

*CEA Board
of Directors
Meeting*

SEPTEMBER 12, 2025



CEA BOARD OF DIRECTORS
AGENDA

FRIDAY, SEPTEMBER 12, 2025
CEA HEADQUARTERS

5:00 P.M.
3rd Floor Boardroom

A. CALL TO ORDER - President Kate Dias

Seating of Vice Chairpersons

B. ACTION: Meeting Minutes

Acceptance: Board of Directors' Meeting of August 6, 2025

Information: Executive Committee Meeting of August 27, 2025

C. BOARD ACTIVITIES

D. ACTION ITEM:

1. Support for GLBT Dinner at NEA RA

E. KATE DIAS INFORMATION

1. CEA Superweek
2. Committee Commission update
3. County Forum Engagements
4. Political Grant
5. Election Day PD
6. Member Financial Education Work Group

F. JOSLYN DELANCEY INFORMATION

1. Holiday Bear Program
2. GALA - September 27, 2024

G. TODD JAECK INFORMATION

1. Staff Updates
2. Campaigns - Together We Rise

H. REPORTS

I. GENERAL INFORMATION

1. Master Calendar Updates
2. Local Officers Directory online
3. Financials

J. LEGAL BULLETIN

K. COMMITTEE COMMISSION MINUTES

L. NEW BUSINESS

M. EXECUTIVE SESSION (if needed)

N. ADJOURNMENT

Please note that New Business Items should be submitted by 8:00 p.m.

NOTE: Board Policy states that evening meetings of the Board of Directors will be adjourned by 11:30 p.m. unless most of those present votes to extend the meeting. Through courtesy and attention by everyone, adjournment will be as early as possible.
Revised 9/10/25



B.

ACTION:

Meeting Minutes



CEA BOARD OF DIRECTORS

WEDNESDAY, AUGUST 6, 2025

10:00 A.M.

Foxwoods

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

CEA EXECUTIVE COMMITTEE
MINUTES

WEDNESDAY, AUGUST 27, 2025
CEA HEADQUARTERS

5:00 P.M.
MBR

Call to Order -

1. Kate discussion Items

- Board norms
- Master Calendar updates
 - a. Updates on president's meetings
 - b. Nov. President's Social Discussion
 - c. Jan BOD Retreat
- Negotiations Updates
 - a. Statewide Team
 - b. Negotiations Summit
- Legislative updates, processes, and local engagement grant

2. Joslyn discussion Items:

- Holiday Bear
- Gala
- Executive Director goals

3. Todd Jaeck discussion items:

- Staff Updates
- Campaigns
 - a. Together We Rise

4. Action Items:

- GLBT Support at NEA RA
MOTION: DeLancey/Jorden

Move to approve purchasing three premium tables for the GLBT Awards dinner to be held at the NEA RA in Denver, Colorado.

Funds come from the contingency fund.

5. Adoption of the Board Agenda with flexibility

6. Other - Adjournment

2025- 2026 Executive Committee and Board Meetings

Executive	Board
August 27	September 12
October 1	October 17
NO Executive meeting	November 21 Board and LP Social
November 24	December 5
December 17	January 9 and 10 Board and LP Retreat
February 17	February 27
March 11	March 27
April 9	April 24
MAY CEA RA 8 & 9	
May 27	June 5



C.

BOARD ACTIVITIES

CEA PAC Elections

CEA PAC elections will take place in the fall of 2025 for all seats.
The upcoming term will last from December 2025 through November 2027.

SEATS

Fairfield – 8 Voting Members; 2 Alternates

Hartford – 6 Voting Members; 2 Alternates

Litchfield – 1 Voting Member; 1 Alternate

Middlesex – 1 Voting Member; 1 Alternate

New Haven – 4 Voting Members; 2 Alternates

New London – 2 Voting Members; 2 Alternates

Tolland – 1 Voting Member; 1 Alternate

Windham – 1 Voting Member; 1 Alternate

Retired – 3 Members; 2 Alternates

WHAT IS CEA PAC?

CEA PAC's constitution opens by stating that "the purpose of CEA PAC is to support and help elect to public office those persons, without regard to party affiliations, who are deemed to be friends of education". Our committee is made up of teacher members who come together to put this into practice in the following ways:

- Developing and reviewing candidate questionnaires
- Interviewing candidates for various state offices
- Considering and recommending candidates for the CEA Honor Roll

If you're interested in the political system and want to be a part of CEA's analysis and consideration of candidates from every part of our state, we encourage you to consider joining CEA PAC.

CEA PAC meets every few months in odd years and then meets at least monthly from February until October of even years leading up to state elections.



STATEWIDE VIRTUAL

Fall COUNTY FORUM

SEPTEMBER 30



5:00 – 6:30 pm

Be in the know and join us for statewide legislative, policy updates/opportunities. There will be time to break out and meet with colleagues in your county and elect representatives to serve on the CEA Political Action Committee.

Register to attend below:





D.

ACTION ITEM

Agenda Item D 1

New Business Item _____

MOTION FORM

CONNECTICUT EDUCATION ASSOCIATION

Meeting BOARD OF DIRECTORS

Date September 12, 2025

Motion made by Joslyn DeLancey

Second Stephanie Wanzer

Move to approve purchasing four premium tables for the GLBT Awards dinner to be held at the NEA RA in Denver, Colorado. Funds come from the contingency fund.

Rationale: _____

Cost: \$6,000 with a charge of \$50 per attendee

Benefit to CEA: _____

Executive Committee Recommendation

☒ **Approved** ☐ **Opposed** ☐ **No Recommendation** ☐ **Postponed**

☐ **Referred to** _____

☐ **Amended** _____

Rationale: _____

nea-lesbian, gay, bisexual, transgender, queer+ caucus

λ

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2026 **Robert Birle Memorial Dinner**

2026

Denver, Colorado



E.

KATE DIAS INFORMATION



SCHOOLHOUSE ROCKSTARS: BUILDING A COLLABORATIVE LEADERSHIP TEAM

September 15, 4:00–5:00 p.m. Virtual

This session, aimed at local presidents, vice presidents, and other executive officers will cover best practices, maximizing your role, and sharing the work to provide your members with the best without overwhelming yourself.

FROM BYLAWS TO BUY-IN September 16, 4:00–5:00 p.m. Virtual

Local documents are the backbone of a strong and transparent local association that empowers members. This session discusses strengthening key union documents and developing policy to drive your local to success and ensure member buy-in and engagement.

MEMBERSHIP/TREASURER TRAINING WORKSHOP September 17, 5:00–6:30 p.m. Virtual

Master key skills for Treasurers, Membership Chairs, and Local Presidents. Learn to enroll members year-round, manage changing rosters, handle leaves of absence, prevent fraud, streamline dues with eBilling, and navigate tax filings confidently. Ideal for new and returning leaders, this workshop helps ensure your group's finances are secure and billing is accurate.

SCHOOLING THE SYSTEM: A POLITICAL ACTION CONVERSATION

September 18, 4:00–5:00 p.m. Virtual

This session is all about turning teacher passion into political power. We'll dig into the practical tools educators need to influence policy, mobilize communities, and get pro-public education priorities across the finish line. Come ready to strategize, speak up, and make sure the people in power can't ignore the people in the classroom.

YOUR BUILDING, YOUR POWER: BLUEPRINTS TO MAXIMIZING BUILDING

LEADERSHIP September 18, 5:00–6:30 p.m. Virtual

Building reps are critical voices for the local association. This session will help both reps and members alike build skills to ensure teacher voice is heard at every level, making the most of your building representatives to impact meaningful change in your building and local association.

County Presidents' Meetings **OCTOBER**

October 20: Changed from the 14 th	New London Presidents' Mtg	Groton Townhouse 4:30 pm
October 14:	Middlesex Presidents'	Scotch Plain Tavern 5pm Booked under Joe Holloway
October 21 Changed from 15:	New Haven Presidents' Mtg Switched with Litchfield	
October 15:	Fairfield Presidents' Mtg	Vazzy's Stratford Address: 3355 Main St. Stratford, CT 06614. On Registration 4:30 Meeting starts at 5pm and dinner will be served at 5:45.
October 20:	Hartford Presidents' Mtg	Third Floor Capitol Place
October 18 Changed from 21	Litchfield Presidents' Mtg	
October 28	Windham Presidents' Mtg	
October 28	Tolland Presidents' Mtg	Benis booked 5pm Under Paul Giblin

JANUARY

January 7:	New London Presidents' Mtg	Groton Townhouse 4:30 pm
January 7:	Middlesex Presidents' Mtg	Scotch Plain Tavern 5pm Booked under Joe Holloway
January 13:	New Haven Presidents' Mtg	
January 13:	Fairfield Presidents' Mtg	
January 15:	Hartford Presidents' Mtg	Third Floor Capitol Place
January 15:	Litchfield Presidents' Mtg	
January 21:	Windham Presidents' Mtg	
January 21:	Tolland Presidents' Mtg	Benis booked 5pm Under Paul Giblin

MARCH

March 10:	New London Presidents' Mtg	Groton Townhouse 4:30 pm
March 2: Changed from 7 th	Middlesex Presidents' Mtg	Scotch Plain Tavern 5pm Booked under Joe Holloway
March 13:	New Haven Presidents' Mtg	
March 13:	Fairfield Presidents' Mtg	
March 15:	Hartford Presidents' Mtg	Third Floor Capitol Place
March 15:	Litchfield Hartford Presidents' Mtg	
March 25:	Windham Presidents' Meetings	
March 25:	Tolland Presidents' Meetings	Benis booked 5pm Under Paul Giblin

COUNTY FORUMS

September 30,
2025

CEA - Fall County
Forum (V) Election
for CEA PAC and
any Resolutions
spots unfulfilled

LINK TO REGISTER

CEA - Fall County Forum

When: Sep 30, 2025 05:00 PM Eastern Time (US and Canada)

Register in advance for this meeting:

<https://cea-org.zoom.us/meeting/register/D-GpYenkSmarZqTJuyRYhw>

After registering, you will receive a confirmation email containing information about joining the meeting.

QR CODE TO USE FOR PROMOTION



January 27, 2026

County Palooza (V)
Candidate
Speaking

LINK TO REGISTER

CEA - County Palooza

When: Jan 27, 2026 05:00 PM Eastern Time (US and Canada)

Register in advance for this meeting:

https://cea-org.zoom.us/meeting/register/_1272bQkTQONhJ73p1rXZg

After registering, you will receive a confirmation email containing information about joining the meeting.



March 31, 2026

31: March
Madness (V)
Candidate Speak,
Election for
Resolutions and
County Secretary
and Treasurer, as
well as County Vice
Chairs

LINK TO REGISTER

CEA - March Madness

When: March 31, 2026 05:00 PM Eastern Time (US and Canada)

You are invited to a Zoom meeting.

When: Mar 31, 2026 05:00 PM Eastern Time (US and Canada)

Register in advance for this meeting:

<https://cea-org.zoom.us/meeting/register/ulLPtjlRtmibFqyrrpe5Q>

After registering, you will receive a confirmation email containing information about joining the meeting.



COUNTY ENGAGEMENTS

COUNTY	Program details	Potential Date
FAIRFIELD	<ul style="list-style-type: none"> • 22nd (backup: October 23rd) – Topic: <i>School Climate</i> (significant changes members should know about) • March 12th (backup: March 26th) – Topic: <i>Letter Writing Campaign</i> 	
NEW HAVEN		
<p>HARTFORD</p> <p>Thursday Nov 13th</p> <p>One of the directors has a contact with Elicit Brewing If we need further assistance in setting this up we will let you know.</p> <p>We have some questions we're hoping get the right people to help us plan this out.</p>	<p>1. We still want to charge \$10 at registration but would like to reimburse first time attendees - how do we go about the reimbursement? Answer: We can set up the registration process by having a first-time attendee box and if they click that they will bypass the pay portion of the registration.</p> <p>2. Once a registration link is available in the website is the only way to pay with a credit card? Can folks use Apple Pay? Answer: YES to a credit card NO to Apple pay</p> <p>3. We would like to have two "presentations" one on financial planning/retirement and one on member benefits- the more interactive the better. Who should we reach out to find out their availability and what they will need to set up at the venue? ANSWER: When we settle the date and the place MP will reach out to the appropriate staff for availability. Super important to get the dates and venues set so we can move forward.</p> <p>4. We would also like to invite CEA retired to attend- both a representative to sell it and retired member who might like the opportunity to socialize with actives and share their retirement journey. Please let us know who to reach out to for this. Answer we can promote it to the retiree's as well.</p> <p>5. I think others have reached out about this but we would like to know our budget for engagements and also if we can use any monies from our presidents meeting budget for engagements, our presidents meetings are at CEA so we don't have a lot of overhead for those. Answer: county budgets were in your budget book given out at the last board meeting but MP will have listing for each county available Friday night.</p>	

COUNTY ENGAGEMENTS

<p>LITCHEILD</p> <p>Litchfield switched dates with New Haven for the Fall President's meeting, so Litchfield will be on October 15th and New Haven will be on October 21st.</p>	<p><u>Engagements</u></p> <p>No dates set yet, I'm sending an email to Presidents this week about conference dates so we can avoid conflicts (for both Fall and Spring)</p> <p>Fall Engagement - will likely be a presentation about the School Climate legislation, possibly including Administrators, email this week will gather input from Presidents about this, location is TBD depending on input from Presidents, hoping to have more final details by the end of August and will pass it along</p> <p>I'm still working on dates for Engagements, the Presidents have been slow getting back to me with dates of conflict. I'm hoping to have a date set by the end of next week for the Fall Engagement. It will definitely be about the School Climate legislation, though. I sent you an email just after the Summer Conference with info, but will send it again in case you didn't get it or it got buried in your inbox!</p>	
<p>MIDDLESEX</p>		
<p>TOLLAND</p>	<p>Fall - Early November - Spare Time in Vernon, Private Rooms available! Question from MP: are we booking these? Need a date</p> <p><u>Topic - School Climate Law</u> overview. Your rights under this.</p> <p>The committee and union representation</p> <p>Spring - Late April - TBD <u>Topics</u></p> <ul style="list-style-type: none"> •Teacher and the Law and Social Media presentation (place holder) •Have Heidi Florian come to represent CEA Retired 	
<p>WINDHAM</p>		
<p>New London</p>	<p>I have an email out for March. Carrie is reaching out about January meeting. We should hopefully have info soon!</p> <p>From: Kristin Gemaly <kgemaly@yahoo.com></p> <p>Mary Pat - we were hoping to have Robyn Kaplan Cho come to talk about school safety but I got an auto response about something else that she is out of the office.</p>	

CEA Political Engagement Grant

Empowering Locals for Political Engagement

CEA is excited to offer a one-year Political Engagement Grant to support locals in building stronger political engagement at the grassroots level. With assistance through our Government Relations program, this grant encourages organizing, advocacy, and educator involvement in the political process, especially around the issues that matter most to public education and our students. Whether you're establishing a new educator action group or building on existing efforts, there's room to grow.

