

CEA BOARD OF DIRECTORS
AGENDA

FRIDAY, DECEMBER 5, 2025
CEA HEADQUARTERS

5:00 P.M.
3rd Floor Boardroom

****5:00 - 6:30 Dinner and social with Aspiring Educators****

- A. CALL TO ORDER - President Kate Dias**
Seating of Vice Chairpersons
- B. ACTION: Meeting Minutes**
Acceptance: Board of Directors' Meeting of November 24, 2025
Information: Executive Committee Meeting of October 17, 2025
- C. BOARD ACTIVITIES**
 - 1. Building Power
 - 2. Budget Update
 - 3. Constitution & Bylaws review
- D. ACTION ITEMS**
 - 1. Fairfield County Director appointment
 - 2. CEA Policy proposal update **Types of Membership**
 - 3. CEA New Policy: Policy Regarding External Actions**
 - 4. NEA 3 1 (g) Report
 - 5. CBIA Investment Pledge
- E. KATE DIAS INFORMATION**
- F JOSLYN DELANCEY INFORMATION**
 - 1. Executive Director Goals review
- G. TODD JAECK INFORMATION**
- H REPORTS**
 - 1. AE Update
 - 2. Retired Update
- I. GENERAL INFORMATION**
 - 1. Financials
 - 2. Local President Retreat January 9 & 10
 - 3. Education Summit - January 28, 2025
 - 4. Legislative Agenda Updated
- J. NEW BUSINESS**
- K. EXECUTIVE SESSION**
- L. COMMITTEE COMMISION MINUTES**
- M. 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 vote to extend the meeting. Through courtesy and attention by everyone, adjournment will be as early as possible.



B.

ACTION:

Meeting Minutes

CEA EXECUTIVE COMMITTEE MINUTES

Monday, November 24, 2025
Zoom

5:00 P.M.

Call to Order - 5:05pm

Present: Kate Dias, Joslyn DeLancey, Gail Jorden, Stephanie Wanzer, Todd Jaeck, Mary Pat Soucy, KC Petruzzi, Carrie Cassidy, Elaine Gencarelli

1. Motion: DeLancey/Cassidy

Review and accept October 1, Executive minutes.

CARRIED

2. Review October 17, 2025, Board minutes

3. Kate Discussion Items

A. Budget: Timeline and Priorities:

- Need to review coding
- Shifts in payroll to governance for accounting/bookkeeping purposes
- Potentially need to allocate mileage for BOD differently

B. Board Priorities

- Collective Bargaining
- Summer Conference
- Communicating effectively with members
- Uniservs/Legal representing members

C. County Forums Information

- January 27 County Palooza
- March 31 March Madness

D. December 5 Board meeting, Dinner with Aspiring Educators

- Seating chart to intentionally blend AE and BOD's
- Dinner 5:00-6:30 intentional Board with AE's time

E. Fairfield Representative

- Seating Joanne as BOD for Fairfield

F. CEA 3 1(g) plan

- Reviewed
- Gail and Kate to review Executive Responsibilities

G. CEA NBI review

- NBI 1: In the works
- NBI 2: Local Budget toolkit - Who will work on this? Staff? Gus? How do we compile the information efficiently? Model towns (Darien, New Milford, East Hampton, Bethel) Need Governance appointed committee
- NBI 3: Kate looking for a Chair
- NBI 6 and 8 need follow-up

H. Email Vote

- Foodshare amounts were valuable

I. CEA Calendar

- Reviewed

J. CEA Committee openings

- Kate met with legislative commission to get clarity on openings
- Open Listing will be shared with BOD

K. Revised Legislative Agenda

- Make sure to define "Bell to Bell" to mean start to end of school day

L. Cardona Event January 28, 2026 @ LOB 9:00-3:00

- Education Summit with AFT
- Invited: Exec Committee, BOD
- Audience: Legislators

M. LP Retreat

- Jan 9-10
- Agenda considerations reviewed

N. CEA Policy Review

- **Motion:** Jorden/Gencarelli
Review and approve new External Actions Policy

Carried

O. CEA Bylaw Amendment Review

- Need history on "Lifetime Members" C&B to review at 12/3 meeting

P. Feedback from recent conference

- Follow up with those who get grants – what is being done with the money?
- Support the climate work.
- How do we build structures to support our Union Power?

