTS**







MARCH  
**CEA SECRETARY**  
REPORT

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**POLICY COMMITTEE MEETING**  
**CONSTITUTION REVISION COMMITTEE MEETING**  
**SECRETARY-TREASURER'S TRAINING AT NEA**  
**NEA LOBBY DAY**  
**EXECUTIVE COMMITTEE MEETING**  
**LEGISLATIVE BREAKFAST**  
**SPECIAL EDUCATION TASKFORCE MEETING**  
**LITCHFIELD PRESIDENTS' MEETING**  
**LOCAL PRESIDENT'S BUDGET MEETING**

FOR MORE INFORMATION CONTACT: [TARAF@CEA.ORG](mailto:TARAF@CEA.ORG)





# Stephanie Wanzer's March Treasurer Report



- 1/24 Executive Committee
- 1/30 CountyPalooza
- 2/1 Virtual Finance Meeting
- 2/2 Virtual Board of Directors
- 2/6 Fairfield Presidents Meeting
- 2/8-11 Lobbying & NEA Treasurer Training
- 2/21 Audit Meeting/Exec Board
- 2/22 NEA Danbury Black History Event
- 2/24 Legislative Breakfast
- 2/27 Investment Meeting
- 3/1-3 NEA Leadership Summit
- 3/4 MOU Budget work
- 3/6 Local President Virtual Budget
- 3/8 Board of Directors

## UPCOMING

- 3/12 All Members Budget
- 3/15 Bridgeport Ed Association Black History Event
- 3/19-28 County Forums



## LEGAL DEPT. REPORT FOR MARCH 1, 2024 BOARD MEETING

**Member Engagement:** We presented Teachers and the Law training to Somers EA members.

**DCFs:** In addition to cases already pending, we received 11 new cases since the last board meeting. We received a total of 55 DCF cases since the start of school year 2023-24. The trends regarding specific allegations since the start of school are as follows (please keep in mind that there can be multiple allegations per case):

- Failure to Report –
- Physical Neglect – 27
- Physical Abuse – 16
- Sexual Misconduct/Abuse – 11
- Emotional Neglect –
- Emotional Abuse – 2
- Medical Neglect – 1
- Moral Neglect - 1

**Terminations:** We have 2 new termination cases since the last board meeting.

**Certification:** We have had no new certification cases since the last board meeting.

**CHRO:** We have had no new CHRO cases since the last board meeting.

**FOI:** We have had no new FOI case since the last board meeting.

**Workers' Compensation Claims:** We have received 2 WC cases since the last board meeting. We have 8 hearings on the calendar for cases that are pending in the next month.

**Unfair Labor Practices:** In addition to many ULPs discussed and drafted for potential filings, we have 4 ULPs filed with the SBLR since the last board meeting.

Stamford EA v. Stamford BOE (failure to allow union rep) – Pending informal hearing date.

Stamford EA v. Stamford BOE (illegal activity) – Pending informal hearing date.

Trumbull EA v. Trumbull BOE (working conditions) – Pending informal hearing date.

Weston EA v. Weston BOE (bad faith bargaining) – Complaint filed. Pending informal hearing date.

### **CEA Communications**

Working on payment upgrades to website with Wells Fargo Secured two vendor sponsors for ECEC and looks like 3 for summer conference Advisor election editions went to press today and should be in homes next week Received a handful of resumes for event planner position, several look promising Looking at updating our website with color scheme to match new logo and make it accessible for all Covering a host of events from legislative breakfast to Read Across CT event, which received a lot of media coverage in Bloomfield, to the Saturday book drive in West Hartford, to Stratford budget battle, and more. Taking on event planner duties as search begins for a replacement.

Kate and James Tierrini, Manchester VP on WFSB CT '24 on March 3 discussing cell phones in school and the governor's plan to lock them up. Kate was on Fox 61 discussing budget battles and WTIC am 1080. New on demand store up and running. Selling CEA and CEA Pride pins on the website.



### **Policy and Practice**

1. Review of proposals on certification and a related standards board
2. Certification assistance – Reciprocity issues and monitoring potential changes in state guidelines
3. Research on statewide salary and data retrieval
4. Ongoing AEP support, including meeting with legislators
5. Planning World Café event with teacher leaders (March 21)
6. Planning Diversity Summit (April 6)
7. TEVAL meetings and advocacy related to changes; PDEC training for locals
8. Supporting Commission on Instruction and Professional Development (CIPD)
9. CACTIPUS Support
10. REDAC Support
11. Attending Danbury REDAC Black History Month Celebration with Jahanna Hayes
12. Ongoing Coordination of district PD requests