What's Available

Each local may apply for up to \$1,000 in total funding:

- Up to \$500 as a stipend for the local's Political Engagement Chair (or similar title), to support the time, effort, and leadership needed to coordinate political work.
- Up to \$500 for political engagement activities, such as:
 - Impacting your local budget and budgeting process
 - Engaging members in local political or legislative campaigns
 - Influencing your elected officials
 - Hosting candidate forums or town halls
 - Organizing get-out-the-vote efforts

Stipend and Activity Funds

This is a one-year grant. All activities and spending must be completed between July 1, 2025, and June 30, 2026. An intake assessment, two brief mid-year check-ins and a short final report will be required to share successes, learnings, and how the funds were used. The check-ins and final report are required as part of the grant acceptance and failure to participate or complete the report will require the local to return the funds. Additional trainings will be provided but are optional and designed to support the chair in their work. CEA governance and staff will be available throughout the year to provide support and guidance.

How to Apply

All CEA locals are eligible to apply. Each local must designate a Political Engagement Chair (or similar title) and commit to a meaningful, achievable plan to increase member engagement in political action.

To apply, submit a short application to Kate Dias, CEA President, to kated@cea.org by July 31, 2025, including:

- A brief description of your local's political action background and goals for the upcoming year
- A plan of activities and a simple budget (outlining how the stipend and engagement funds will be used)
- The name of the designated Political Engagement Chair (or similar title)
- A signed statement of support from the local president or their designee.

Why This Matters

Our collective power as educators comes from being informed, organized, and active. Whether it's advocating for better funding, supporting pro-public education candidates, or mobilizing for critical local elections, this grant is a tool to help you lead that work in your community.

If you'd like help brainstorming ideas, writing your application, or getting started, don't hesitate to reach out to CEA's Political Engagement Coordinator, Gus Melita (GusM@cea.org). Let's make your local's political voice even stronger this year.

Political Engagement Grants

September Board Report

CEA is giving out Political Engagement Grants to 17 locals (see list below). The grant is for \$1,000 each, and all of the initial meetings (the first step before funds would be allocated) will be completed by Friday afternoon.

Locals that qualified and were approved to receive the grant.

Amity
Danbury
East Hampton
East Hartford
Greenwich
Madison
Manchester
New London
Newington
Region 14
Region 20
Shelton
South Windsor
Stamford
Stratford
West Hartford
Wolcott

3RD ANNUAL REIMAGING EDUCATION CONFERENCE

Powered by Curiosity: Reimagining Learning from Pre-K to 12



Join educators, administrators, and advocates for a dynamic conference celebrating the power of joyful learning at every age.

Breakout sessions by educators for educators

- Playful learning
- Inquiry-based learning
- Student engagement
- Human-centered technology integration

Additional Teacher Leadership Fellowship Academy workshop:

- Developing and empowering teacher leadership in times of chaos



Featuring "Teacher Tom" Hobson

Educator, author, humorist,
international speaker

Tuesday, November 4, 2025
9:00 a.m. – 3:30 p.m

Hartford Sheraton South
100 Capital Blvd., Rocky Hill



REGISTER TODAY

mobilize.us/cea/event/829449



Member Financial Education Working Group

Goals:

- 1) Begin website with curated materials to support member education on their own finances
- 2) Review webinar opportunities with neutral presenters (i.e. 403bWise, staff)
- 3) Construct an education plan for members

Next steps:

- Call for member interest in the working group, identify members to join
- Meet with 403bWise
- Review sources (established learning modules)
- Work with Chris Tiefke on his presentation, and schedule for Spring learning opportunities
- Identify member to chair the work

Currently working on this issue:

Kristin Gemaly, Ethan Spinelli, James Tierinni, Mike Casey, Chris Tiefke



F.

JOSLYN DELANCEY INFORMATION

Soucy, Mary Pat [CT]

From: CEA Local Presidents <localpres@lists.cea.org>
Sent: Friday, September 5, 2025 12:23 PM
To: Soucy, Mary Pat [CT]
Subject: CEA Celebrates Gala
Attachments: Members Gala Flyer.pdf

Dear Local Presidents,

We are excited to celebrate this year's champions for public education and union advocacy at our third annual CEA Celebrates Gala Fundraiser hosted by the Connecticut Education Foundation.

This year's award winners are State Senator Julie Kushner, Attorney General William Tong, Retiree Bill Myers, Early Career Educator Ashley Beal (Hamden), and School Administrator Paul Guzzo (Bloomfield).

Please consider purchasing a table or seats for your members to participate or an ad in our program. The attached PDF has all of the details and registration link. Last year's event was a huge success. My favorite part was to see so many public education stakeholders in one place celebrating best practice, collaboration, and unionism. If you are purchasing a table, consider inviting your school boards or administrators to join you in attending or purchasing their own seats with colleagues across the state. BOEs and other Public School stakeholders and bargaining units can get our member pricing.

Look forward to seeing you there!

-Joslyn



Joslyn DeLancey (she/her/hers)
Vice President
Direct: 860-725-6347
Cell: 203 817-2395
21 Oak St., Suite 500, Hartford, CT 06106
cea.org

CEA Celebrates

CEA Celebrates will benefit the Connecticut Education Foundation, which provides essentials for children in need, scholarships, holiday gifts for families experiencing hardships, books for students in our poorest districts, and emergency financial assistance for educators.

Join us in celebrating

Senator Julie Kushner | Attorney General William Tong

Principal Paul Guzzo | Early Career Educator Ashley Beal | Retiree William Myers

GOLD APPLE SPONSOR
\$1500

Premium reserved table for 10 and
recognition in the program book.

SILVER APPLE SPONSOR
\$500

Tickets for 4 people and recognition in the
program book.

EDUCATION CHAMPION
\$300

Full page color congratulatory advertisement
within the gala booklet.

EDUCATION SUPPORTER
\$175

Half page color congratulatory advertisement
in the gala booklet.

GALA TICKET
\$120

Admission into the event.

EDUCATION ADVOCATE
\$100

Quarter page color congratulatory
advertisement in the gala booklet.

Purchase your tickets
at cea.org

OCTOBER 24, 2025

5:30–10:30 P.M.

ANTHONY'S OCEAN VIEW

NEW HAVEN, CT





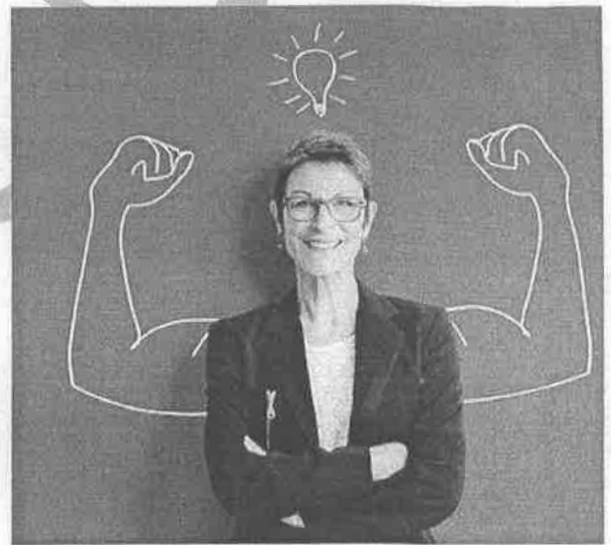
G.

TODD JAECK INFORMATION

CEA INVITES YOU
TO

**Unlock
Opportunities,**

Feel Empowered



Enroll now in the Fall Semester of **CEA Building Rep Academy!**

ARE YOU A SUPERSTAR BUILDING REP IN YOUR SCHOOL? DO YOU WANT TO BE? CEA'S "BUILDING REP ACADEMY MIGHT BE FOR YOU! PLEASE JOIN CEA TRAINING & ORGANIZATIONAL SPECIALIST, CHRIS TEIFKE, IN THESE RELEVANT AND ENGAGING SESSIONS SO THAT YOU HAVE THE INFORMATION YOU NEED TO ENHANCE YOUR WORK AS A BUILDING REPRESENTATIVE IN YOUR LOCAL ASSOCIATION.

PLEASE JOIN US FOR THE ENTIRE SERIES WITH EACH MONTHLY SESSION COVERING A DIFFERENT TOPIC!

SESSIONS

- Session 1: September 22nd, Representing Members in Investigations
- Session 2: October 27th, Grievance vs. Gripe
- Session 3: November 17th, Establishing Yourself as a Building Rep
- Session 4: December 15th, Advocacy and Organizing

Key Features

1 All sessions are virtual to better meet your schedules

2 Sessions are completely free, but please register

3 All sessions are from 4:30-5:30 and have the same link to register and attend

[https://cea-org.zoom.us/meeting/register/aKMhhcUcRleE3luy8aL8sg](https://cea-org.zoom.us/j/91234567890)

CT Member Density

As of 2025-09-09 10:00:14 Eastern Standard Time/EST • Generated by Cherie Young

Filtered By

Show: All organizations

Membership Set Status equals E

Membership Year Status equals CY

SEA Membership Class contains Potential,active

State Affiliate equals Connecticut Education Association

UniServ does not contain AFT,Unassigned

UniServ ↑	Local Affiliate ↑	SEA Membership Class →	Active	Potentia	Total
			Count	Count	Count
CEA UNISERV UNIT 01	BRIDGEPORT EDUCATION ASSN		1360	80	1440
Subtotal			1360	80	1440
CEA UNISERV UNIT 02	FAIRFIELD EDUCATION ASSN		1020	10	1030
	NEW BEGINNINGS EDUCATION ASSN		22	3	25
	WESTON TEACHERS' ASSN		215	5	220
	WESTPORT EDUCATION ASSN		572	0	572
Subtotal			1829	18	1847
CEA UNISERV UNIT 03	BETHEL EDUCATION ASSN		266	2	268
	NEA DANBURY		990	22	1012
	NEA RIDGEFIELD		455	13	468
	SHERMAN EDUCATION ASSN		33	0	33
Subtotal			1744	37	1781
CEA UNISERV UNIT 04	DARIEN EDUCATION ASSN		459	4	463
	GREENWICH EDUCATION ASSN		904	21	925
	NEW CANAAN EDUCATION ASSN		419	7	426
Subtotal			1782	32	1814
CEA UNISERV UNIT 05	MILFORD EDUCATION ASSN		629	8	637
	MONROE EDUCATION ASSN		300	2	302
	TRUMBULL EDUCATION ASSN		643	5	648
	WILTON EDUCATION ASSN		373	11	384
Subtotal			1945	26	1971
CEA UNISERV UNIT 06	STAMFORD EDUCATION ASSN		1448	24	1472
Subtotal			1448	24	1472
CEA UNISERV UNIT 07	EAST GRANBY EDUCATION ASSN		93	2	95
	ENFIELD TEACHERS' ASSN		401	10	411
	FARMINGTON EDUCATION ASSN		405	9	414
	SUFFIELD EDUCATION ASSN		197	0	197
	VERNON EDUCATION ASSN		320	7	327
Subtotal			1416	28	1444
CEA UNISERV UNIT 08	EAST HARTFORD EDUCATION ASSN		607	22	629
	Goodwin Education Association		144	2	146
	MANCHESTER EDUCATION ASSN		662	12	674
	SOUTH WINDSOR EDUCATION ASSN		467	16	483

Subtotal		1880	52	1932
CEA UNISERV UNIT 09	ANDOVER EDUCATION ASSN	29	0	29
	CEA PORTLAND	126	0	126
	EAST HADDAM EDUCATION ASSN	123	2	125
	EAST HAMPTON EDUCATION ASSN	156	5	161
	EDUCATION ASSN OF CROMWELL	167	3	170
	GLASTONBURY EDUCATION ASSN	518	9	527
	HEBRON EDUCATION ASSN	80	0	80
	MARLBOROUGH EDUCATION ASSN	41	0	41
	RHAM EDUCATION ASSN	136	3	139
	ROCKY HILL TEACHERS ASSN	245	2	247
Subtotal		1621	24	1645
CEA UNISERV UNIT 10	CEA NEW MILFORD	337	7	344
	EAST WINDSOR EDUCATION ASSN	134	2	136
	EDUCATION ASSN OF CANTON	173	1	174
	GRANBY EDUCATION ASSN	170	1	171
	SIMSBURY EDUCATION ASSN	397	0	397
	WINDSOR EDUCATION ASSN	362	11	373
	WINDSOR LOCKS TEACHERS' ASSN	182	0	182
Subtotal		1755	22	1777
CEA UNISERV UNIT 11	BERLIN EDUCATION ASSN	255	8	263
	EDUCATION ASSN OF PLAINVILLE	241	9	250
	NEWINGTON TEACHERS ASSN	365	2	367
	SOUTHINGTON EDUCATION ASSN	613	8	621
	WOLCOTT EDUCATION ASSN	222	1	223
Subtotal		1696	28	1724
CEA UNISERV UNIT 12	WATERBURY TEACHERS' ASSN	1532	31	1563
Subtotal		1532	31	1563
CEA UNISERV UNIT 13	BRANFORD EDUCATION ASSN	297	4	301
	GUILFORD EDUCATION ASSN	325	5	330
	HAMDEN EDUCATION ASSN	561	19	580
	WALLINGFORD EDUCATION ASSN	575	13	588
Subtotal		1758	41	1799
CEA UNISERV UNIT 14	EDUCATION ASSN OF CHESHIRE	398	17	415
	NAUGATUCK TEACHERS LEAGUE	341	3	344
	OXFORD EDUCATION ASSN	171	0	171
	POMPERAUG REG SCHOOL DIST 15 EDUC ASSN	345	4	349
	REGION 16 EDUCATION ASSN	190	3	193
	SEYMOUR EDUCATION ASSN	175	5	180
	WATERTOWN EDUCATION ASSN	251	2	253
Subtotal		1871	34	1905
CEA UNISERV UNIT 15	ACES EDUCATION ASSN	265	15	280
	AMITY EDUCATION ASSN	250	0	250
	BETHANY EDUCATION ASSN	42	0	42
	DERBY EDUCATION ASSN	148	5	153
	NORTH HAVEN EDUCATION ASSN	327	4	331
	ORANGE TEACHERS' LEAGUE	118	4	122