4. Joslyn Discussion Items:

A. CEF Updates

- Fundraising:
 - Holiday Bear: 850 students (Highest Givers: Westport, Avon, New Canaan, Private Business)
 - Upcoming Events: Giving Tuesday, Read Across (possible partnership with Scholastic)
 - Gala raised over \$25k

B. Executive Director appraisal: Goals review and approve

- Last year's goal was successful, new evaluation system in place helping achieve goals
- 2 goals developed:
 - Implement HR Audit Findings
 - Develop a Strong ASMT (Field) Department via Unity of Effort & Accountability
- **Motion:** Petruzzi/Wanzer
 - Approval to send Executive Director 2026 Goals to Board

CARRIED

5. Todd Jaeck Discussion Items:

A. Staff Updates

- Cross department's feedback is going well - will share data with staff on 12/12
- Systemic practices committee meeting next week to dive into the culture and climate of CEA and look for opportunities to improve morale
- HR Generalist evaluating our key employment strategies
- Recommendation to SPC for new Uniserv 12/1
- Interview process for GR research position starting next week

B. Trumbull Office

- Lease expires 4/2026. Todd believes there is not enough time to close it this year - recommendation extend until April 2027
- Office not used often. Cost savings \$86,000
- Executive Committee discussed impact on members and our fiscal responsibility

6. **Motion:** DeLancey/Wanzer

Adoption of the Board Agenda with flexibility

CARRIED

7. Other

8. Adjournment 6:57 P.M.



C.

BOARD ACTIVITIES



D.

ACTION ITEMS

Agenda Item D 1

Policy Item 1

MOTION FORM

CONNECTICUT EDUCATION ASSOCIATION

Meeting Board of Directors

Date December 5, 2025

Motion made by Joslyn DeLancey

Second Gail Jordan

Move to appoint Joann Allen interim Fairfield County Director.
Term ends on June 30, 2026

Rationale:

Cost:

Executive Committee Recommendation

☒ Approved ☐ Opposed ☐ No Recommendation ☐ Postponed

☐ Referred to _____

☐ Amended _____

Rationale: _____

Soucy, Mary Pat [CT]

From: Joann Allen <jallen@sheltonpublicschools.org>
Sent: Friday, November 14, 2025 1:17 PM
To: Soucy, Mary Pat [CT]
Subject: Interim Board of Directors Position

Hi Mary Pat-

I hope this email finds you well! I just wanted to let you know that I am interested in the Interim Board of Directors Position. Please let me know if I need to do anything further.

Have a great weekend!

Joann

Joann Allen
Second Grade Teacher
Long Hill School
203-929-4077 ext. 5719
jallen@sheltonpublicschools.org

The Board of Education complies with all applicable federal, state and local laws prohibiting the exclusion of any person from any of its educational programs or activities because of race, color, religious creed, gender, age, national origin, ancestry, marital status, orientation, gender identity or expression, disability, past or present history of mental disorder, physical disability, genetic information, or any other basis prohibited by Connecticut state and/or general nondiscrimination laws.

Policy Item

CONNECTICUT EDUCATION ASSOCIATION

Date December 5, 2025

Second **Joslyn DeLancey**

Cost:

Rationale: _____

ADMINISTRATION & FINANCE Proposal to update Active Separated
TYPES OF MEMBERSHIP AND BENEFITS

TYPE	DEFINITION from the Constitution	RIGHTS from the Constitution & Policies	BENEFITS	CEA DUES	NEA DUES	RESOURCE
ACTIVE Any Active member that elects to Early Enroll by May 1 will be entitled to limited active membership participation. They may attend conferences or events at the reserve member rate but may not utilize legal services.	Certified teachers in unified locals or non-bargaining locals. If eligible, must unify at local, state, and national levels.	Full voting rights; may hold appointed or elected office.	Full privileges as defined by the Constitution, Bylaws, and Policies. Attendance at all conferences and events at the active member rate.	\$506.98 51-100% \$253.49 26-50% \$126.75 1-25%	\$204.00 51-100% \$113.50 26-50% \$68.50 1-25%	Constitution: Article II B.1 Bylaw: Article I B.4 & B.5
ACTIVE-SEPARATED	Any member who holds active membership in the Association has been separated from employment and is currently receiving CEA legal services as defined by the Member Legal Services policy.	Cannot nominate or vote for candidates for elected office, nominate or vote for delegates to the Representative Assemblies, or hold any elected office or appointed committee position in the Associations.	Enrollment in discount programs. Continued CEA legal coverage for their active case only as defined by the Member Legal Services policy.	Active dues, full or prorated amount based on what CEA Legal determines for the individual. CEA Legal will notify membership of dues amount to be billed.	Active dues, full or prorated amount based on what CEA Legal determines for the individual.	Constitution: Article II B.2 Bylaw: Article I B.8
APPRENTICE	Anyone enrolled in the Connecticut Apprenticeship Teacher Program (CT-TAP) that qualified for a career in education.	An apprentice shall be entitled to receive the official journal of the Association, and other such privileges of membership as may be determined by the Board of Directors.	Legal coverage during field experience is limited to DCF allegations.	Working as an apprentice prior to graduation shall pay four times the CEA Aspiring Educator dues, \$40.00 Working as an apprentice in a post-graduate program and receiving a salary based on the collective	Working as an apprentice prior to graduation shall pay the membership fee set by the NEA, the NEA, \$15.00. Working as an apprentice in a post-	Constitution: Article II B.3 Bylaw: Article 1 B.4