### **Government Relations**

13. Legislative proposals preparation and submittal to chairs
14. State budget analysis
15. Tracking and analyzing legislative proposals
16. Drafting testimony and bill summaries
17. Organizing and holding legislative breakfast (116 members attended)
18. Monitoring ongoing legislative activities
19. Organizing and carrying out meetings with key legislators
20. Back Home Meeting support (Newington and elsewhere)
21. Planning Lobby Day (April 3)
22. Special Education Task Force support
23. School Indoor Air Quality (IAQ) Staff Implementation Team coordination and support
24. School IAQ statutory Work Group participation and leadership
25. School IAQ Advocacy Coalition leadership and support
26. School IAQ – Letter to Superintendents re state facilities grant deadline
27. School Climate & Culture Staff Implementation Team coordination and support





Connecticut  
Education Association

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**CEA Board Meeting  
March 8, 2024**

**K COMMITTEE/COMMISSION MINUTES**





## CEA PRIDE COMMITTEE

2023-2024

### COMMITTEE MEMBERS

Co-chairs: Kimberly D'Auria and Amythest Mason

County Representatives: (New London) Kathryn Noonan; (Tolland) Tiffany Bardos; (Hartford) Clare Nesoralla; (New Haven) Jeffrey Rizzo; (Middlesex) Sabrina Simpkins; (Fairfield) TBD; (Windham) TBD

Staff Liaison: Chris Teifke

### SUMMARY OF ACTIVITIES

We had informational tables at the CEA RA and at the CEA Summer Conference. We distributed 500 "I'm Here" Safe Person badges as they have become wildly popular. We have more at CEA if you'd like them and each badge has a QR code on the back to order more. CEA Pride has grown to have over 67 members on our email list. We had an in-person gathering at the Hartford Pride Festival. Everyone had a wonderful time. Pictures from the event are on our brand-new website page, which is a part of the CEA home page. You can find it under the "Member Resources" tab. Here is the direct link: <https://cea.org/pride/> We are including more information than ever in an effort to provide you all with the support you need. In fact, we are now the number one result on google for "LGBTQ rights for Connecticut teachers."

CEA has a new logo which also means CEA PRIDE has a new logo!



We have received many requests for help supporting Gender and Sexuality Alliances (GSAs) in your districts so we provided members with the most specific support, breaking down categories into Elementary, Middle and High School information. Each month we have information for each of these levels, including a grade appropriate activity you can use. We are also providing helpful information on getting more resources in your school districts on LGBTQ+ topics. We provided: resource guides for National Coming Out day for both educators and students; monthly newsletters on various topics relevant to Committee member; many resources and information regarding World AIDS Day.

We hosted our first ever CEA PRIDE's Meet and Greet Brunch, a nice, casual opportunity to meet with other LGBTQ+ educators and allies from across CT and make connections for mutual support and camaraderie. We were asked to assist the Oklahoma ACLU in a pride flag ban case, providing resources, research and strategy. CEA PRIDE in the news: As the Enfield Town Council made the extremely controversial decision to ban pride flags from all government property, CEA PRIDE sprang into action with a protest rally at the next council meeting. <https://cea.org/teachers-show-support-at-rally-to-reinstate-pride-flags/> With over 100 protestors in little Enfield, our voices were heard and we will continue to advocate for what is right.





## LET'S START A RAINBOW LIBRARY

Explore your school library. Have a conversation with your librarian/media specialist. Here is a link to a program that provides LGBTQ+ reading materials: [Hope in Box](#) Another link to a local provider, Michael Rady from CT: [Rainbow Library GLSEN](#) Support local book sellers! This is a link to a local Queer bookseller based in Enfield, CT: [Pinder's Pages](#) He is tremendously helpful (a former librarian) who can help curate book selections to whatever specific topic or need you might have. Help support the local LGBTQ+ businesses!

## CHARGES FOR 2023-2024

**Unity and Solidarity:** Encourage LGBTQ+ individuals and allies to work together to foster a sense of unity and solidarity within the community. Collective efforts help address common changes, combat discrimination, and promote positive social change. **Advocacy and Activism:** CEA Pride and partner organizations collaborate to advocate for equal rights, fight against discrimination, and promote inclusive policies, professional development and education opportunities for educators, staff and students. Activism involves working together to raise awareness about LGBTQ+ issues and push for policy and legislative changes. **Support Networks:** Creating support networks is crucial for LGBTQ+ individuals, whether in the workplace or broader community, to provide emotional support, share experiences, and address common concerns. **Intersectionality:** Recognizing and embracing intersectionality within the LGBTQ+ community is crucial. This involves acknowledging the diverse identities, experiences, and challenges faced by individuals with multiple marginalized identities, such as those based on race, gender or socioeconomic status. **Inclusive Workplaces:** Advocating for workplace policies that prevent discrimination based on sexual orientation or gender identity/expression. **Education and Awareness:** Engage in educational initiatives to increase awareness and understanding of diverse sexual orientations and gender identities. Open dialogue and communication to dispel myths, reduce stigma, and foster a more inclusive society. **Community Events and Celebrations:** Come together and celebrate milestones, organize pride events, and create safe spaces where people can express their authentic selves. **Mentorship and Leadership:** Encourage LGBTQ+ individuals to take on leadership roles that promote representation and diverse perspectives. **Alliances with Allies:** Collaboration with allies, both within and outside the LGBTQ+ community is crucial for creating a more inclusive and accepting society. **Cultural Contributions:** Contribute to the arts, media, and other cultural spheres, providing representation and sharing diverse stories.