	SHELTON EDUCATION ASSN	375	3	378
	WOODBIDGE EDUCATION ASSN	82	0	82
Subtotal		1607	31	1638
CEA UNISERV UNIT 16	AVON EDUCATION ASSN	283	2	285
	BLOOMFIELD EDUCATION ASSN	211	10	221
	CANAAN EDUCATION ASSN	12	0	12
	CORNWALL CONSOLIDATED FACULTY ASSN	15	0	15
	HOUSATONIC VALLEY REGIONAL FACULTY ASSN	62	7	69
	KENT EDUCATION ASSOCIATION	27	0	27
	NONNEWAUG TEACHERS ASSN	159	4	163
	NORTH CANAAN FACULTY ASSN	29	2	31
	REGIONAL SCHOOL DISTRICT 20 EDUCATION ASSN	172	1	173
	SALISBURY CENTER SCHOOL FACULTY ASSN	30	2	32
	SHARON CENTRAL SCHOOL FACULTY ASSN	20	0	20
	SHEPAUG VALLEY EDUCATION ASSN	107	0	107
Subtotal		1127	28	1155
CEA UNISERV UNIT 17	BARKHAMSTED EDUCATION ASSN	24	0	24
	COLEBROOK TEACHERS' ASSN	9	0	9
	GILBERT EDUCATION ASSN	49	0	49
	HARTLAND EDUCATION ASSN	19	0	19
	NEW HARTFORD EDUCATION ASSN	44	1	45
	NORFOLK TEACHERS ASSN	8	0	8
	PLYMOUTH EDUCATION ASSN	138	1	139
	REGION 7 EDUCATION ASSN	91	1	92
	REGIONAL EDUCATION ASSN DISTRICT 10	215	5	220
	SHARED SERVICES TEACHERS' ASSN	22	1	23
	THOMASTON EDUCATION ASSN	74	5	79
	TORRINGTON EDUCATION ASSN	378	5	383
	WINCHESTER EDUCATION ASSN	65	0	65
Subtotal		1136	19	1155
CEA UNISERV UNIT 18	EAST LYME TEACHERS' ASSN	283	3	286
	EDUCATION ASSN OF NORWICH FREE ACADEMY	182	3	185
	FRANKLIN EDUCATION ASSN	20	1	21
	LEARN EDUCATION ASSN	141	14	155
	LEBANON EDUCATION ASSN	116	1	117
	MONTVILLE EDUCATION ASSN	207	2	209
	NORWICH INTEGRATED DAY CHARTER	23	5	28
	NORWICH TEACHERS' LEAGUE	321	14	335
	REGIONAL 18 TEACHERS ASSN	143	0	143
	SPRAGUE TEACHERS' LEAGUE	27	0	27
Subtotal		1463	43	1506
CEA UNISERV UNIT 19	EDUCATION ASSN OF PRESTON	45	2	47
	GRISWOLD EDUCATION ASSN	173	3	176
	GROTON EDUCATION ASSN	403	2	405
	ISAAC EDUCATION ASSN	30	1	31
	LEDYARD EDUCATION ASSN	229	6	235
	LISBON EDUCATION ASSN	37	1	38

	NEW LONDON EDUCATION ASSN	276	12	288
	NORTH STONINGTON EDUCATION ASSN	86	1	87
	STONINGTON EDUCATION ASSN	189	1	190
	VOLUNTOWN EDUCATION ASSN	30	0	30
Subtotal		1498	29	1527
CEA UNISERV UNIT 20	EAST HAVEN EDUCATION ASSN	275	6	281
	EDUCATION ASSN OF CLINTON	171	2	173
	HADDAM-KILLINGWORTH EDUCATION ASSN	192	1	193
	MADISON EDUCATION ASSN	279	4	283
	OLD SAYBROOK EDUCATION ASSN	145	1	146
	REGIONAL 4 EDUCATION ASSN	183	3	186
	REGIONAL DISTRICT 13 EDUCATION ASSN	162	5	167
	WESTBROOK EDUCATION ASSN	95	1	96
Subtotal		1502	23	1525
CEA UNISERV UNIT 21	ASHFORD EDUCATION ASSN	42	2	44
	BOLTON EDUCATION ASSN	83	1	84
	COLUMBIA TEACHERS' ASSN	55	0	55
	EASTFORD TEACHERS' ASSN	20	0	20
	EDUCATION ASSN OF COVENTRY	159	13	172
	ELLINGTON EDUCATION ASSN	227	13	240
	E O SMITH TEACHERS ASSN	120	0	120
	MANSFIELD EDUCATION ASSN	112	1	113
	SOMERS EDUCATION ASSN	143	0	143
	STAFFORD EDUCATION ASSN	137	3	140
	TEACHERS' EDUCATION ASSN OF UNION	9	0	9
	TOLLAND EDUCATION ASSN	182	9	191
	WILLINGTON EDUCATION ASSN	49	0	49
Subtotal		1338	42	1380
CEA UNISERV UNIT 22	BROOKLYN EDUCATION ASSN	75	0	75
	CANTERBURY EDUCATION ASSN	44	5	49
	CHAPLIN EDUCATION ASSN	20	0	20
	HAMPTON EDUCATION ASSN	10	0	10
	KILLINGLY EDUCATION ASSN	220	0	220
	PLAINFIELD EDUCATION ASSN	172	4	176
	POMFRET COMMUNITY EDUCATION ASSN	36	1	37
	PUTNAM EDUCATION ASSN	119	1	120
	REGIONAL DISTRICT 11 EDUCATION ASSN	25	0	25
	SCOTLAND EDUCATION ASSN	14	0	14
	STERLING EDUCATION ASSN	30	0	30
	THOMPSON EDUCATION ASSN	84	1	85
	WOODSTOCK ACADEMY EDUCATION ASSN	72	0	72
	WOODSTOCK ASSN OF TEACHERS	66	1	67
Subtotal		987	13	1000
CEA UNISERV UNIT 23	BROOKFIELD EDUCATION ASSN	241	3	244
	CES EDUCATION ASSN	152	0	152
	EASTON EDUCATION ASSN	91	3	94
	JOEL BARLOW EDUCATION ASSN	85	0	85

	NEW FAIRFIELD EDUCATION ASSN	217	2	219
	REDDING EDUCATION ASSN	106	0	106
	STRATFORD EDUCATION ASSN	584	7	591
Subtotal		1476	15	1491
CEA UNISERV UNIT 24	CREC EDUCATION ASSN	988	73	1061
	WEST HARTFORD EDUCATION ASSN	874	18	892
Subtotal		1862	91	1953
Total		37633	811	38444



JOIN CEA PRIDE!

A committee of members of the Connecticut Education Association, CEA Pride provides support, resources, professional learning, and social opportunities that promote equity and celebrate a culture of inclusivity.

We're a community of Connecticut LGBTQ+ educators and allies working together to provide a safe space for students, families, and educators.

We connect you with

- Education professionals working toward common goals
- Experts in state and federal anti-discrimination policies and law
- Safe space kits and badges
- Model language for your board of education, collective bargaining agreement, and more
- Messaging advice
- News and FAQs on Title IX, teachers and students' rights, and other key topics
- Brunches, marches, breweries, and other meetups!

Every CEA member is welcome.

Learn more at cea.org/pride and join our monthly Zoom meetings at 4 p.m.

2025 Meeting Dates:

- September 11
- October 9
- November 13
- December 11

2026 Meeting Dates:

- January 8
- February 12
- March 12
- April 9
- May 14



No registration required. Scan the QR code to join the meeting!



2025 Salary Settlements Detail

9/10/2025

Sources: CEA Research

COUNT OF SETTLEMENTS: 13

		2026- 2027	2027- 2028	2028- 2029	2029- 2030	Distribution Notes
ANSONIA	NEW HAVEN					
9/2/2025	Mediation					Total cost of 3, 3.5, 3.5. New steps added to top each year (all steps are 3%). No GWI first year, .5% 2nd and 3rd year.
Private	Full					
Duration:	3					
CABE Group:	7					
DRG:	H					
		INCREMENT	3	3	3	
		GW I STEP	0	0.5	0.5	
		GW I MAX	0	0.5	0.5	
		TOTAL INCREASE	3	3.5	3.5	
		FLAT STEP	\$0	\$0	\$0	
		FLAT MAX	\$0	\$0	\$0	
		STEP MOVE	1	1	1	
						TOTAL SETTLEMENT 10.00
COLEBROOK	LITCHFIELD					
8/28/2025	Negotiation					Salary: 13.53 total over 3 years. Step costs 1.86, 1.99, 2.44. Year 1: Step plus 3% to max, 2.5% to steps (4.71). Year 2: Step plus 3% to max, 2% to steps (4.63). Year 3: Step plus 2% to max, 1% to step (4.19).
Private	Full					
Duration:	3					
CABE Group:	1					
DRG:	E					
		INCREMENT	1.86	1.99	2.44	
		GW I STEP	2.5	2	1	
		GW I MAX	3	3	2	
		TOTAL INCREASE	4.71	4.63	4.19	
		FLAT STEP	\$0	\$0	\$0	
		FLAT MAX	\$0	\$0	\$0	
		STEP MOVE	1	1	1	
						TOTAL SETTLEMENT 13.53
DERBY	NEW HAVEN					
8/20/2025	Negotiation					4 year contract 20.95%. Year 1 : 7.97% Step (3.12%) GWI +6% on schedule body, + 2% at Schedule Max. Eliminate Step 1, renumber steps and add year of service column to show proper step placement. Year 2: 4.62% Step (2.88%) GWI +2% whole schedule. Year 3: 4.30% Step (2.44%) GWI +2% whole schedule. Year 4: 4.04% Step (1.96%) GWI +2% whole schedule. Coaches salaries, stipends assessment coordinator, curriculum rate and summer rates all increased 2% per year.
Private	Full					
Duration:	4					
CABE Group:	7					
DRG:	H					
		INCREMENT	3.12	2.88	2.44	1.96
		GW I STEP	6	2	2	2
		GW I MAX	2	2	2	2
		TOTAL INCREASE	7.97	4.62	4.3	4.04
		FLAT STEP	\$0	\$0	\$0	\$0
		FLAT MAX	\$0	\$0	\$0	\$0
		STEP MOVE	1	1	1	1
						TOTAL SETTLEMENT 20.93

2026- 2027- 2028- 2029-
2027 2028 2029 2030

Distribution Notes

EAST HAVEN

NEW
HAVEN

7/21/2025	Negotiation
Public	Full
Duration:	3
CABE Group:	7
DRG:	G

INCREMENT	3.95	3.68	3.76	
GWI STEP	0.5	0.5	0	
GWI MAX	2	1.75	1.75	
TOTAL INCREASE	4.94	4.62	4.39	
FLAT STEP	\$0	\$0	\$0	
FLAT MAX	\$0	\$0	\$0	
STEP MOVE	1	1	1	

Year 1. Smoothing between steps 4-13. Drop lowest step (Step 3) - now an 11-step schedule. Step movement to individuals not at max step. Steps 5-9: 0.5% GWI. Steps 10-13: 0.5% GWI. Max Step: 2% GWI. 4.94%. Year 2. Step movement to individuals not at max step. Steps 5-9: 0.5% GWI. Steps 10-13: 0.5% GWI. Max Step: 1.75% GWI. 4.62%. Year 3. Step movement to individuals not at max step. Max Step: 1.75% GWI. 4.39%. Three-Year Total: 13.95%.

TOTAL SETTLEMENT **13.95**

FARMINGTON

HARTFORD

9/4/2025	Negotiation
Private	Full
Duration:	3
CABE Group:	2
DRG:	B

INCREMENT	2.98	1.79	1.42	
GWI STEP	1.1	1.3	1.3	
GWI MAX	2.04	2.48	2.66	
TOTAL INCREASE	4.79	4.04	3.87	
FLAT STEP	\$1,000	\$1,200	\$1,200	
FLAT MAX	\$2,200	\$2,675	\$2,850	
STEP MOVE	1	1	1	

Step costs: 2.98%/1.79%/1.42% = 6.19%. Salary: Year 1: \$1000 below max (GWI equivalent: 1.10%), \$2200 at max (2.04%). Step movement. Year 2: \$1200 below max (1.30%), \$2675 at max (2.48%). Step movement. Year 3: \$1200 below max (1.30%), \$2850 at max (2.66%). Step movement. Three-Year Total: 12.71%. No increases to stipends.

TOTAL SETTLEMENT **12.70**

GRISWOLD

NEW
LONDON

9/10/2025	Negotiation
Private	Full
Duration:	3
CABE Group:	4
DRG:	F

INCREMENT	2.03	1.88	1.71	
GWI STEP	2	2	2	
GWI MAX	3.25	3.25	3.25	
TOTAL INCREASE	4.6	4.52	4.53	
FLAT STEP	\$0	\$0	\$0	
FLAT MAX	\$0	\$0	\$0	
STEP MOVE	1	1	1	

Step movement each year of the agreement. Year 1 (4.6%): 2.00% to steps; 3.25% to max; step (2.03%). Year 2 (4.52%): 2.00% to steps; 3.25% to max; step (1.88%). Year 3 (4.53%): 2.00% to steps; 3.25% to max; step (1.71%). Total: 13.65%.

TOTAL SETTLEMENT **13.65**

MILFORD

NEW
HAVEN

9/5/2025	Mediation
Private	Full
Duration:	3
CABE Group:	7
DRG:	D

INCREMENT	2.43	2.28	1.89	
GWI STEP	1	1	1	
GWI MAX	2.5	2.75	2.75	
TOTAL INCREASE	4.42	4.62	4.37	
FLAT STEP	\$0	\$0	\$0	
FLAT MAX	\$0	\$0	\$0	
STEP MOVE	1	1	1	

Year 1 (4.42%): 1.00% to steps; 2.50% to max; step (2.43%). Year 2 (4.62%): 1.00% to steps; 2.75% to max; step (2.28%). Year 3 (4.37%): 1.00% to steps; 2.75% to max; step (1.89%). TOTAL: 13.42%. Stipends: 2.5% per year and a few new ones and adjustments.

TOTAL SETTLEMENT **13.41**

NORWALK FAIRFIELD

8/21/2025	Negotiation
Private	Full
Duration:	3
CABE Group:	6
DRG:	H

INCREMENT			
GWl STEP	2	2	2.5
GWl MAX	2	2	2.5
TOTAL INCREASE	4.16	4.18	4.52
FLAT STEP	\$0	\$0	\$0
FLAT MAX	\$0	\$0	\$0
STEP MOVE	1	1	1

Yr 1: dropped first 3 steps of schedule; stipends will increase by 2% each year.

