



## **CEA BOARD OF DIRECTORS**

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**WEDNESDAY, AUGUST 6, 2025**

**10:00 A.M.**

Foxwoods

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**A. CALL TO ORDER - PRESIDENT KATE DIAS 10:35AM**

- Seating of Vice Chairpersons: James Allen for Lammia Agoora, Paul Apostalon for Jennifer Rodriguez, Stacey Guertin for Kristin Gemaly
- Introduction of new Boards and Vice Chairs

**B. ACTION: MEETING MINUTES**

**MOTION:** Jorden/Gupta

Move to accept minutes from the Board of Director's meeting of June 6, 2025.

**CARRIED**

**C. BOARD VACANCY UPDATE**

**D. BOARD ROLE REVIEW:**

- Reviewed Constitution and Bylaws responsibilities, County Forum responsibilities and engagements, role of County Directors and Vice Chairs, committees (new committees SPED and Negotiations), forms.
- Mary Pat and Angela can assist with setting up meetings
- Fiduciary Responsibilities:
  - Duty of Care, Duty of Loyalty, Duty of Good Faith, Duty of Fidelity.
  - Review 990

**E. CONDITIONS IMPACTING LOCALS**

Reviewing how to ensure our schools are implementing new legislation to maximize our work.

- Changes to PMFLA
  - No hourly increments unless you have a specific MOA
  - Expanded reasons still in place for the first 40 hours
  - Ensure members understand why most of our contracts have better benefits than PMFLA.
- Negotiations Committee is now a Constitutional Committee - looking for more Board members to join.



- School Climate Legislation (effective July 1, 2025)
  - Tiered approach to addressing student dysregulated behavior:
    - Admin to notify all parents of impacted students if classroom is evacuated.
    - Multiple instances = administrators are required to reach out to outside agencies for support
  - CEA working on toolkit to support teachers in tracking and responding to dysregulated students and developing safe and compassionate schools.
- Freedom Foundation Discussion
  - Addressing with “Membership Matter” campaign, communication with LPs, listening to member needs.
- Member survey review:
  - Members want to hear we are protecting and fighting for them, members want transparency, and more info. Via email, socials are NOT important, need to work on supporting local leaders to address issues.
- Federal changes and you
  - NEA Charter Revocation
  - Budget implications: Charter expansion, voucher permissiveness, expanded tax credit (SGO’s can fund private education)
  - Leader and Staff Collaboration Best Practices (20 minute breakout session)

## **Recess for lunch at 11:55AM**

### **F. CEA PAC DISCUSSION**

#### **1. MOTION:** DeLancey/Jorden

Move to approve the recommendation from CEA PAC on the CEA PAC Constitutional changes

**CARRIED**

#### **2. MOTION:** DeLancey/Jorden

Move to recommend the CEA PAC Draft Policy for the CEA Board of Directors regarding Election Procedures to the full CEA PAC for consideration.

**CARRIED**

### **G. Strategic Goals Reviewed**



## H. Planning Forward

Board members broke out into groups to discuss county engagements.

## I. ACTION ITEMS

### 1. Executive Committee Elections

KC Petruzzi, Elaine Gencarelli, Carrie Cassidy

### 2. Committee Commission Assignments

**MOTION:** Wanzer/Allan

Move to approve committee and commission appointments with flexibility.

**CARRIED**

### 3. CEA PAC Policy

**MOTION:** DeLancey/Jorden

Move to approve the recommended CEA PAC Policy

**CARRIED**

### 4. CEA PAC Constitutional

**MOTION:** DeLancey/Jorden

Move to approve the recommendation from CEA PAC policy.

**CARRIED**

### 5. Committee Commission Appointments

**MOTION:** DeLancey/Wanzer

Move to accept the proposed Committee/Commissions appointments.

**CARRIED**

### 6. Honor Role Candidates

**MOTION:** DeLancey/Wanzer

Move to approve the CEA Master Calendar with flexibility.

**CARRIED**

### 7. CACTPS Appointment

**MOTION:** DeLancey/Wanzer

Move to appoint the CACPTS appointments

**CARRIED**

### 8. NEA Foundation Gala (NIFI) Sponsorship

**MOTION:** DeLancey/Guertin

Movie to sponsor the 2026 NEA Salute to Excellence in Education at the Bronze Level.

**CARRIED**



#### **J. Board Policy Discussion:**

- Policy is a tool to draft expectations with clarity
- Can be found in our binders and online
- Questions to consider:
  - What role does policy play in the administration of the association? What other procedures are in place that impact the administration of the association? How does the BOD influence the administration of the association – what role should they play?

#### **K. Executive Director Report**

- Reviewed committees Jaeck is heading
- 2025 Plan:
  - Each department manager to outline scope of their work with an organizational chart.
  - Field managers (Marilyn and Herman) to have 2 one-on-one conversations with LP's each year (1 in fall and 1 in winter/spring) check in by November Board Meeting

#### **L. Membership Update**

- Retired President Mary Beth Lang
  - Heidi Florian – membership organizer
  - 9/30/25 all members meeting
  - TRB in the process of changing insurance providers
- Aspiring Ed Chair Hannah Spinner
  - Ended with 100+ increase over last year
  - Presently 55 members enrolled
  - Focusing on outreach
  - Locals can sponsor an AE at \$25 each – connect with Sked
- CEF Joslyn DeLancey
  - Last year we raised \$21,000
  - This year golf raised \$30,000
  - Gala 10/24/25 at Anthony's Ocean View (217 participants in 2024)

#### **M. Adjournment 4:05pm**