## RECOMMENDATIONS TO THE CEA BOARD OF DIRECTORS FOR 2024-2025

The members of CEA PRIDE are encouraged and excited at the growth and support provided to LGBTQ+ members and allies. As such, they recommend to the Board: **A.** To continue to provide support and attention to CEA PRIDE through acknowledgment and displays at governance events, such as the CEA RA and conferences, to ensure effective participation and to optimize member engagement. **B.** To continue to fund activities like participation in Pride Parades, banners, pins, t-shirts, etc., so members can effectively participate and belong to this committee.

## LONG RANGE PLANS FOR THE COMMITTEE

Next NEA LGBTQ+ Caucus conference – goal of sending ten people. Participate in at least one official Pride Parade. Have an informational table at the ECEC and CEA RA. Participation at the CEA and NEA RA – encourage delegate representation. Distribute another 1000 I'm Here badges among locals. Partner further with CEA AEP (including alumni panel). Encourage CEA staff to attend LGBTQ+ training academy. Create a standard GSA calendar of events and activities, especially elementary level. Trans day visibility, national coming out, world aids day, pride, LGBTQ+ History: acknowledge these dates and provide information. Social media presence, at least five LGBTQ+ educator interview.





**CEA Board Meeting  
March 8, 2024**

**N. GENERAL INFORMATION**

1. Financials
2. Contact: Whittlesey



**CEA BUDGET VS ACTUAL FOR THE PERIOD ENDING 1/31/2024**

	<b>BUDGET</b>	<b>ACTUALS</b>	<b>CHANGE</b>	<b>% Change</b>
<b>INCOME</b>				
<b>CEA DUES</b>	\$ 19,064,977	\$ 9,532,489	\$ (9,532,489)	50%
<b>INTEREST INCOME</b>	\$ 500,000	\$ 343,520	\$ (156,480)	69%
<b>RENT</b>	\$ 1,704,000	\$ 852,000	\$ (852,000)	50%
<b>NEA SUPPORT INCOME</b>	\$ 1,553,708	\$ 986,878	\$ (566,830)	64%
<b>MISCELLANEOUS INCOME</b>	\$ 145,000	\$ 80,479	\$ (64,521)	56%
<b>TOTAL INCOME</b>	\$ 22,967,685	\$ 11,795,365	\$ (11,172,320)	51%
<b>HARD COST EXPENSES</b>				
<b>ADMINISTRATION DEPARTMENT</b>	\$ 3,149,000	\$ 2,033,912	\$ 1,115,088	65%
<b>AFFILIATE SERVICES DEPARTMENT</b>	\$ 722,200	\$ 496,536	\$ 225,664	69%
<b>COMMUNICATIONS DEPARTMENT</b>	\$ 615,000	\$ 234,144	\$ 380,856	38%
<b>LEGAL DEPARTMENT</b>	\$ 149,500	\$ 56,405	\$ 93,095	38%
<b>POLICY AND PROFESSIONAL PRACTICE</b>	\$ 113,750	\$ 81,785	\$ 31,965	72%
<b>GOVERNANCE</b>	\$ 478,578	\$ 315,078	\$ 163,500	66%
<b>GOVERNMENT RELATIONS</b>	\$ 59,000	\$ 7,922	\$ 51,078	13%
<b>CONTINGENCY</b>	\$ 25,000	\$ 11,000	\$ 14,000	44%
<b>TOTAL HARD COST</b>	\$ 5,312,028	\$ 3,236,781	\$ 2,075,247	61%
<b>PERSONNEL EXPENSES</b>				
<b>WAGES</b>	\$ 10,640,568	\$ 5,852,312	\$ 4,788,256	55%
<b>TAXES</b>	\$ 738,244	\$ 420,799	\$ 317,445	57%
<b>INSURANCE</b>	\$ 2,462,845	\$ 1,403,822	\$ 1,059,023	57%
<b>PENSION AND RETIREE HEALTH</b>	\$ 3,637,000	\$ 2,236,000	\$ 1,401,000	61%
<b>SEVERANCE/VACATION</b>	\$ 177,000	\$ 70,520	\$ 106,480	40%
<b>TOTAL PERSONNEL EXPENSES</b>	\$ 17,655,657	\$ 9,983,453	\$ 7,672,204	57%
<b>TOTAL EXPENSES</b>	\$ 22,967,685	\$ 13,220,234	\$ 9,747,451	58%
<b>NET BALANCE</b>	\$ -	\$ (1,424,869)	\$ (1,424,869)	