TOTAL SETTLEMENT 12.86

NORWICH FREE ACD NEW LONDON

9/3/2025	Mediation
Private	Full
Duration:	3
CABE Group:	
DRG:	G

INCREMENT	1.68	1.72	1.22
GWl STEP	1.5	2	2
GWl MAX	2.5	3	3
TOTAL INCREASE	3.9	4.56	4.13
FLAT STEP	\$0	\$0	\$0
FLAT MAX	\$0	\$0	\$0
STEP MOVE	1	1	1

Step Costs: (1.68%/1.72%/1.22% = 4.61%). Total Salary Settlement 12.59%. Year 1: Currently 12-Step Schedule. Add bubble-breaker step between Max and Penultimate, Drop 1st Step. Step Movement, 1.5% GWl Body, 2.5% GWl to Max = 3.90%. Year 2: Step Movement, 2.0% GWl Body, 3.0% GWl to Max = 4.56%. Year 3: Step Movement, 2.0% GWl Body, 3.0% GWl to Max = 4.13%.

TOTAL SETTLEMENT 12.59

SHELTON FAIRFIELD

8/29/2025	Mediation
Private	
Duration:	3
CABE Group:	7
DRG:	D

INCREMENT	1.64	1.62	1.51
GWl STEP	2.5	2.5	2.5
GWl MAX	2.5	2.5	2.5
TOTAL INCREASE	4.18	4.16	4.04
FLAT STEP	\$0	\$0	\$0
FLAT MAX	\$0	\$0	\$0
STEP MOVE	1	1	1

Wages (12.38%). Year 1 Step (1.64%) +2.50% GWl (4.18%). Year 2 Step (1.62%) +2.50% GWl (4.16%). Year 3 Step (1.51%) + 2.50% GWl (4.04%).

TOTAL SETTLEMENT 12.38

THOMASTON LITCHFIELD

9/4/2025	Negotiation
Private	Full
Duration:	3
CABE Group:	1
DRG:	E

INCREMENT	1.72	1.56	1.73
GWl STEP	2	2	1.5
GWl MAX	3	3	3
TOTAL INCREASE	4.5	4.33	4.14
FLAT STEP	\$0	\$0	\$0
FLAT MAX	\$0	\$0	\$0
STEP MOVE	1	1	1

Salary: 12.96% over 3 years. Step costs 1.72, 1.56, 1.73 = 5.01. Final tables attached. Year 1 – Step, 2% to body, 3% to max (4.50%). Eliminate steps 1 and 2. Year 2 – Step, 2% to body, 3% to max (4.33%). Eliminate step 3. Year 3 – add penultimate, 1.5% to body, 3% to max (4.14%). Step elimination – (i) increase MA starting salary from \$45,894 to \$59,722, (ii) 13 step schedule at start becomes 10 step schedule by the 3rd year with a salary range of \$59,772 to \$100,358, (iii) over course of contract we will be phasing out #s and replace with letters A- J.

TOTAL SETTLEMENT 12.97

2026- 2027- 2028- 2029-
2027 2028 2029 2030

Distribution Notes

WESTON

FAIRFIELD

9/4/2025	Mediation
Private	Full
Duration:	3
CABE Group:	6
DRG:	A

INCREMENT	0.9	1.01	0.78	
GWl STEP	3.25	3.25	3.5	
GWl MAX	3.25	3.25	3.5	
TOTAL INCREASE	4.18	4.29	4.31	
FLAT STEP	\$0	\$0	\$0	
FLAT MAX	\$0	\$0	\$0	
STEP MOVE	1	1	1	

TWI: 12.78%. Year 1: 3.25% GWI (All Steps) + Step .90 (Increment). Year 2: 3.25% GWI (All Steps) + Step 1.01% (Increment). Year 3: 3.50% GWI (All Steps) + Step .78% (Increment). Total GWI: 10.00%. Total Step Cost 2.69% (Compounding accounts for the difference between adding the numbers directly and the actual TWI). Steps: Step added between the penultimate and final Step in the Third Year. Step 1 eliminated in the third year.

TOTAL SETTLEMENT 12.78

WOODBIDGE

NEW HAVEN

8/12/2025	Mediation
Private	Full
Duration:	3
CABE Group:	7
DRG:	B

INCREMENT	1.61	1.55	1.36	
GWl STEP	2.75	2.75	2.75	
GWl MAX	2.75	2.75	2.75	
TOTAL INCREASE	4.4	4.35	4.14	
FLAT STEP	\$0	\$0	\$0	
FLAT MAX	\$0	\$0	\$0	
STEP MOVE	1	1	1	

Wages (12.89% for 3 years). Year 1 Step + 2.75%, increment 1.61% total 4.40%. Year 2 Step + 2.75%, increment 1.55% total 4.35%. Year 3 Step +2.75%, increment 1.36% total 4.14%.

TOTAL SETTLEMENT 12.89

STATEWIDE AVERAGES:

INCREMENT	2.24	2.08	1.94	1.96
GWI STEP	2.08	1.83	1.73	2.00
GWI MAX	2.37	2.48	2.47	2.00
TOTAL INCREASE	4.60	4.34	4.19	4.04
FLAT STEP	\$1,000	\$1,200	\$1,200	
FLAT MAX	\$2,200	\$2,675	\$2,850	

3-YR TOTAL SETTLEMENT

13.12

4-YR TOTAL SETTLEMENT

20.93

CEA AVERAGES:

INCREMENT	2.17	2.00	1.84	1.96
GWI STEP	2.28	1.94	1.78	2.00
GWI MAX	2.62	2.70	2.65	2.00
TOTAL INCREASE	4.78	4.43	4.22	4.04
FLAT STEP	\$1,000	\$1,200	\$1,200	
FLAT MAX	\$2,200	\$2,675	\$2,850	

3-YR TOTAL SETTLEMENT

13.43

4-YR TOTAL SETTLEMENT

20.93

AFT AVERAGES:

INCREMENT	3.00	3.00	3.00	
GWI STEP	1.00	1.25	1.50	
GWI MAX	1.00	1.25	1.50	
TOTAL INCREASE	3.58	3.84	4.01	
FLAT STEP				
FLAT MAX				

3-YR TOTAL SETTLEMENT

11.43

4-YR TOTAL SETTLEMENT



H.

REPORTS

BOARD REPORTS

September 2025

LEGAL DEPT

Member Engagement: We presented Teachers and the Law training for Trumbull and Bloomfield EA members. We also provided support to Bloomfield EA for its Module 5 presentation.

We introduced and presented the newly titled *Chalk & Order: The Legal ABCs for Educators* (formerly Teachers and the Law) along with Social Media training at Summer Conference.

DCFs: In addition to cases already pending, we received 18 new cases since the last board report. We received a total of 63 DCF cases during the 2024-25 school year.

The trends regarding specific allegations during that school year are as follows (please keep in mind that there can be multiple allegations per case):

- Failure to Report – 2
- Physical Neglect – 36
- Physical Abuse – 18
- Sexual Misconduct/Abuse – 12
- Emotional Neglect – 3
- Emotional Abuse – 4
- Medical Neglect – 0
- Moral Neglect – 0

Terminations: We received 9 new termination cases since the last board report.

Certification: We have no new certification cases since the last board report.

CHRO/Discrimination: We have 1 new CHRO case since the last board report.

DFR: We have no new DFR cases since the last board report.

FOI: We have no new FOI cases since the last board report.

Workers' Compensation Claims: We received 4 new WC cases from the last board report. We have 4 hearings on the calendar for cases that are pending in the next month.

Court Litigation: Presently, we have 1 case filed in Superior Court, which is pending the court's decision on our motion to dismiss. We have 2 cases in Federal Court, which are both pending responses to the complaints.

Unfair Labor Practices: In addition to many ULPs discussed and drafted for potential filings, we have 2 ULPs pending before the SBLR since the last board meeting.

Stamford EA v. Stamford BOE (failure to allow union rep)– Closed following SBLR decision.
Stamford EA v. Stamford BOE (bad faith bargaining) – Pending formal hearing on 9/29/25.

Franklin EA v. Franklin BOE (union animus) – Settled and withdrawn.
Wallingford EA v. Wallingford BOE (past practice) – Pending formal hearing on 10/24/25.

COMMUNICATIONS

Labor Day Actions:

- 8/20 What does Labor Day mean to you? graphic post
- 8/25 History of Labor Day graphic post
- 8/26 Why is Labor Day important reel #1
- 8/27 Why is Labor Day Important reel #2
- 8/28 Labor Day by the numbers graphic post
- 8/29 Union Friendly BBQ reel
- 8/30 Labor Goals fill in the blank/how to get involved graphic post
- 8/31 What does Labor Day mean to you pt 2 graphic post
- 9/1 Labor Day message from CEA reel
- 9/1 Celebrating Labor Day graphic post

Member Benefits/Sponsorships:

- 9 paying sponsors for summer conference brought in \$5,800
- Actively pursuing sponsors for the Gala and Election Day PD.
- Working with UConn on football game discounts

Major Projects:

- CEA Summer Advisor posted online: <https://cea.org/publications/cea-advisor/#flipbook-summer-2025/1/>
- Retirement edition of the Advisor being finalized
- Welcome Back to School postcard mailer sent out to all active members
- Welcome Back video message from Kate emailed to all members
- Covered numerous NTOs
 - Bridgeport & Stamford - <https://cea.org/a-additions-stamford-bridgeport-roll-out-welcome-mat-for-hundreds-of-educators/>
 - Goodwin EA - <https://cea.org/new-teachers-and-new-beginnings-for-goodwin-education-association-members/>
 - Manchester - <https://cea.org/together-we-thrive-manchester-welcomes-new-teachers/>
 - Hamden - <https://cea.org/new-teachers-find-support-and-community-with-cea/>
- Working on new swag items
- Covered 90th Birthday of Social Security - <https://cea.org/celebrating-social-security-at-90-and-a-victory-for-teachers/>
- Working with GR to get the Report Card online
- WFSB Channel 3 to begin running Back-to-School survey stories in next few weeks and setting up interviews with and roundtable interview on Sept. 4.

- Covered Blumenthal news conference and Kate talking about RAISE Act, federal tax credits for educators
- Recorded podcasts recorded with Sean Scanlon and Sen. Julie Kushner and Tricia Santos

Social Media Metrics

July 27-Aug 26	Total Followers	Reach	Total Posts & Stories	Views	Videos & Reels Posted
Facebook	11,731	1.1M	55	2.2M	21
Instagram	2,565	160,000*	58	290,500	36
Bluesky	283		17		

***Paid aid campaign**

- The sunglasses reel from Summer Conference was our highest viewed post on Instagram EVER at 6400.
- We have gotten 124 new followers on Instagram in the last 30 days and our views are up over 900% with link taps up 360%.

Website

Top 3 visited pages

- 1) Homepage – 4,101
- 2) BTS Survey – 3,047
- 3) West Hartford Grievance story- 1,403
- 4) Attacks blocked this month – 182,579

ASMT/FIELD

- **Early Career Educator Conference** – Save the date: Saturday, March 21, 2026 at Mystic Marriott.
- **Summer Conference** – We had a resoundingly successful Summer Conference with over 500 attendees and registration maxed out within two weeks of launch. Many thanks to all involved in making that happen.
- **Building Rep Academy** – The next virtual four-part building rep training series starts on September 22 at 4:30pm. Please join CEA Training & Organizational Specialist, Chris Teifke, in these relevant and engaging sessions so that you have the information you need to enhance your work as a Building Representative in your Local Association. Details and registration can be found here: <https://cea.org/event/building-rep-academy/2025-09-15/>
- **CEA Pride** – Join us online every second Thursday of the month for CEA Pride meetings. We will discuss current issues, supports, and advancing LGBTQ+ rights for staff and students. All are welcome! No pre-registration is necessary. Details and Zoom link can be found here: <https://cea.org/event/cea-pride-meeting/2025-09-11/>

- **CEA Early Career** – Young and Union has been rebranded under a new logo and new name and is now CEA Early Career. We will be increasing our ambassadors across the state.
- **New Educator Orientations/New Member Sign-ups** – We are happy to welcome over 1,700 new members and still counting.
- **Staff Professional Development – New/Renew Workshops** – We are continuing with ongoing trainings/workshops for staff on a variety of topics including contract negotiations, insurance, best practices for New Teacher Orientations (NTO), etc.

ADMINISTRATION & FINANCE

Membership

- Our FTE count is 37,327 and our FTE budget is 37,400, a difference of 73 FTEs lower than budget.
- We have 648 more FTE members than we had at this point last year for a increase of \$631,794.97
- CEA currently has 125 Aspiring Educator members, 4,077 lifetime retired members and 836 annual retired members.
- CEA has 816 potential members on record. Please see attached membership density report.

ACCOUNTING/PAYROLL/HR/ADMIN

- We are midway through the audit process
- Accounting Implementations
 - o BlackBaud Financial Edge Implementation. Target go live date of October 1, 2025.
 - o PEX Credit Card and Expense Reimbursement Implementation. Target go live date of October 1, 2025.
 - Pilot program is working well. Expense Reimbursement is still in progress.
 - o USI Consulting to take over all administration of CEA's pension plan. Target go live date of October 1, 2025
- Actuary reports are in process for our pension and health & wellness plans.
- HR processes
 - o Many improvements have already been made since Latisha's 1st day. We have formalized our FMLA process, completed census updates for our retirees for the Pension and VEBA plans, and are currently working on our onboarding and offboarding procedures.
- Preparing for document retention purging throughout the office and field offices. Shredding bins have arrived. Looking to set a deadline for completing this throughout the organization.
- Office renovations
 - o Secretary/Treasurer's office can be scheduled once we clean out the built in cabinets.

CAPITOL PLACE UPDATE

- No changes to tenants since January 2025, currently at 92% occupancy.

- We are working with our legal consultant to review and create an updated lease agreement template to be used for future lease agreements. The current lease agreement has not been analyzed in over 30 years.
- Major projects for this year:
 - o Replacing fire proofing in decomposed areas
 - o Energy Conservation Project – LED Conversion
 - o Restaurant building improvements
 - o Upgrading fan enclosures in the garage
- We will be opening the garage on Monday for the Labor Day rally for public parking revenue.
- Looking for additional revenue opportunities and places to reduce expenses.

TECHNOLOGY

- Multi-factor authentication is being implemented with all employees, 60% complete.
- Looking into changing our VPN provider to an always on VPN system to better protect our data with always on encryption.
- Developing a mobile device management policy to help locate devices, lock computers, and wipe data. Currently in draft form.
- We are contracting with a vendor to provide emergency IT assistance as a back-up in case Craig is out of the office unexpectedly
- Cybersecurity training is continuing to be rolled out on a quarterly basis.