Agenda Item D 3

Policy Item 3

MOTION FORM

CONNECTICUT EDUCATION ASSOCIATION

Meeting Board of Directors

Date December 5, 2025

Motion made by Gail Jordan

Second Joslyn DeLancey

Move to adopt new policy entitled: **Policy Regarding External Activities.**

Rationale:

Cost:

Executive Committee Recommendation

☒ Approved ☐ Opposed ☐ No Recommendation ☐ Postponed

☐ Referred to _____

☐ Amended _____

Rationale: _____

2025 New Policy Proposal #1

Placement

In Governance after "Executive Committee Duties"

Purpose

This policy establishes standards for determining when the Connecticut Education Association will sign onto letters, statements, or actions related to community issues that impact our students, educators, schools, and communities.

Policy Name and Proposed Language

Policy Regarding External Actions

Standards for Participation:

CEA may sign on to, or participate in, external actions when the following conditions are met:

- Mission Alignment- the Issue aligns with CEA's mission, values, and/or adopted resolutions.
- Impact- the Issue has a direct or foreseeable impact on students, educators, or school communities, and/or is explicitly framed as impacting them.
- Coherence- the Position is consistent with prior policies, resolutions, and/or public statements.
- Credibility- the request originates from a trusted and credible partner, organization, or coalition.
- Feasibility- the Action does not require time or resources that would compromise CEA's core responsibilities to its members.

Approval Process

The President or their designee, in consultation with the Executive Director and appropriate staff, may act on specific requests and are expected to report on any such action to the full Board at its next meeting. If there is a question about any of the above conditions being met, the Board of Directors shall be consulted for approval.

The Board of Directors must approve participation in long-term or resource-intensive commitments.

Date Proposed by Policy Committee: November 3, 2025

Date Approved/Denied by BOD:

CEA Policy Minutes

Wednesday December 3, 2025 1:30PM

Mondani Board Room

Attending: Delucca, Lubben, Jorden, Petruzzi, Lloyd, Holloway, Spinelli, Foulds, Delancey, Dias, McGarry

Policy:

1. Admin and Finance Chart Page 1 "Active Separated"

Definition: Active Separated membership shall be open to any member who holds active membership in the Association, has been separated from employment, and is currently receiving CEA legal services **as defined by Member Legal Services policy.**

Benefits: Enrollment in discount programs. Continued CEA legal coverage for their active case only **as defined by Member Legal Services policy.**

MOTION: Petruzzi/Delancey

Move all elections for all state and federal level active and retired delegates to CEA and NEA RA to digital elections.

CARRIED

Rationale- all elections controlled by CEA can be done through in-house electronic elections for increased participation and decreased cost. **Send to Board for discussion Dec 5**

2. **Action Item: Board discussion will direct staff to begin working on logistics, Invite Elections to January meeting to rewrite the following to align with digital?**

Language Policy Changes needed:

CEA Retired Delegates- Election to the CEA RA (Pg 16)

#5 A paper ballot of duly nominated candidates will be published in the Feb/Mar issue of the CEA Advisor. All ballots must be received at CEA no later than 5:00PM on the last business day in March.

NEA RA- State, Unit Ethnic Minority and Aspiring Educator & CEA Retired Delegates

A. Nominations Page 34

- A paper ballot of duly nominated candidates will be published in the February/March issue of the CEA ADVISOR. All ballots must be received at CEA no later than 5:00 p.m. on the last business day in March.
- All ballots submitted will be counted by the Elections Committee no later than April 15.

Page 35 (Continued)

4. The term of office for Aspiring Educators will be for one year and the election will be conducted

according to the procedures indicated above under 'A Nominations'.

Ballots will be printed in the February/March issue of the CEA ADVISOR and must be returned by the last business day in March

Cluster Delegate Nomination and Election Procedures (Page 39)

Ballots: If an election is needed, official ballots shall be sent by the CEA through first class mail to each member at their regular mailing address in each cluster where there is to be a contested election.

- Properly completed ballots must be postmarked no later than the last business day in April. Ballots received with the proper postmark date will be counted by the Elections Committee by May 10th so that elected delegates can be certified to NEA by May 15.

Model Language from By Laws on County Director Language

An electronic ballot will be provided to each member on record at the CEA office in each county where there is to be a contested election. By April 1, Members will be notified by email to access their ballot on the member identification protected CEA website. Members must vote by April 22.

Action Item: Communicate with Melanie, Adriene and Eric about process to get specific ballots to specific

Questions: What role does the elections committee have in oversight of the digital process? Should they get redacted raw data or just results?