Headquarters  
280 Turnbull St  
24th Floor  
Hartford, CT 06103  
Tel: 860.522.3111

[www.WAadvising.com](http://www.WAadvising.com)

One Hamden Center  
2319 Whitney Ave, Suite 2A  
Hamden, CT 06518  
Tel: 203.397.2525

14 Bobala Road #3  
Holyoke, MA 01040  
Tel: 413.536.3970

To the Executive Committee  
Connecticut Education Association, Inc.  
Capital Place, Suite 500  
21 Oak Street  
Hartford, CT 06106-8001

Dear Committee Members,

We appreciate the mutually beneficial relationship that has developed over the years between Whittlesey PC and Connecticut Education Association. We believe that by utilizing our deep understanding of CEA, we have brought value to your organization. We welcome the opportunity to continue our relationship.

You have requested a two year fee proposal with the option for a third year. The services we are to provide are an audit of the financial statements of Connecticut Education Association, Inc., Connecticut Education Foundation, and CEA Political Action Committee. As part of our services we will also prepare the related annual federal and state information returns. We will also audit the Connecticut Education Association Health and Welfare Benefits Plan.

Our fees for these services will be as follows:

	<u>June 30, 2023</u>	<u>June 30, 2024</u>	<u>June 30, 2025</u>
CEA, CEF, and CEA-PAC	\$ 46,000	\$ 48,000	\$ 48,000
CEA VEBA Plan	\$ 9,250	\$ 9,750	\$ 9,750

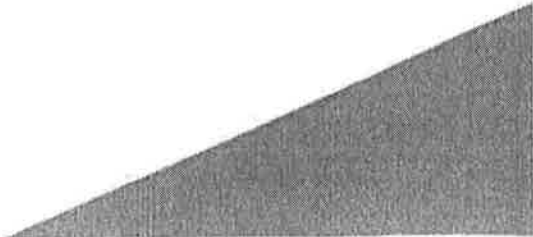
These fees are based on anticipated cooperation from CEA personnel and the assumption that unexpected issues will not be encountered. We appreciate the opportunity to be of service to CEA. If you have any questions, please let us know.

We look forward to continuing to serve CEA.

Very truly yours,

Lisa Wills, CPA

Thomas M. Wood, CPA







**Headquarters**  
280 Trumbull St  
24th Floor  
Hartford, CT 06103  
Tel: 860.522.3111  
[www.WAdvising.com](http://www.WAdvising.com)

One Hamden Center  
2319 Whitney Ave, Suite 2A  
Hamden, CT 06518  
Tel: 203.397.2525  
  
14 Bobala Road #3  
Holyoke, MA 01040  
Tel: 413.536.3970

October 24, 2023

To the Management and Governance of  
Connecticut Education Association, Inc.  
Capital Place, Suite 500  
Hartford, CT 06106-8001

We are pleased to confirm our understanding of the services we are to provide for Connecticut Education Association, Inc. (the "Organization") for the year ended June 30, 2023.

### **Audit Scope and Objectives**

We will audit the financial statements of Connecticut Education Association, Inc. which comprise the statements of financial position as of June 30, 2023, the related statements of activities, functional expenses, and cash flows for the year then ended, and the disclosures (collectively, the "financial statements").

The objectives of our audit are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and issue an auditors' report that includes our opinion about whether your financial statements are fairly presented, in all material respects, in conformity with accounting principles generally accepted in the United States of America. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. Misstatements, including omissions, can arise from fraud or error and are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment of a reasonable user made based on the financial statements.

### **Auditor's Responsibilities for the Audit of the Financial Statements**

We will conduct our audit in accordance with GAAS and will include tests of your accounting records and other procedures we consider necessary to enable us to express such an opinion. As part of an audit in accordance with GAAS, we exercise professional judgment and maintain professional skepticism throughout the audit.

We will evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management. We will also evaluate the overall presentation of the financial statements, including the disclosures, and determine whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation. We will plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement, whether from (1) errors, (2) fraudulent financial reporting, (3) misappropriation of assets, or (4) violations of laws or governmental regulations that are attributable to the Organization or to acts by management or employees acting on behalf of the Organization.