CEA UNISERV OFFICES

- Norwich - CEA's location at 77 East Town St. in Norwich will be closing on December 31, 2025. Monthly meetings have been taking place to coordinate the proper closure of the office.

MISC ITEMS

Request for Proposals

- Fiduciary Advisor to assist our 401k Committee in reviewing investment performance and to assist with developing investment policy statements for our other investments (Pension Plan, VEBA Plan, CEF, CEA)
 - o 2 vendors have been scheduled for interview in September
- Real Estate Broker services to assist with commercial office space leases.
 - o 2 vendors have been scheduled for interview in September

PRGR

Professional Practice

1. Certification standards board planning and assistance (CEPCB); review of regs, monitoring meetings, post and pre meeting prep, political and legal strategy.
2. Ongoing certification assistance to members
3. REDAC support and planning
4. AEP Planning for state and chapter officers
5. Learning Management System training and planning
6. SCSU Meetings – Teacher Leadership program planning

7. CEA-R Administration and planning with new leadership
8. Election Day PD Conference planning – Teacher Tom
9. Municipal fiscal analyses

Government Relations

1. Legislative Commission
2. Legislative Report Card release prep
3. Ongoing PRGR departmental meetings for planning and carrying out duties
4. Planning political engagement program and targeted efforts in certain areas
5. See Educators Run rollout
6. Municipal election support
7. Federal voucher update with NEA
8. Interdepartmental meetings across CEA and regional offices
9. Legislative issues preparation and strategy, and related meetings with legislators.
10. Planning and carrying out hiring and temporary personnel changes



I.

GENERAL INFORMATION

CEA Financials
Membership Dues memo
Master Calendar changes
Join now flyer
Fairfield County opening
Local officers Directory online

**CONNECTICUT EDUCATION ASSOCIATION
STATEMENT OF ACTIVITY BY COST CENTER
FOR THE 12 MONTHS ENDING JUNE 30, 2025**

Acct/Cost Center	DESCRIPTION	ACTUAL	Budget	Variance	% Of Budget Spent
REVENUE					
	MEMBERSHIP DUES				
4010	Active professional dues	18,950,418	19,039,349	(88,931)	100%
4020	Limited & retired dues	25,305	50,000	(24,695)	51%
		18,975,723	19,089,349	(113,626)	99%
	NEA GRANTS AND REBATES				
4210, 4240, 4245	NEA legal services (DuShane)	128,082	200,000	(71,918)	64%
4220	NEA UniServ grant	1,195,958	1,303,739	(107,781)	92%
4230, 4265	NEA grants	624,570	-	624,570	#DIV/0!
4250, 4260	NEA intern program	-	-	-	#DIV/0!
		1,948,609	1,503,739	444,870	130%
	OTHER REVENUE				
4660	NEA member benefits	61,672	90,000	(28,328)	69%
4410, 4415, 4416, 4417	Interest/dividend income	731,258	500,000	231,258	146%
4610 - 4650	Building rental income	1,871,296	1,837,000	34,296	102%
4030, 4520, 4540, 4670 - 4699	Miscellaneous income	119,971	-	119,971	#DIV/0!
4418-4419	Realized and unrealized investment income	1,486,061	-	1,486,061	#DIV/0!
		4,270,258	2,427,000	1,843,258	176%
	TOTAL REVENUE	25,194,590	23,020,088	2,174,502	109%
EXPENSES					
	PERSONNEL EXPENSES				
5120	Salaries	10,283,145	10,490,602	207,457	98%
5420, 5595	Postretirement health care/life insurance	225,046	700,000	474,954	32%
5110, 5410	Pension/401(k) contributions	1,614,426	2,465,743	851,317	65%
5310, 5311, 5315	Health care	2,775,691	2,850,641	74,950	97%
5210, 5220, 5230	Payroll taxes	792,269	760,812	(31,457)	104%
6025	Release time pay	235,332	-	(235,332)	#DIV/0!
520, 5330, 5530, 5590, 5130, 5140	Other benefits	(208,989)	177,000	385,989	-118%
	Total Personnel Expenses	15,716,918	17,444,798	1,727,880	90%
	PROGRAM EXPENSES				
	ADMINISTRATION & FINANCE EXPENSES				
	Administrative Services				
101	Executive director & governance staff support	121,458	35,000	(86,458)	347%
102	Personal benefits administration	13,005	190,000	176,995	7%
103	Connecticut education foundation	-	-	-	#DIV/0!
104	Telephone/communications services	98,905	160,000	61,095	62%
106	ASOCEA training	-	5,000	5,000	0%
107	Staff training	15,341	5,000	(10,341)	307%
	TOTAL	248,709	395,000	146,291	63%
	Accounting Services				
121	Accounting/membership functions	1,069,834	90,000	(979,834)	1189%
122	Local training & support	62	2,000	1,938	3%
123	CEAR	3,388	-	(3,388)	#DIV/0!
132	Employee payroll services	-	13,500	13,500	0%
	TOTAL	1,073,284	105,500	(967,784)	1017%

**CONNECTICUT EDUCATION ASSOCIATION
STATEMENT OF ACTIVITY BY COST CENTER
FOR THE 12 MONTHS ENDING JUNE 30, 2025**

Acct/Cost Center	DESCRIPTION	ACTUAL	Budget	Variance	% Of Budget Spent
151	Property Management Services Headquarters management	3,036,596	2,300,000	(736,596)	132%
141	Printing, Purchasing & Distribution Services Mail services	3,744	3,000	(744)	125%
142	Supplies services	11,949	15,000	3,051	80%
143	Printing services	44,161	20,000	(24,161)	221%
	TOTAL	59,853	38,000	(21,853)	158%
131	Data Processing Data processing services	201,186	230,000	28,814	87%
161	Planning Services Conferences support services	2,829	6,000	3,171	47%
162	CEA Representative Assembly	101,246	80,000	(21,246)	127%
163	NEA Representative Assembly	69,311	20,000	(49,311)	347%
	TOTAL	173,386	106,000	(67,386)	164%
	TOTAL ADMINISTRATION & FINANCE EXPENSES	4,793,015	3,174,500	(1,618,515)	151%
	AFFILIATE & MEMBER TRAINING EXPENSES				
201	Collective Bargaining Program Collective bargaining support	57,843	55,000	(2,843)	105%
231	Organizational Assistance/Membership Support Day-to-day local affiliate assistance	144,019	97,700	(46,319)	147%
243	Program Development Program External comm/Pol. action assistance to locals	3,551	2,000	(1,551)	178%
251	Training/Leadership Development Program Regional training of local leaders	9,736	50,000	40,264	19%
252	UniServ staff & Intern development training	47,493	30,000	(17,493)	158%
254	Summer Conference	278,650	255,000	(23,650)	109%
256	CEA/NEA orientation	1,038	7,500	6,462	14%
283	HCR issues	403	8,000	7,597	5%
	TOTAL	337,321	350,500	13,179	96%
271	Administration Functions Program Uniserv Personnel Mgt Staff	-	-	-	#DIV/0!
272	Reg. Offices mgt/rent/supplies, etc.	152,531	180,000	27,469	85%
290	Affiliate new teacher training & organizing	83,738	65,000	(18,738)	129%
	TOTAL	236,269	245,000	8,731	96%
	TOTAL AFFILIATE & MEMBER TRAINING EXPENSES	779,002	750,200	(28,802)	104%
	COMMUNICATIONS EXPENSES				
301	Internal Communications CEA Advisor	125,013	135,000	9,987	93%
321	External Communications Radio, television, print, and new media	399,312	435,000	35,688	92%
324	Polling	14,000	35,000	21,000	40%

**CONNECTICUT EDUCATION ASSOCIATION
STATEMENT OF ACTIVITY BY COST CENTER
FOR THE 12 MONTHS ENDING JUNE 30, 2025**

Acct/Cost Center	DESCRIPTION	ACTUAL	Budget	Variance	% Of Budget Spent
328	Electronic and web program	30,552	25,000	(5,552)	122%
	TOTAL	443,864	495,000	51,136	90%
	Membership				
331	Membership promotion materials	40,770	40,000	(770)	102%
	Administration				
341	Personnel management/staff training	6,278	5,000	(1,278)	126%
	TOTAL COMMUNICATIONS EXPENSES	615,925	675,000	59,075	91%
	LEGAL EXPENSES				
	Legal Servies to Individuals and Locals				
401	Employment-related legal services	18,075	25,000	6,925	72%
402	Legal representation at court or hearings	5,087	10,000	4,913	51%
	TOTAL	23,161	35,000	11,839	66%
	Legal Services to Governance & Staff				
421	Legal advice & training	3,351	1,000	(2,351)	335%
	Administration of Insurance Liability Programs				
431	Association liability insurance program	15,093	5,000	(10,093)	302%
	Maintenance of Resource Library				
451	Maintain library	1,291	7,000	5,709	18%
	Legal Counsel Services				
461	Arbitrators & trial costs	23,114	75,000	51,886	31%
	TOTAL LEGAL EXPENSES	66,010	123,000	56,990	54%
	POLICY, RESEARCH AND REFORM				
	Retirement				
501	Retirement workshops	10,343	17,500	7,157	59%
	Human & Civil Rights				
532	Cultural diversity issues & EMAC training	14,126	11,500	(2,626)	123%
	Leadership Development				
546	Summer conference tracks	349	750	401	47%
	Professional Development				
554	Member PD training and organizing	27,988	23,000	(4,988)	122%
557	CTPI	6,383	25,000	18,617	26%
559	CEA/NEA student program	32,842	28,000	(4,842)	117%
	TOTAL	67,213	76,000	8,787	88%
	Administration				
562	Staff training	8,833	8,000	(833)	110%
	TOTAL POLICY, RESEARCH AND REFORM	100,864	113,750	12,886	89%
	GOVERNANCE EXPENSES				
	Executive Committee/Board of Directors				
601	President	7,770	9,000	1,230	86%
602	Vice President	11,703	5,000	(6,703)	234%
603	Secretary	1,669	2,000	331	83%
604	Treasurer	1,784	2,000	216	89%

**CONNECTICUT EDUCATION ASSOCIATION
STATEMENT OF ACTIVITY BY COST CENTER
FOR THE 12 MONTHS ENDING JUNE 30, 2025**

Acct/Cost Center	DESCRIPTION	ACTUAL	Budget	Variance	% Of Budget Spent
605	Board of Directors	44,372	40,000	(4,372)	111%
608	Executive Committee	430	3,000	2,570	14%
609	Organizational dues/travel insurance	2,556	14,000	11,444	18%
610	Sponsorship (Teacher of the Year)	8,500	20,000	11,444	18%
611	LP mailings/Leaders instate travel exp./local	18,291	25,000	6,709	73%
612	State leaders training/out-of-state travel	51,614	45,000	(6,614)	115%
	Total	148,690	165,000	16,254	90%
	Commissions/Committees				
625	Committees & commissions	24,770	15,000	(9,770)	165%
638	Members' appointment	5,624	6,000	376	94%
639	CommComm Out of State Travel	27	-	(27)	#DIV/0!
	TOTAL	30,421	21,000	(9,421)	145%
	Meetings and Conventions				
640	CEAR Membership Services	50,665	45,000	(5,665)	113%
671	Fairfield County Council	4,820	7,960	3,140	61%
672	Local presidents meetings	34,709	40,000	5,291	87%
673	Litchfield County Council	2,326	3,800	1,474	61%
674	Middlesex County Council	2,278	3,960	1,682	58%
675	New Havel County Council	4,373	5,880	1,507	74%
676	New London County Council	2,356	4,280	1,924	55%
677	Tolland County Council	466	3,800	3,334	12%
678	Windham County Council	1,439	3,480	2,041	41%
679	Hartford County Council	4,068	6,680	2,612	61%
691	CEA RA Governance attendance	2,447	24,000	21,553	10%
692	NEA RA delegates	54,182	72,000	17,818	75%
693	Minority mentorship program	-	1,000	1,000	0%
697	Support of 3-1(g) initiatives	-	2,000	2,000	0%
	TOTAL	164,128	223,840	59,712	73%
	Grant/Awards				
681	Equity/Pratt	750	-	(750)	#DIV/0!
682	Local grants program	189,410	195,000	5,590	97%
683	NFIE	6,365	4,500	(1,865)	141%
686	Donations to worthy organizations	804	2,500	1,696	32%
	TOTAL	197,329	202,000	4,671	98%
	TOTAL GOVERNANCE EXPENSES	540,568	611,840	71,216	88%
	GOVERNMENT RELATIONS				
	Legislative/Government Affairs				
705	Field Lobbying, training and organizing	23,343	40,000	16,657	58%
	Political Organizing				
711	Political action	20,777	25,000	4,223	83%
714	NEA-PAC fundraising	388	5,000	4,612	8%
716	Community, parent, teacher partnership	2,900	3,000	100	97%
799	Government Reations S&B	60	-	(60)	#DIV/0!
	TOTAL	24,125	33,000	8,875	73%

**CONNECTICUT EDUCATION ASSOCIATION
STATEMENT OF ACTIVITY BY COST CENTER
FOR THE 12 MONTHS ENDING JUNE 30, 2025**

Acct/Cost Center	DESCRIPTION	ACTUAL	Budget	Variance	% Of Budget Spent
721	Administration				
	Administration/Training	30,575	9,000	(21,575)	340%
	TOTAL GOVERNMENT RELATIONS EXPENSES	78,043	82,000	3,957	95%
	SUB TOTAL ALL DEPARTMENTS	6,973,427	5,530,290	(1,443,193)	126%
	NEA GRANTS				
801	Boland Fund transfer	20,000	-	(20,000)	#DIV/0!
803	NEA Recovery for all	-	-	-	#DIV/0!
805	Region 20 organizing grant	962	-	(962)	#DIV/0!
806	Read Across America	230	-	(230)	#DIV/0!
808	New educator campaign	-	-	-	#DIV/0!
809	Collective bargaining	342	-	(342)	#DIV/0!
810	NCESA/TEF grant	-	-	-	#DIV/0!
811	Future educator grant	-	-	-	#DIV/0!
812	New Milford grant	-	-	-	#DIV/0!
813	Organizing grant	121,211	-	(121,211)	#DIV/0!
815	Cape state & local project	20,000	-	(20,000)	#DIV/0!
820	Aspiring educators	150	-	(150)	#DIV/0!
823	Community quality education	2,076	-	(2,076)	#DIV/0!
828	Faith Sweeney grant	-	-	-	#DIV/0!
837	CGPS authentic account	3,846	-	(3,846)	#DIV/0!
839	Communications grant	-	-	-	#DIV/0!
841	CEA-R Grant 24-25	2,353	-	(2,353)	#DIV/0!
843	Student create/beautification	2,287	-	(2,287)	#DIV/0!
844	Young & union grant	43,768	-	(43,768)	#DIV/0!
845	CEA-R grant	2,218	-	(2,218)	#DIV/0!
847	Aspiring ed SLC grant	65,834	-	(65,834)	#DIV/0!
859	Student grant AEGIS	11,075	-	(11,075)	#DIV/0!
860	AEGIS extension grant	4,952	-	(4,952)	#DIV/0!
	TOTAL NEA GRANTS	301,303	-	(301,303)	#DIV/0!
900	Contingency	37,251	45,000	7,749	83%
	TOTAL PROGRAM EXPENSES	7,311,981	5,575,290	(1,736,747)	131%
	TOTAL EXPENSES	23,028,900	23,020,088	(8,868)	100%
	CHANGE IN NET ASSETS (REVENUE MINUS EXPENSES)	2,165,691	-	(2,165,691)	



Connecticut
Education Association

Connecticut Education Association

Capitol Place, Suite 500
21 Oak Street, Hartford, CT 06106
860-525-5641 | fax: 860-955-2508 | cea.org

Finance, Technology, & Building Operations

Nicholas Valente, CPA, EMR
Chief Financial Officer

TO: **Local Presidents, Membership Chairs, and Treasurers**
From: **Nick Valente, Chief Financial Officer**
Date: **July 17, 2025**
Re: **CEA Membership Dues 2025-2026**

The dues rates for the 2025-26 membership year have been finalized. Please ensure that your local payroll office has both the updated CEA and NEA dues amounts as well as your local dues rate on file.

For your convenience, proration and transmittal schedules are also included on page 2. Please note the important changes to the standard dues transmittal schedule, per New Business Item #1 passed at the 2025 CEA Representative Assembly.

2025-2026 CEA and NEA Annual Dues Amounts				
Membership Type	CEA Code	CEA Dues	NEA Code	NEA Dues
Active Certified Full Time (51% - 100%)	AC-0-100	\$514.00	AC-1-100	\$219.00
Active Certified Part Time (26% - 50%)	AC-0-50	\$257.00	AC-1-50	\$121.00
Active Certified Quarter Time (1% - 25%)	AC-0-25	\$128.50	AC-1-25	\$72.25
Active Federation Full Time	AC-0-100	\$514.00	AC-1-100	\$219.00
Active Federation Part Time	AC-0-50	\$257.00	AC-1-50	\$121.00
Active Federation Quarter Time	AC-0-25	\$128.50	AC-1-25	\$72.25
Pre-Retired	RT-9-0	\$250.00	RT-9-0	\$300.00
Retired Lifetime	RT-7-0	\$250.00	RT-7-0	\$300.00
Retired Annual	RT-8-0	\$25.00	RT-8-0	\$35.00
Reserve	RS-0-0	\$75.00	RS-1-0	\$98.00
Aspiring Educator	ST-0-0	\$10.00	ST-0-0	\$15.00
Apprentice (Student)	AC-2-350	\$40.00	AC-2-25	\$50.50
Apprentice (Post Bac)	AC-2-300	\$257.00	AC-2-100	\$131.50

Please contact Cherie Young, CEA Membership Department with any questions.

Thank you,

Nick Valente

Nicholas Valente, CPA, EMR
Chief Financial Officer

2025-26 Dues Table (Prorated by Month)

# of Months	Sign Date			CEA			NEA		
				Full Dues	Half Dues	Qtr Dues	Full Dues	Half Dues	Qtr Dues
10	September	09/01 thru 09/30	100.00%	\$ 514.00	\$ 257.00	\$ 128.50	\$219.00	\$121.00	\$ 72.25
9	October	10/01 thru 10/15	90.00%	\$ 462.60	\$ 231.30	\$ 115.65	\$ 197.10	\$ 108.90	\$ 65.03
8	November	10/16 thru 11/15	80.00%	\$ 411.20	\$ 205.60	\$ 102.80	\$ 175.20	\$ 96.80	\$ 57.80
7	December	11/16 thru 12/15	70.00%	\$ 359.80	\$ 179.90	\$ 89.95	\$ 153.30	\$ 84.70	\$ 50.58
6	January	12/16 thru 01/15	60.00%	\$ 308.40	\$ 154.20	\$ 77.10	\$ 131.40	\$ 72.60	\$ 43.35
5	February	01/16 thru 02/15	50.00%	\$ 257.00	\$ 128.50	\$ 64.25	\$ 109.50	\$ 60.50	\$ 36.13
4	March	02/16 thru 03/15	40.00%	\$ 205.60	\$ 102.80	\$ 51.40	\$ 87.60	\$ 48.40	\$ 28.90
3	April	03/16 thru 04/15	30.00%	\$ 154.20	\$ 77.10	\$ 38.55	\$ 65.70	\$ 36.30	\$ 21.68
2	May	04/16 thru 05/15	20.00%	\$ 102.80	\$ 51.40	\$ 25.70	\$ 43.80	\$ 24.20	\$ 14.45
1	June	05/16 thru 06/30	10.00%	\$ 51.40	\$ 25.70	\$ 12.85	\$ 21.90	\$ 12.10	\$ 7.23

NEW 2025-26 Standard Dues Transmittal Schedule

Locals will pay 10% of their annual dues each month,
with the first payment due on September 30th
and subsequent payments due on the last day of each month.

After a 30-day grace period, there will be a 12% per annum penalty assigned to any unpaid balance.

Billing Process ID	Billing Process Date	Payment Due Date	% of Total Obligation Due	Total % Paid to Date
1	09/01/2025	09/30/2025	10%	10%
2	10/01/2025	10/31/2025	10%	20%
3	11/03/2025	11/30/2025	10%	30%
4	12/01/2025	12/31/2025	10%	40%
5	01/02/2026	01/31/2026	10%	50%
6	02/02/2026	02/28/2026	10%	60%
7	03/02/2026	03/31/2026	10%	70%
8	04/01/2026	04/30/2026	10%	80%
9	05/01/2026	05/31/2026	10%	90%
10	06/01/2026	06/30/2026	10%	100%

CEA Calendar 25-26

(V)=virtual

<p>August 2025</p> <p>2 & 16-Yard Goats game</p> <p>6: BOD Meeting Foxwoods</p> <p>27: Executive Committee (Htfd)</p>	<p>September 2025</p> <p>1: Labor Day CEA CLOSED</p> <p>12: BOD (Htfd) (3rd floor)</p> <p>15: Schoolhouse Rockstars (V) CEA Superweek</p> <p>16: Bylaws to Buy-in (V) CEA Superweek(V)</p> <p>17: Membership Treasurer Workshop (V) CEA Superweek</p> <p>18: Schooling the System (V) CEA Superweek</p> <p>19: Your Building, Your Power (V) CEA Superweek</p> <p>23: Rosh Hashanah</p> <p>30: Fall County Forum Election CEA PAC (V)</p>
<p>October 2025</p> <p>1: Executive Committee</p> <p>2: Yom Kippur</p> <p>4: Teacher Tailgate</p> <p>13: Indigenous People Day CEA Closed</p> <p>14: Presidents' Meetings</p> <p>15: Presidents' Meetings</p> <p>17: BOD (Htfd) (3rd floor)</p> <p>18: AE Kick off Lyman Orchards</p> <p>20: Presidents' Meetings</p> <p>24: CEF GALA Anthony's Ocean View</p> <p>28: Presidents' Meetings</p> <p>29: Blood Drive on 3rd Floor</p>	<p>November 2025</p> <p>2: Daylight Savings Time</p> <p>4: Election Day</p> <p>11: Veterans Day CEA Closed</p> <p>18: Negotiation's Committee</p> <p>21: Board LP Social (3rd floor)</p> <p>24: Executive Committee (Htfd)</p> <p>27 & 28: Thanksgiving CEA Closed</p>
<p>December 2025</p> <p>3: All Day Constitution Revision</p> <p>4: All Day Finance</p> <p>5: BOD (Htfd) (3rd floor)</p> <p>15: Hanukkah</p> <p>17: Executive Committee for Jan retreat</p> <p>24 & 25: Christmas CEA Closed</p> <p>31: New Year's Eve CEA Closed</p>	<p>January 2026</p> <p>1: New Year's Day CEA Closed</p> <p>7: Presidents Meeting</p> <p>9-10: LP and BOD Retreat Mystic Marriott</p> <p>13: Presidents' Meetings</p> <p>15: Presidents' Meetings</p> <p>19: Martin Luther King CEA Closed</p> <p>21: Presidents' Meetings</p> <p>23-25 MLT/WLT</p> <p>27: County Palooza (V)</p>
<p>February 2026</p> <p>4: Negotiation's Meeting</p> <p>7: Leg Breakfast TBD?</p> <p>9-14 NEA Superweek</p> <p>12: Lincoln BD CEA Closed</p> <p>13: NIFI Gala:</p> <p>16: President's Day CEA Closed</p> <p>17: Executive Committee (Htfd)</p> <p>18-20: NEA Financial forum</p> <p>27: BOD (V)</p> <p>28: Leg Breakfast 2nd choice date??</p>	<p>March 2026</p> <p>3: Presidents' Meetings</p> <p>4: Presidents' Meetings</p> <p>11: Executive Committee</p> <p>13-15 Leadership Summit: Chicago, IL</p> <p>18: Presidents' Meetings</p> <p>21: Early Career Conference</p> <p>25: Presidents' Meetings</p> <p>27: BOD (Htfd) (3rd floor)</p> <p>31: March Madness (County Forum) (V)</p>
<p>April 2026</p> <p>1: Passover</p> <p>3: Good Friday CEA Closed</p> <p>5: EASTER CEA Closed</p> <p>7: LP Budget Review (V)</p> <p>8: Lobby Day(tentative)</p> <p>9: Executive meeting</p> <p>21: RA business meeting (V)</p> <p>24: BOD (Htfd) (3rd floor)</p>	<p>May 2026</p> <p>April 27- May 1 NEA Presidents Meeting</p> <p>8-9: CEA RA</p> <p>18-20: NEA Topical Convening</p> <p>25: Memorial Day CEA Closed</p> <p>27: Executive Committee</p> <p>28: NEA RA New Delegate mtg</p>

30: All day Negotiation's Committee	
June 2026 1: NEA RA First Caucus 3: Leg Session Ends 5: Final BOD (3 rd floor) 19: Juneteenth CEA Closed	July 2026 1-7: NEA RA (Denver, Colorado) 13: CEF Golf Tournament
August 2026 5-6: Summer Conference & Board meeting	

County Presidents' Meetings

Key: (New London, **NL**; Middlesex, **M**; New Haven, **NH**; Fairfield **F**; Hartford, **H**; Litchfield, **L**; Windham, **W**; Tolland, **T**)

October 14: Presidents' Meetings NL/M 15: Presidents' Meetings NH/F 20: Presidents' Meetings H/L 28: Presidents' Meetings W/T	January 2026 7: Presidents' Meetings NL/M 13: Presidents' Meetings NH/F 15: Presidents' Meetings H/L 21: Presidents' Meetings W/T	March 2026 3: Presidents' Meetings NL/M 4: Presidents' Meetings NH/F 18: Presidents' Meetings H/L 25: Presidents' Meetings W/T
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COUNTY FORUMS

September 30, 2025

Fall County Forum (V) Election for CEA PAC and any Resolutions spots unfulfilled

January 27, 2026

27: County Palooza (V) Candidate Speaking

March 31, 2026

31: March Madness (V) Candidate Speak, Election for Resolutions and County Secretary and Treasurer, as well as County Vice Chairs

Executive Committee and Board Meetings

Executive	Board
August 27	September 12
October 1	October 17
NO Executive meeting	November 21 Board and LP Social
November 24	December 5
December 17	January 9 and 10 Board and LP Retreat
February 17	February 27
March 11	March 27
April 9	April 24
MAY CEA RA 8 & 9	
May 27	June 5

Proposed Finance Committee Meetings:

Wednesday, Sept 24	Audit Committee Update meeting (virtual)
Thursday, Oct 16	Overview, Policy Updates
Thursday, Nov. 20	Budget update
Thursday, Dec 4, 2025	All Day Finance - Budget review with depts, Grants
Wednesday, Jan 14	Virtual Update
Thursday, Feb 5	Update
Thursday, Mar 5	Update
Tuesday, Apr 7	LP Budget Review
Tuesday, April 21	RA Business Meeting

CONSTITUTION REVISION PROPOSED DATES

October 21

Tuesday November 3

Wednesday December 3 All Day

Tuesday January 6

Tuesday February 3

Tuesday March 10

Monday April 6 (Policy Only)

Tuesday May 12 (Policy Only)

NEGOTIATIONS PROPOSED DATES (more dates will be added)

November 14, 2025

February 4, 2026

April 2026

CEA AEP 2025-2026 Statewide Calendar

Key: Mandatory Events | Optional Events | Rain Dates

August 6-7: Summer Leadership Conference @ Foxwoods

AUGUST 2025						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

FEBRUARY 2026						
S	M	T	W	Th	F	S
1	2	3	4	5	6	7
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15	16	17	18	19	20	21
22	23	24	25	26	27	28

TBD: CEA Legislative Breakfast
February 28: CEA AEP RAA Day and State Executive Board Meeting @ Mystic Aquarium

September 26: State Executive Board Meeting @ CEA

SEPTEMBER 2025						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
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14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

MARCH 2026						
S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

March 13-15: NEA Leadership Summit in Chicago, IL
March 21: CEA Early Career Educator Conference @ TBD
March 27: State Executive Board Meeting @ CEA

October 17: State Executive Board Meeting @ CEA
October 18: Kickoff @ Lyman Orchards
October 24: CEA Gala at Anthony's Ocean View in New Haven

OCTOBER 2025						
S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

APRIL 2026						
S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

April 18: Bowl to Enroll (tentative)
April 25: CEA AEP Apple Banquet
TBD: Lobby Day

November 15: Beautification Events
November 16: Beautification Events
 Raindate

NOVEMBER 2025						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

MAY 2026						
S	M	T	W	Th	F	S
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10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

May : CEA Job Fair TBD (2nd or 16th?)
May 8-9: CEA RA @ TBD

December 5: CEA BOD Meet and Greet and State Executive Board Meeting @ CEA

DECEMBER 2025						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

JUNE 2026						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

TBD: NEA AEC in Denver, CO

January 23: State Executive Board Meeting @ CEA

JANUARY 2026						
S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

JULY 2026						
S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

TBD: NEA AEC in Denver, CO
TBD: CEA Golf Tournament

JOIN CEA NOW!