Because of the inherent limitations of an audit, combined with the inherent limitations of internal control, and because we will not perform a detailed examination of all transactions, there is an unavoidable risk that some material misstatements may not be detected by us, even though the audit is properly planned and performed in accordance with GAAS. In addition, an audit is not designed to detect immaterial misstatements or violations of laws or governmental regulations that do not have a direct and material effect on the financial statements. However, we will inform the appropriate level of management of any material errors, fraudulent financial reporting, or misappropriation of assets that comes to our attention. We will also inform the appropriate level of management of any violations of laws or governmental regulations that come to our attention, unless clearly inconsequential. Our responsibility as auditors is limited to the period covered by our audit and does not extend to any later periods for which we are not engaged as auditors.



We will obtain an understanding of the Organization and its environment, including the system of internal control, sufficient to identify and assess the risks of material misstatement of the financial statements, whether due to error or fraud, and to design and perform audit procedures responsive to those risks and obtain evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentation, or the override of internal control. An audit is not designed to provide assurance on internal control or to identify deficiencies in internal control. Accordingly, we will express no such opinion. However, during the audit, we will communicate to you and those charged with governance internal control related matters that are required to be communicated under professional standards.

We have identified the following significant risks of material misstatement as part of our audit planning:

According to GAAS, significant risks include management override of controls, and GAAS presumes that revenue recognition is a significant risk. Accordingly, we have considered these as significant risks.

We will also conclude, based on the audit evidence obtained, whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Organization's ability to continue as a going concern for a reasonable period of time.

Our procedures will include tests of documentary evidence supporting the transactions recorded in the accounts, and direct confirmation of receivables and certain assets and liabilities by correspondence with selected individuals, funding sources, creditors, and financial institutions. We will also request written representations from your attorneys as part of the engagement.

We may, from time to time and depending on the circumstances, use third-party service providers in serving your account. We may share confidential information about you with these service providers but remain committed to maintaining the confidentiality and security of your information. Accordingly, we maintain internal policies, procedures, and safeguards to protect the confidentiality of your personal information. In addition, we will secure confidentiality agreements with all service providers to maintain the confidentiality of your information and we will take reasonable precautions to determine that they have appropriate procedures in place to prevent the unauthorized release of your confidential information to others. In the event that we are unable to secure an appropriate confidentiality agreement, you will be asked to provide your consent prior to the sharing of your confidential information with the third-party service provider. Furthermore, we will remain responsible for the work provided by any such third-party service providers.

Our audit of the financial statements does not relieve you of your responsibilities.

#### **Other Services**

We will prepare the Organization's federal and state information returns for the year ended June 30, 2023 based on information provided by you. We will also prepare the financial statements of Connecticut Education Association, Inc. in conformity with accounting principles generally accepted in the United States of America based on information provided by you.

We will perform the services in accordance with applicable professional standards, including the Statements on Standards for Tax Services issued by the American Institute of Certified Public Accountants. The other services are limited to the financial statement and tax services previously defined. We, in our sole professional judgment, reserve the right to refuse to perform any procedure or take any action that could be construed as assuming management responsibilities. We will advise management with regard to tax positions taken in the preparation of the information return, but management must make all decisions with regard to those matters.

You agree to assume all management responsibilities for the tax services, financial statement preparation services, and any other nonattest services we provide; oversee the services by designating an individual, preferably from senior management, with suitable skill, knowledge, or experience; evaluate the adequacy and results of the services; and accept responsibility for them.

The Organization authorizes that any and all information furnished to us for or in connection with the preparation of tax returns under this engagement letter may, for a period of up to one year from the date of this engagement



letter, be disclosed to Bahwan Cybertek, located outside the United States, engaged directly or indirectly in providing tax planning or preparation of tax returns. Disclosures under this paragraph may consist of all information contained in tax returns. If the Organization wishes to request a limited disclosure of tax return information, the Organization must inform us. The Organization acknowledges that their tax return information may be disclosed to our affiliates, related entities or subcontractors located outside the United States.

### **Responsibilities of Management for the Financial Statements**

Our audit will be conducted on the basis that you acknowledge and understand your responsibility for designing, implementing, and maintaining internal controls relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error, including monitoring ongoing activities; for the selection and application of accounting principles; and for the preparation and fair presentation of the financial statements in conformity with accounting principles generally accepted in the United States of America. You are also responsible for making drafts of financial statements, all financial records, and related information available to us and for the accuracy and completeness of that information (including information from outside of the general and subsidiary ledgers). You are also responsible for providing us with (1) access to all information of which you are aware that is relevant to the preparation and fair presentation of the financial statements, such as records, documentation, identification of all related parties and all related-party relationships and transactions, and other matters; (2) additional information that we may request for the purpose of the audit; and (3) unrestricted access to persons within the Organization from whom we determine it necessary to obtain audit evidence. At the conclusion of our audit, we will require certain written representations from you about the financial statements and related matters.