It's as easy as

1-2-3

- 1** Go to cea.org, click JOIN NOW and follow the screen prompts to enroll as an Active CEA and NEA member today.



- 2** Select CONNECTICUT from the drop-down menu

A screenshot of the NEA Membership Application form. The header shows "nea | CONNECTICUT EDUCATION ASSOCIATION". The title is "Membership Application". Below the title, there is a paragraph: "We act for our students. We succeed with each other. Together the National Education Association's 3 million members are working to get every student a great public education." followed by "Join us! When you join NEA you become a member at the local, state, and national level. Start by finding the state you work in below." A dropdown menu is shown with "Connecticut" selected. A "CONTINUE" button is at the bottom.

- 3** Enter your information

A screenshot of the NEA Membership Application form, showing the input fields for personal and mailing information. The header is "nea | CONNECTICUT EDUCATION ASSOCIATION". The title is "Membership Application". Below the title, there is a paragraph: "Enter at least 1 email and phone. We prefer personal email, as many states prohibit use of work email for some communications. All fields are necessary unless stated optional." The form is divided into two columns: "PERSONAL INFORMATION" and "MAILING INFORMATION".
PERSONAL INFORMATION: First Name, Last Name, Date of Birth, Personal Email, Work Email, Mobile Phone, Home Phone.
MAILING INFORMATION: Street Address, Apt/Suite (optional), City, State (dropdown), Zip Code, Country (dropdown), United States (checkbox).

You can use this QR code to link to the CEA membership application.



CEA Stronger Together

IN THIS ISSUE

Announcing

4 UNITING

From jobs saved and budgets built up to pensions restored, CEA members share personal stories of union support and union strength in a new social media campaign highlighting the power and protection of their union. Also, learn about a malicious campaign aimed at taking away teachers' rights—and how to fight back.

5 EMPOWERING

What does a room full of exemplary educators look and sound like? The Connecticut Teacher of the Year Council's Empowered to Lead symposium brings hundreds of faces and voices together each year for a day of connecting, learning, and growing together.

6-7 REPRESENTING

This year's NEA Representative Assembly took place in Oregon, a state whose motto—"She flies with her own wings"—couldn't more fittingly describe CEA President Kate Dias's announcement that she will be running for election as NEA President next year. Read all about her decision to run and about all the business of the world's largest democratic deliberative body, plus significant wins for Connecticut's Aspiring Educators.

8-9 FUNDRAISING

The Connecticut Education Foundation works year round to raise money for children in need, educators facing extraordinary hardships, and young people looking to embark on education careers. CEF's annual Hands Across the Green golf tournament is a significant part of those efforts, and this year, a record number of participants made it a success. See what they brought in, who sponsored, and how a "best dressed" contest added a fresh twist.

10 SUPPORTING

Did someone say CEF scholarships? Meet this year's recipients, each of whom is working toward a career in the classroom.

11 CELEBRATING

What's better than a home team win in the 10th inning? Celebrating it with friends, family, and colleagues. That's exactly what educators from around the state did on the Yard Goats party deck at CEA's July Teacher Appreciation Game. Catch all the action.

Meet Latisha Billups, CEA's Newest Staff Member



Latisha Billups is CEA's new human resources generalist. In that role, she oversees the onboarding process for new employees, including orientation and training. She leads recruitment efforts and conducts background checks for prospective employees, organizes and conducts mandatory employee trainings (such as sexual harassment prevention) to foster a compliant and inclusive workplace, and ensures all HR procedures comply with state and federal laws and regulations, maintaining up-to-date knowledge of legal requirements.

Before joining CEA, Billups was a senior human resources generalist at the nonprofit Smart Electric Power Alliance (SEPA), in Washington, D.C., where she managed onboarding, payroll functions, employee relations, benefits inquiries, attracting, developing, and retaining talent, aligning employee performance with organizational goals, and more, with a focus on creating an inclusive work environment.

Previously she was as an HR administrative assistant at a law firm and a retail sales lead and assistant manager.

Billups earned a bachelor of science in marketing from the University of Bridgeport and a master's in management and organizational leadership (with a concentration in human resources) from Albertus Magnus College. She is currently pursuing SHRM certification.

Her first day at CEA was June 23.

Celebrate, Support, Give Back

Tickets, sponsorships available for CEA gala

Join fellow educators and supporters at the third annual fundraising gala for the Connecticut Education Foundation (CEF), CEA's charitable arm.

CEA Celebrates

Friday, October 24 | 5:30 - 10:30 p.m.
Anthony's Ocean View, New Haven

The evening includes a cocktail reception, awards dinner, dancing, and a silent auction. All proceeds support CEF's many charitable programs, which provide college scholarships, holiday gifts, and everyday essentials for children in need, and emergency assistance for teachers facing catastrophic illness or other hardships.

Purchase tickets, tables, or ads in the gala program book.



Fairfield County Director Vacancy Announced

With the retirement of Lillian Perone of Greenwich, a vacancy on the CEA Board of Directors has been declared in Fairfield County. Per the CEA Constitution, the vacancy can be filled by appointment of the CEA Board of Directors 60 days from the announcement. Members interested in becoming an interim Fairfield County Director must email the Executive Assistant to the CEA President, Mary Pat Soucy (marypats@cea.org), no later than 5 p.m. on October 16, 2025, the last business day prior to the election, which will be held October 17. CEA Bylaws prohibit County Directors employed by the same town or school district from serving concurrently. Members are currently ineligible for nomination in the following districts/towns: Danbury, CES, Darien, Bridgeport, Fairfield, Stamford, Stratford. Nominees must be active or life members of CEA.

Your CEA Membership Goes Everywhere You Do

Looking for your CEA membership ID and the benefits that go with it? Find them all on your phone! Last year, CEA transitioned to digital ID cards so that members could access benefits and other membership details with a simple swipe.

"Educators have a lot to keep track of, and going digital takes one more thing off their plates," says CEA President Kate Dias. "No more worries about misplacing or forgetting physical cards. Digital cards are easy to save to your Google or Apple Wallet."

Besides being convenient, economical, and environmentally friendly, CEA's digital ID cards offer enhanced security features to protect members' information.

Existing members don't have to do a thing. Your digital card updates automatically before the start of each school year. New members will receive download instructions via email. Watch your inbox.

Questions? Contact Cherie Young at 860-725-6337 or membership@cea.org.



"History is sort of like who used to be trending."



LOCAL OFFICER DIRECTORY AND BOARD OF DIRECTOR WEBSITES

Go to Board website, click on local officer directory

Board of Directors

Category Archive
Select Month

Section A

AGENDA

- Agenda September 12

Section B


Action: Meeting Minutes

- Acceptance: Board of Directors' Meeting of August 2025




- FORMS AND DOCUMENTS
- COUNTY FORUM TRAINING
- LOCAL OFFICERS DIRECTORY
- BOARD OF DIRECTORS POLICIES & PROCEDURES
- CEA CONSTITUTION, BYLAWS, & STANDING RULES
- COUNTY DIRECTOR HANDBOOK
- CEA BOARD FIDUCIARY RESPONSIBILITIES


Local officers are organized by county.




- ABOUT
- MEMBER BENEFITS
- RESOURCES
- NEWS & EVENTS
- LEGISLATIVE
- MEMBERS

Local County Officers






Fairfield County




Hartford County




Litchfield County




Middlesex County




New Haven County



New London County



Tolland County



Windham County

FOR ALL CEA EVENTS CHECK OUT THE CEA EVENT CALENDAR



ABOUT ▾

MEMBER BENEFITS ▾

RESOURCES ▾

NEWS & EVENTS ▾

LEGISLATIVE ▾

MEMBERS ▾



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Today

Now - September 24 ▾

<https://cea.org/master-calendar/>



J.

LEGAL BULLETIN

Legal Bulletin



CONNECTICUT PAID SICK LEAVE SECOND AMENDMENT

Bulletin Number: 2025-06

This Bulletin is intended to amend Bulletin Number 2025-03 issued on June 13, 2025.

The Omnibus Bonding Bill, which proposed to eliminate the requirement to allow employees to take paid sick leave in one-hour increments, was passed by the House and the Senate and expected to be signed by the Governor at the end of this past session. However, the version voted upon was revised via an "Emergency Certification" bill created on the last day of the session. Because that is considered outside the regular session process it did not go through a public hearing. That bill changing the statutory language effective June 30, 2025, in pertinent part as follows:

House Bill No. 7288, Sec. 233. § 31-57s of the general statutes is amended by adding subsection (j) as follows (Effective from passage):

(NEW) (j) (1) A local or regional board of education that provides paid sick leave or any other paid leave or combination of other paid leave, that is accrued at a greater rate than the rate described in subsection (a) of this section to school employees, as defined in § 53a-65, may require such school employees to use accrued paid sick leave at the increment prescribed in the collective bargaining agreement negotiated by the organization designated or elected as the exclusive bargaining representative for such school employees, provided such local or regional board of education shall not prohibit such employees from using the maximum amount of accrued hours described in subdivision (3) of subsection (a) of this section for the purposes provided in subsection (a) of § 31-57t.

Subdivision (3) of subsection (a) referenced above, states that leave may be taken, "in one-hour increments up to a maximum of forty hours per year."

Our interpretation and position concerning this amendment is that if there is a CBA that prescribes increments by which accrued paid sick leave must be taken, a Board of Education may require those increments to be followed for all accrued paid sick leave. However, if the CBA is silent on increments, the first forty (40) hours may still be taken in one-hour blocks.

https://www.cga.ct.gov/asp/cgabillstatus/cgabillstatus.asp?selBillType=Bill&which_year=2025&bill_num=7288

Legal Bulletin



SUPREME COURT UPDATES

Bulletin Number: 2025-05

Back on January 9, 2025, on our first "Law Day," we advised of two cases slated to be heard this past October Term, 2024 before the Supreme Court. This Legal Bulletin serves as an update to both those cases.

In United States v. Skrmetti, 605 U.S. ____ (2025), three transgender minors, their parents, and a doctor, challenged a Tennessee law (SB1) prohibiting certain medical treatments including prescribing, administering, or dispensing puberty blockers or hormones to any minor for the purpose of:

- I. Enabling the minor to identify with, or live as, a purported identity inconsistent with the minor's biological sex, or
- II. Treating purported discomfort or distress from a discordance between the minor's biological sex and asserted identity.

The plaintiffs challenged this law as violating the Equal Protection Clause of the U.S. Constitution claiming discrimination based on sex and transgender status. In a 6-to-3 vote, the Court (Chief Justice John G. Roberts Jr.) upheld the Tennessee ban, deciding the state only had to satisfy a "rational basis" review for the law rather than a "heightened scrutiny" review (which required a stronger justification for the law). It should be noted that "heightened scrutiny" has always been applied to laws that differentiate based on sex. Roberts reasoned that SB1 does not draw classifications based on sex but rather by age and medical distinctions. The law, he wrote, "prohibits healthcare providers from administering puberty blockers or hormones to *minors* for certain *medical uses*, regardless of a minor's sex." *Id.*

Unfortunately, this case does not directly answer other questions about the rights of transgender people in other contexts, like youth sports and bathroom access, which as we know is the subject of a case that originated right here in our state. In addition to Tennessee, twenty-six other states have enacted bans on gender-affirming care for minors.

NEA has several resources for supporting transgender students that can be accessed via this link: <https://www.nea.org/advocating-for-change/racial-social-justice/tools-justice/lgbtq-support-protection>.

In Ames v. Ohio Department of Youth Services, 605 U.S. ____ (2025), Marlean Ames, a heterosexual woman was denied a promotion to a management position in favor of a lesbian woman and was then demoted to a secretarial role resulting in a significant pay cut. The agency subsequently hired a gay man to fill Ames' previous position. She filed a lawsuit against her employer alleging discrimination based on her sexual orientation in violation of Title VII, which prohibits discrimination in employment based on race, color, religion, sex, and national origin.

The United States Supreme Court issued a unanimous decision on June 5, 2025, overturning the Sixth Circuit Court decision. Justice Ketanji Brown Jackson delivered the opinion holding that members of a majority group do not have to meet a higher evidentiary standard than a member of a minority group. This higher evidentiary standard is otherwise known as the "Background Circumstances Rule," and stands for the premise that members of a majority group need to provide additional evidence beyond the standard prima facie case to show evidence of the employers' bias or preferential treatment for minority employees.

Justice Jackson wrote, "congress left no room for courts to impose special requirements on majority-group plaintiffs alone...the standard for proving disparate treatment under Title VII does not vary based on whether or not the plaintiff is a member of a majority group." (*Id.*, p 6)

Legal Bulletin



ADA UPDATE

Bulletin Number: 2025-04

On March 25, 2025, the Second Circuit Court of Appeals, of which Connecticut is included, decided an important case concerning the Americans with Disabilities Act (ADA). That case, *Tudor v. Whitehall Central School District*, No. 23-665-cv, is significant because it clarified the scope of reasonable accommodation and reaffirmed the strict interpretation of the text of the act defining a "qualified employee." The Court concluded that **it is no longer necessary for employees to prove that the accommodation is needed to perform the "essential functions" of their job.**

FACTS

Angel Tudor is a high school math teacher who suffered from PTSD due to sexual assault and trauma that she experienced at a former workplace. Ms. Tudor took several medications to manage her symptoms, which included nausea and vomiting, a stutter that impeded her communication and nightmares that affected her sleep. She had previously been admitted to the hospital on three occasions for psychiatric care. The school district initially granted her an accommodation in 2008 by allowing her to leave school grounds and take 15-minute breaks during each of her morning and afternoon prep periods to manage her symptoms.

In 2016, a new administration took over and implemented a policy prohibiting teachers from leaving campus during prep periods. When Ms. Tudor, in accordance with her existing accommodation tried to leave school grounds, she was reprimanded for insubordination. After a leave of absence from school, Tudor returned to work in 2017 and again requested an accommodation. Whitehall provided her with a modified break accommodation and had another staff member cover her students. This arrangement continued for a few years until the 2019-2020 school year when no other staff were available to cover. Tudor, nevertheless, left school grounds for a break during ninety-one (91) of the one hundred (100) days of school that year before classes went remote due to the pandemic. Because no one from Whitehall administration expressly authorized Tudor to take these breaks, she considered herself to be in violation of school policy causing her anxiety to be even further heightened.

Ms. Tudor then sued the district for failure to accommodate her under the Americans With Disabilities Act. During discovery, Tudor testified that even without additional accommodation, she was able to "perform the essential functions of her job," though "under great duress and harm."