Your responsibilities include adjusting the financial statements to correct material misstatements and confirming to us in the management representation letter that the effects of any uncorrected misstatements aggregated by us during the current engagement and pertaining to the latest period presented are immaterial, both individually and in the aggregate, to the financial statements taken as a whole.

You are responsible for the design and implementation of programs and controls to prevent and detect fraud, and for informing us about all known or suspected fraud affecting the Organization involving (1) management, (2) employees who have significant roles in internal control, and (3) others where the fraud could have a material effect on the financial statements. Your responsibilities include informing us of your knowledge of any allegations of fraud or suspected fraud affecting the Organization received in communications from employees, former employees, grantors, regulators, or others. In addition, you are responsible for identifying and ensuring that the Organization complies with applicable laws and regulations. You are responsible for the preparation of the supplementary information in conformity with accounting principles generally accepted in the United States of America. You agree to include our report on the supplementary information in any document that contains, and indicates that we have reported on, the supplementary information. You also agree to include the audited financial statements with any presentation of the supplementary information that includes our report thereon.

### **Engagement Administration, Fees, and Other**

We understand that your employees will prepare all cash, accounts receivable, and other confirmations we request and will locate any documents selected by us for testing.

Lisa Wills, CPA is the engagement partner and is responsible for supervising the engagement and signing the report or authorizing another individual to sign it.

We estimate that our fees for the audit and other services for the Organization will approximate \$46,000. The fee estimate is based on anticipated cooperation from your personnel and the assumption that unexpected circumstances will not be encountered during the engagement. If significant additional time is necessary, we will keep you informed of any problems we encounter and our fees will be adjusted accordingly (see attachment). Our invoices for these fees will be rendered each month as work progresses and are payable on presentation. In accordance with our firm policies, work may be suspended if your account becomes 60 days or more overdue and will not be resumed until your account is paid in full. If we elect to terminate our services for nonpayment, our engagement will be deemed to have been completed upon written notification of termination, even if we have not completed our report. You will be obligated to compensate us for all time expended and to reimburse us for all out-of-pocket expenditures through the date of termination.





If there is a conflict regarding our services and this conflict cannot be settled without legal intervention, then in an effort to resolve the conflict that arises you and we agree that it shall be submitted to nonbinding mediation unless the parties mutually agree otherwise.

**Reporting**

We will issue a written report upon completion of our audit of Connecticut Education Association, Inc.'s financial statements. Our report will be addressed to the Board of Directors of Connecticut Education Association, Inc. Circumstances may arise in which our report may differ from its expected form and content based on the results of our audit. Depending on the nature of these circumstances, it may be necessary for us to modify our opinion, add a separate section, or add an emphasis-of-matter or other-matter paragraph to our auditor's report, or if necessary, withdraw from this engagement. If our opinion is other than unmodified, we will discuss the reasons with you in advance. If, for any reason, we are unable to complete the audit or are unable to form or have not formed an opinion, we may decline to express an opinion or withdraw from this engagement.

We appreciate the opportunity to be of service to you and believe this letter accurately summarizes the significant terms of our engagement. If you have any questions, please let us know. If you agree with the terms of our engagement as described in this letter, please sign the attached copy and return it to us.

Very truly yours,



Whittlesey PC

RESPONSE:

This letter correctly sets forth the understanding of Connecticut Education Association, Inc.

Management signature: \_\_\_\_\_

Title: \_\_\_\_\_

Date: \_\_\_\_\_



### **Engagement Letter Attachment Situations Affecting Fees and Timing**

Every effort is made by Whittlesey to complete our engagements timely and efficiently as outlined in our engagement letters. Circumstances may arise which results in additional effort incurred, which impacts the cost to complete our engagement. When circumstances change, we make a concerted effort to adapt and modify our schedules or work to accommodate changes as efficiently as possible. When this happens, we will try to find alternative approaches to complete our engagement within the estimated fee. However, the total additional time may not become evident or reasonably calculated until the work is completed. Once engaged by you, we will continue progressing towards the completion of the audit. The following list is an example, although not a complete list, of circumstances which may arise during the engagement and cause additional charges:

1. Changes to the schedule at your request, or delays in transmitting necessary information, including:
  - a. Delays receiving preliminary information, including the engagement letter
  - b. Delays in receiving account reconciliations, memos, minutes, agreements, and other requests
  - c. Errors in account reconciliations or supporting information
  - d. Not having complete information available or ability to create reconciliations
2. Updated trial balance or posting accounting adjustments after sending the initial trial balance
3. Prior period adjustments, or prior year account balances that do not agree with the previously issued financial statements
4. Audit adjustments
5. Findings, questioned costs or internal control matters which need to be documented and reported to those in charge with governance (including significant deficiencies or material weaknesses)
6. Accounting software changes, or significant changes or updates to the chart of accounts
7. Significant changes to internal controls or changes to the accounting staff or senior personnel if it has an effect on the internal controls or quality of information received
8. Changes implemented by regulators or funders, including required schedules or attachments, communications, letters, footnotes or other information at their request (this also includes time we may incur to correspond to questions posed by regulators or funders)
9. Significant, unusual, or nonroutine transactions or journal entries requiring additional audit work
10. New lines of business, cost centers, or products/services offered
11. Implementing or assisting you with new accounting pronouncements, including footnote updates
12. Changes to tax forms, required tax schedules, or disclosures

The list above is not meant to be all-inclusive, and other events may occur requiring additional time. Our billing rates depend upon the level of personnel incurring the time and can be provided upon request.



# CEA Summit on Diversity

## Leadership for Today, Tomorrow, and Beyond

Join CEA members from across the state to elevate the voices of underrepresented members and support each other on a path toward leadership at the local, state, and national levels of our association.

Participants will hear from a panel of association leaders of color, build on their leadership journey with sessions led by CEA members, and network with members through a World Cafe.

Panelists include CEA Board of Director members, local presidents, and local leaders who will discuss the importance of teachers of color stepping up, speaking out, and having a seat at the table.

**Saturday**  
**April 6, 2024**

**Hotel Marcel**  
(next to IKEA)  
500 Sargent Dr., New Haven  
Free parking

**9:30 a.m.**  
Registration and continental breakfast

**10:00 a.m. – 2:00 p.m.**  
Program  
Lunch is included



Register by scanning or  
by visiting [cea.org/event/  
summit-on-diversity](https://cea.org/event/summit-on-diversity).



This summit is sponsored by CEA's Racial and Ethnic Diversity Affairs Commission and is free for all CEA members.







# News Release

For Immediate Release  
March 5, 2024

## **Education Advocate and Union Leader Assumes Administrative Helm of State's Largest Teacher Organization**

The Connecticut Education Association—the state's largest teachers' union, representing nearly 45,000 educators—has a new top administrative leader. The CEA Board of Directors has appointed accomplished education, union, and labor leader Todd Jaeck as the organization's new executive director.

"We are excited to have Todd join us," said CEA President Kate Dias. "His vast experience in education, union advocacy, and leadership will serve our members well. As a former teacher, Todd understands firsthand the unique challenges in our classrooms and will use his personal experience as an educator and manager to advocate for public education and the teaching profession."

Jaeck has decades of experience working with education associations, with a specific focus on staff and leadership development, labor relations, member organizing, and collective bargaining.

Dias added, "Todd is a proven and accomplished manager and strong champion for public schools with a vision for the future that will be a crucial part of our continued success. We are confident that he will handle his new responsibilities well, and we look forward to working together to help the association rise to new heights in the years to come."

Jaeck said, "CEA is a strong union that for over 175 years has successfully elevated the teaching profession and advocated for changes to improve public education. I am honored to be part of this association and look forward to working with our members and continuing the vital work that supports students and teachers, including addressing the teacher shortage, recruitment, and retention efforts, and ensuring teachers are respected and compensated for the important work they do to provide great public schools where children of all races, backgrounds, and genders have the freedom to learn."

Jaeck earned a master of arts in teaching from Winthrop University in South Carolina and a B.A. in education from Bowling Green State University in Ohio. His experience and credentials are well-established in education circles across several states. He most recently served as the





executive director of the South Carolina Education Association and as membership and labor relations consultant in Ohio. He also taught IT, journalism, and business education in North and South Carolina for nearly a decade.

“I look forward to working with CEA President Kate Dias, Vice President Joslyn DeLancey, the Board of Directors, and our association's distinguished staff as well as our dedicated teachers across the state to build the collective power needed to improve the lives of our members and students. By joining together, we can make our schools places where every child belongs and can thrive,” said Jaeck.

Jaeck replaces Don Williams, who after nine years at CEA and a long and distinguished political career in the Connecticut legislature, retired in October.

###

The Connecticut Education Association is Connecticut's largest teachers' union, representing active, retired, and aspiring educators across the state. For further information contact Nancy Andrews at 860-725-6317, [nancya@cea.org](mailto:nancya@cea.org).