"In order to establish a *prima facie* case for failure to accommodate under the ADA the plaintiff must show by a preponderance of the evidence that: (1) his employer is subject to the ADA; (2) he was disabled within the meaning of the ADA; (3) he was otherwise qualified to perform the essential functions of his job, *with or without reasonable accommodation*; and (4) ...his employer refused to make a reasonable accommodation." *Woolf v. Strada*, 949 F.3d 89, 93 (2d Cir.2020) (emphasis added).

- **Lower Court Ruling:**

The Northern District of New York initially ruled against Tudor and granted summary judgement to Whitehall. The court reasoned that since she could technically perform her job without the breaks, she was not entitled to the accommodation.

- **Second Circuit's Decision:**

The Second Circuit vacated the lower court's decision and remanded for further proceedings consistent with its decision. The court emphasized that the ADA requires employers to provide reasonable accommodations to qualified individuals with disabilities, regardless of whether they can perform the essential functions of their job without the accommodation.

In reaching its decision, the Court went back to the ADA's plain text, which it found does not align with the district court's interpretation. Specifically, the ADA defines a qualified individual as "an individual who, with or without reasonable accommodation, can perform the essential functions of the employment position that such individual holds or desires." Additionally, the ADA prohibits discrimination based on a failure to reasonably accommodate "the known physical or mental limitations of a qualified individual" who is both disabled and an employee. Finally, the Court stated that under a plain reading of the ADA, the only exception to providing an accommodation is the imposition of an undue hardship on the employer.

In conclusion, absent an undue hardship, an employer must provide a reasonable accommodation to a qualified, disabled employee regardless of whether the employee can perform her essential job functions without an accommodation. The Court held, "[i]n concluding that 'with or without' means with *or* without, we break no new ground." The Court then cited to decisions from other federal appeals courts reaching the same conclusion, including the First, Fifth, Sixth, Eighth, Ninth, Tenth, Eleventh and D.C. Circuit Courts of Appeals.



K.

COMMITTEE COMMISSION MINUTES



Advisory Minutes

August 27, 2025 10:00 am

Attendance: MB. Lang, K. DiMenna, G. Peluchette, M. Honan, B. Murray, A. Carr, S. Morris, D. Pinto, B. Brown, L. Ouellette, P. McGlynn, L. Milewski, N. Hicks, A. Batista, M. Sansone, G. Noonan, J. Jankowski, P. Wilde, P. Weaver, G. Baril, M. Rendock (Membership Chair), E Sked (Staff).
Absent: V. Deleo, L. Gallagher.

1. **Call to Order:** 10:05 am by Mary-Beth.
2. **Introduction** of Board Members.
3. **Seating of alternates:** P. Wilde for V. Deleo, Tolland
4. **Minutes Approval: Motion:** (Gretchen/P. Wilde)
Move to approve the minutes from the Advisory meeting on June 17, 2025 with the following correction: L. Ouellette was in attendance. **CARRIED**
5. **Ex-officio Appointment:** Appointment of Ex-officio member to the BOD took place where statements of intent were shared. The three candidates were: Joyce Bogdan, Bob Brown, Heidi Florian.
Motion: (Gary/ Maureen)
Move to select the ex-officio member through a paper ballot.
CARRIED
Bob Brown was appointed.
6. **2025-2026 CEA-R Budget.** Karen explained the details of the CEA-Retired budget and responsibilities of the County in relation to the budget. Forms were reviewed and how money can be spent.
Motion: (Karen/Gretchen)
Move to accept the 2025-2026 CEA-Retired Budget as presented.
CARRIED
7. **Officers' Report:**
 - A. **President:** Mary-Beth reported on Insurance and STRB. Bill and Mary-Beth have been trying to get information to disseminate to members. STRB shared there will be Zoom and In-person Meetings, no further information is available. September 10th is the next

STRB Meeting, members are encouraged to attend via Zoom. Log in information is on the STRB website.

(<https://portal.ct.gov/trb/content/other-resources/board-information-and-meeting-schedules/board-meetings/2025>)

Mary-Beth reviewed highlights of the NEA RA. A motion to provide information in relation to the Defined Benefit Plan was passed at both NEA-Retired Meeting and the NEA RA. The Boycott process was reviewed, a motion brought up by the anti defamation league was shared as well as how misinformation was being spread. A day of PD was provided during the RA for delegates to develop plans to share info when they get home.

Kate Dias is running for NEA President.

Alliance for Retired Americans (ARA), Bill Murray is the new representative.

Members need to be diligent to RSVP to CEA-Retired events.

CEA-Retired Goals: raise membership and visibility.

Outreach programs: collecting socks at Fall Meeting and reading a book in a school.

Each county, select a member, buy a book and read to a child in a school and take a picture and send to Elizabeth.

- B. **Vice President:** Gary reviewed the process for the County Meetings. The suggested template for notification of county meeting and time lines as well as a sample agenda were reviewed.

If a speaker from the CEA Staff is requested for a Retired Meeting, Elizabeth must be contacted to coordinate with CEA for availability. (elizabeths@cea.org)

Mileage was reviewed.

CEA Board Report at Summer Leadership was reviewed.

- C. **Staff Report:** Elizabeth Sked shared that a year round organizing grant was received through NEA.

She provided PD on how to use the county list-serve and notify members. **Do not forward emails** on the list serve; it will break the list serve.

8. **Election of Two Executive Board Members:**

Board Members interested are Gretchen Noonan and Lisbeth Milewski. Nominations were closed.

Motion: (Maureen/ Peggy Weaver)

Move to have the Secretary cast 1 vote for the two candidates for Executive Committee.

CARRIED

9. **Committee Report**

- A. **Planning** – needs raffle prizes for the Fall Meeting. Each county is suggested to bring a raffle prize, **no alcohol can be reimbursed** and remind members to bring a pair of socks. Joan Reynolds' is coordinating the raffle prizes.

- B. **Membership** – Mary Kay Rendock is the new chair. She is excited and is looking forward to chairing this committee.
- C. **Legislation** – Joe Jankowski reviewed the change in the timeline and the input of legislative priorities which is due to CEA by Sept. 1st. The four priorities are:
- Annual funding of pension and health care. The state reduced its contribution from $\frac{1}{3}$ to $\frac{1}{4}$, a loss of 14 million dollars.
 - Update TRB Cola
 - TRB Election Voting Rights for the two retired seats. All members should be voting for all positions.
 - Disability Pension to raise the Health Insurance Subsidy amount from \$220 to \$440 for this small group.

Joe shared other issues that were brought up.

Motion: (Joe/Peggy Wilde)

To endorse the four recommendations of the CEA-Retired legislation committee.

CARRIED

10. Announcements/Discussions

- A. **Retired Lobby Day** was discussed in addition to CEA Lobby Day. Discussion followed. Feb 4 to May 6 is the legislation session this year.

Motion: (PeggyWilde/Grace)

Move to have a stand alone CEA-Retired Lobby Day.

CARRIED

- B. CEA-Retired will be raising visibility this year.

- C. Kate Dias, CEA President, is running for NEA President

11. New Business:

- A. **CEA Gala:** **Motion:** (Karen/Maureen):

Move to purchase a table for the CEA Gala at Anthony's on October 24, 2025.

CARRIED

- B. **ARA Dinner:** **Motion:** (Gary/Karen): Move to purchase a table for the ARA dinner where Joslyn is being recognized at the Hawthorne Inn on October 27, 2027 meeting and to contribute a basket valued at \$150.

CARRIED

- C. **CEA- Retired committees:** **Motion:** (Maureen/Gary):

Move to approve the CEA Retired committees.

CARRIED

D. **County Dates** were determined for Fall and Spring. See CEA website for meeting dates.

12. Old Business - None

13. For the Good of the Order

Althea Carr shared information regarding the CoDE's June tenth celebration with over 125 individuals in attendance and multicultural opportunities. There was an interview with NPR which can be listened to.

14. Adjournment: Motion: (Sue/Norm)

To adjourn at 12:30pm.

CARRIED

Upcoming Dates:

Advisory: Nov. 20, 2025, Feb 3, 2026 (zoom), April 20, 2026, June 18, 2026

Game Day: September 4, 2025

Fall All Members' Meeting: September 30, 2025

CEA Gala: October 24, 2025, Anthony's New Haven

ARA Dinner: October 27, 2025, Hawthorne Inn

TRB Meeting: September 10, 2025

CEA ELECTIONS COMMITTEE MINUTES

September 3, 2025 via zoom

Present: Jennifer Dietter (chairperson), Doranne Koval (secretary), Karen Lutkus, Natale-Lynne Smith, Anthony Messina, Holly Miotke, Melanie Kolek (CEA Staff Liaison)

A. **Call to order** - Jennifer Dietter called meeting to order at 5:15 pm

B. **Minutes Approval** - meeting of April 3, 2025

- a. Motion: Lutkus/Kova
- b. Carried, 1 abstention (Smith)

C. **New Business**

Appointed Doranne Koval as secretary.

Election items some came about during a discussion on 7/10 between Jennifer Dietter and president Kate Dias:

- Ex-officio members in elections: should there be restrictions on ex-officio (non-voting) members sitting on the dais (stage) wearing campaign materials in support of a particular candidate?
- Should there be restrictions on an ex-officio member endorsing and/or nominating candidates?
 - Ex: the president and the vice president are ex-officio members of the Elections and RA planning committees who have the same rights and responsibilities of committee members (who can not endorse)
 - Anyone on the Executive Committee may be construed as an ex-officio member.
- Discussion re: Ex-Officio member neutrality in elections
 - Members who sit on the dais should not be able to endorse, need language regarding titles of those officers
 - **Consensus:** ex officio members must stay neutral everywhere and candidates cannot "borrow credibility" from them in their campaign messaging" (photos, etc.)
- Parity of candidate resources
 - County Forum - Because the meetings are online now, some rules have changed. We want to make sure candidates have equal notice of and access to meetings and the opportunity to speak and give their speeches.
 - Question: Should candidates be allowed to speak at:
 - County-palooza
 - County forums
 - Candidates would like to meet one another and speak to members, how can we help make that happen?
 - Do Local Presidents need to invite all candidates NOT just one candidate?
 - Access to phone numbers and mailing addresses?
 - Those who currently hold office have access to members' contact information.

- **Consensus: All candidates should have equal access to members contact information and should be given notice of and equal access to county meetings including county forums and county-palooza**
- How do we ensure all are given access at County meetings or local meetings.
 - **Consensus:**
 - **We should be giving all candidates notice of and access to county meetings/County Palooza, etc.**
 - **Local meetings - take no action - Locals should not be made to give equal access because they have their own democratic process.**
- Should candidates be able to have tables, distribute materials, and/or speak at CEA sponsored events that happen between the intent period ending and CEA-RA like the Early Career Educator Conference (it's one of the only big CEA events that happens during the Elections campaign period timeline) or Local President's retreat
 - **Consensus - Invite candidates to a meet and greet at the local president's retreat in January, allow them to have a table at ECE or any other event where people are gathering.**
- Should the Elections committee host a town hall?
 - **Consensus - No Town Hall - rationale: we do not want to incur additional cost, or a debate, however we may want to do it at the CEA-RA in a hospitality space - could the event be more of a meet and greet at CEA-RA?**
- Hospitality space at the RA?
 - Historically - candidates for office would get a suite, etc. And would invite people to their suite as a networking event. Then it was decided instead of having folks be invited to a room, CEA would host a meet and greet at the end of night one. Covid happened and the budget was trimmed, they took out the meet and greet and left a prohibition on a private meet and greet after the RA. As it stands, the candidates do not have access to members. Do we:
 - Provide suites for candidates?
 - Offer a room for a meet and greet?
 - Piggyback off the social after the first night?
 - **Consensus: Piggyback a meet and greet off the social after the first night; however, no campaign material may be distributed.**
- Intent to run period: Draft language as to what people can do during the intent period (social media, etc).
- Endorsements from Retirees or locals
 - **Consensus: groups can endorse candidates but must make the endorsement no later than 30 days prior to the CEA-RA**
- Websites for campaigning - there is no rule prohibiting candidates from having a website - should we allow a website?
 - **Consensus: Write language that mirrors NEA-RAs re: candidate websites.**

- Campaign Free Zones
 - Consensus: **mark off the areas for a campaign free zone - 75-100 feet away from all entrances used by voters to access the voting area.**
- Make a visual board that denotes what is allowed and not allowed in the elections area (no elections policy language needed)
- I voted stickers (no elections policy language needed)
- Table approval time: change to standing rules and policy
 - Presently worded as Election approving at 3:15 - Some people need to setup later due to their schedules.
 - Consensus: **Candidates should provide their anticipated set up time in advance so that we can approve the table within 1 hour.**
- Extending online balloting past county director elections
 - Consensus: will wait and see how elections for county director goes, then if it does work well, consider more elections done that way
- Election Policy Manual and Standing rules need updating due to changes in how elections are held.
 - Melanie to compile all the edits for us to look at, discuss and take action.
 - We can take some time to make these changes as it is not a major election year.
- Schedule an in-person meeting in October to discuss changes

D. Adjournment:

Motion to adjourn @ 7 pm

Motion: Smith/Lutkus

Carried unanimously

Resolutions Committee

Minutes

September 10, 2025

5:30 pm - Virtual

Present: Marilyn Della Rocco (Chair); Miles Lubben (Vice Chair); Vidyotma Gupta (NEA Alternate #1); Hannah Spinner; Kimberley Huba; Leigh Neumon; Diane Glettenberg

Absent: Sandra Peterkin (NEA Alternate #2); Devin Van Patten; Sara Azukas, Patrick Cumpstone, Katy Keily

Minutes:

A. Call to Order: 5:33pm

B. Introductions: Hannah Spinner

C. Meeting dates:

October 8th: In-person/hybrid

November 12th: In-person/hybrid

***Note: Miles will be Chair/Marilyn has night conferences (absent)**

December 10th: In-person/hybrid

January 14th: In-person/hybrid

February 11th: Virtual/Final Voting meeting

March 11th: Virtual/Review of Winter Meeting

D. Nominations for Secretary: Leigh Neumon seconded by Diane Glettenberg; Voting will occur at the October 8th meeting.

E. Allergies to consider for in-person dinners: email to Rebecca, Mary Pat, Miles and/or Marilyn

F. Questions:

Do members of Resolutions automatically go to the NEA RA or do we

have to be elected as a state delegate? You have to apply to be a state delegate or go as an elected local delegate.

Did everyone get the email sent by Kate Dias earlier today about the opportunities to attend two different conferences? Yes: It went to everyone on committees and commissions and the board of directors.

Can CEA shred older materials? Yes: until the end of October.

G. Motion to Adjourn: 5:45pm

Vidyotma/Diane

CARRIED