**CEA BUDGET VS ACTUAL FOR THE PERIOD ENDING 1/31/2024**

	<b>BUDGET</b>	<b>ACTUALS</b>	<b>CHANGE</b>	<b>% Change</b>
<b>INCOME</b>				
CEA DUES	\$ 19,064,977	\$ 9,532,489	\$ (9,532,489)	50%
INTEREST INCOME	\$ 500,000	\$ 343,520	\$ (156,480)	69%
RENT	\$ 1,704,000	\$ 852,000	\$ (852,000)	50%
NEA SUPPORT INCOME	\$ 1,553,708	\$ 986,878	\$ (566,830)	64%
MISCELLANEOUS INCOME	\$ 145,000	\$ 80,479	\$ (64,521)	56%
<b>TOTAL INCOME</b>	<b>\$ 22,967,685</b>	<b>\$ 11,795,365</b>	<b>\$ (11,172,320)</b>	<b>51%</b>
<b>HARD COST EXPENSES</b>				
ADMINISTRATION DEPARTMENT	\$ 3,149,000	\$ 2,033,912	\$ 1,115,088	65%
AFFILIATE SERVICES DEPARTMENT	\$ 722,200	\$ 496,536	\$ 225,664	69%
COMMUNICATIONS DEPARTMENT	\$ 615,000	\$ 234,144	\$ 380,856	38%
LEGAL DEPARTMENT	\$ 149,500	\$ 56,405	\$ 93,095	38%
POLICY AND PROFESSIONAL PRACTICE	\$ 113,750	\$ 81,785	\$ 31,965	72%
GOVERNANCE	\$ 478,578	\$ 315,078	\$ 163,500	66%
GOVERNMENT RELATIONS	\$ 59,000	\$ 7,922	\$ 51,078	13%
CONTINGENCY	\$ 25,000	\$ 11,000	\$ 14,000	44%
<b>TOTAL HARD COST</b>	<b>\$ 5,312,028</b>	<b>\$ 3,236,781</b>	<b>\$ 2,075,247</b>	<b>61%</b>
<b>PERSONNEL EXPENSES</b>				
WAGES	\$ 10,640,568	\$ 5,852,312	\$ 4,788,256	55%
TAXES	\$ 738,244	\$ 420,799	\$ 317,445	57%
INSURANCE	\$ 2,462,845	\$ 1,403,822	\$ 1,059,023	57%
PENSION AND RETIREE HEALTH	\$ 3,637,000	\$ 2,236,000	\$ 1,401,000	61%
SEVERANCE/VACATION	\$ 177,000	\$ 70,520	\$ 106,480	40%
<b>TOTAL PERSONNEL EXPENSES</b>	<b>\$ 17,655,657</b>	<b>\$ 9,983,453</b>	<b>\$ 7,672,204</b>	<b>57%</b>
<b>TOTAL EXPENSES</b>	<b>\$ 22,967,685</b>	<b>\$ 13,220,234</b>	<b>\$ 9,747,451</b>	<b>58%</b>
<b>NET BALANCE</b>	<b>\$ -</b>	<b>\$ (1,424,869)</b>	<b>\$ (1,424,869)</b>	



CEA's Human & Civil Rights Commission presents

# LGBTQ+ Youth and How to Support Them

Learn about the experiences and challenges of queer youth today and how you can best support them as an educator.

The workshop will cover

- Sexual orientation
- Gender identity and expression
- Vocabulary
- History and culture
- Queerphobias
- Risk factors and statistics
- Long-term impacts of growing up queer and unsupported
- Best practices to support students and reduce risks
- Anti-discrimination laws that protect students

Presented by Q Plus, an organization dedicated to creating resources and programs that address the needs identified by queer youth.

**Wednesday, May 1, 2024**

Sheraton Hartford South, Rocky Hill

**Registration 3:45-4:15 p.m.**

**Workshop 4:15-5:45 p.m.**

Light refreshments will be served

Open to CEA members only



To register, scan  
or go to [cea.org/  
event/hcr-spring-  
workshop](https://cea.org/event/hcr-spring-workshop).





# Show Your Union Pride

Wear CEA's new logo on your shirt or jacket, or add it to your pin collection.



These high-quality, hard enamel pins have a smooth finish and professional look.

CEA and CEA Pride pins are \$5 each. If you purchase 25 or more, the price drops to \$4 per pin. Buy one for yourself or purchase them for all the teachers in your school.

Don't wait. Supplies are limited, and we expect them to sell out fast.



## CEA Pin

Product Details

Size: 1.25" x 1.05"

Plating: Shiny Silver

Tiered Pricing: \$5, \$4 for 25+



## CEA Pride Pin

Product Details

Size: 1.25" x 1.16"

Plating: Shiny Silver

Tiered Pricing: \$5, \$4 for 25+



Scan to  
buy yours  
today!





# NEA DIRECTOR NEWSLETTER



**NEA Director Newsletter**  
**Feb 2024**

**Vision Priorities**

- Build a Movement to Protect, Promote, and Strengthen Public Education
- Advance Learning & Well-Being for All Students
- Advance Respect & Excellence for All Educators
- Organize for Power: Engage, Recruit, Retain and Empower our Members and Allies
- Secure a Pro-Public Education Environment

Our vision is a great public school for every student.

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 **President Pringle Cries Power**

 **Win ALL the Things**

 **Director Teresa Hodge (FL) Sings Power**

To access the full NEA Director Newsletter, scan QR code