Action Item (Joslyn)

- Make a form for BOD to ask questions/give feedback on the digital elections and Full time release Sec/Treas so we can get questions answered for future debate and have motions for elections in January and Release position by March.

Agenda Item D 4

Policy Item _____

MOTION FORM

CONNECTICUT EDUCATION ASSOCIATION

Meeting Board of Directors

Date December 5, 2025

Motion made by Gail Jordan

Second Joslyn DeLancey

Move to adopt the recommended report from REDAC entitled NEA 3 1 (g) report.

Rationale:

Cost:

Executive Committee Recommendation

☒ Approved ☐ Opposed ☐ No Recommendation ☐ Postponed

☐ Referred to _____

☐ Amended _____

Rationale: _____



3-1(g) plan

NEA Bylaw 3-1(g) It is the policy of the Association to achieve ethnic minority delegate representation at least equal to the proportion of identified ethnic minority populations within the state. Before December 1 of each fiscal year, each state affiliate shall submit to the NEA Executive Committee for its approval a legally permissible plan, designed to achieve a total state and local delegation to the Representative Assembly held that fiscal year, which reflects these ethnic minority proportions. If a state affiliate fails to submit such a plan, the NEA Executive Committee fails to approve a plan which is submitted, or a state affiliate fails to comply with an approved plan, the Representative Assembly may deny to the delegates from the state affiliate any right to participate in the NEA Representative Assembly at the Annual Meeting other than to (i) participate in elections for Association offices, and (ii) vote on increases in Association membership dues. Local affiliates shall comply with the approved plan of the state affiliate, and if a local affiliate fails to do so, the right of its delegates to participate in the NEA Representative Assembly at the Annual Meeting may be limited as indicated above. The failure of a state and local affiliate to comply with the provisions of this Bylaw shall, in addition, be grounds for censure, suspension, or expulsion pursuant to Bylaw 6-5.

Below is vital information to help Connecticut achieve its goal for diversity on all levels of the association.

Racial and Ethnic Diversity Affairs Commission

The Connecticut Education Association (CEA) is committed to promoting an awareness of racial and social justice issues of historically marginalized members. It encourages the development of organizational strategies to address them through the Racial and Ethnic Diversity Affairs Commission (REDAC). CEA is committed to the attainment of NEA Bylaws 3-1(g) compliance through achieving a proportional racial and ethnically diverse delegation representation at the 2026 NEA Representative Assembly and beyond. CEA is also committed to increasing racial and ethnically diverse representation in leadership roles at all levels of the organization.

Modified by: CEA Racial and Ethnic Diversity Affairs Commission.

Connecticut Education Association, as a state organization, will work to increase racially and ethnically diverse educator involvement through an action plan in the following categories: communication and funding, NEA-RA/CEA-RA representation, leadership and training, and recruitment and retention.

A: Communication and Funding

WHAT (Action Steps)	WHO Person(s) Responsible	WHEN Timeline/Deadline	REVIEW By Person(s) Responsible
1. REDAC and/or a REDAC subcommittee will make updates to the 3-1(g) Action Plan from 2023-2024. The REDAC commission will review and provide input for potential additions or deletions. REDAC will share the action plan with the CEA Board of Directors for suggestions. The final draft will be approved by the CEA Board of Directors for Submission on December 1st, 2024.	REDAC REDAC Subcommittee (i.e., Ethnic Minority Director, Ethnic Minority Director Alternate, REDAC Chair, 1-3 REDAC Members) CEA Board of Directors	October - December	CEA Executive Committee CEA Board of Directors
2. The Board of Directors reaffirms the adoption of the following policy resolution: "It is the policy of the NEA that the delegation from each state to the Representative Assembly include ethnic-minority delegates in numbers commensurate with the population of the state, and the Connecticut Education Association is committed to the achievement of this goal in the Connecticut delegation."	CEA Board of Directors	First Review - November of each year Second Review – June of each year	CEA Board of Directors
3. The CEA President shall send a letter/email to each local president informing them of the CEA 3.1(g) plan and the role of local affiliates in implementing it. The letter/email shall also include information on the Election Cycle for delegates to CEA-RA, NEA-RA, and positions for CEA Governance.	CEA President	On or before October 1 of each year	CEA President and CEA Executive Committee
4. The CEA shall publish information about the CEA's ethnic-minority representation	Appropriate CEA staff	Based on publications'	CEA Executive Committee

goals and plans within all media (ADVISOR, cea.org, CEAdaily, CEAgO, etc.), including CEA reporting at county forums, and publishing follow-up information regularly throughout the year.	REDAC Commission County Directors	schedules and formats. Reports at each County Forum/Business Meeting/Presidents' Meetings when appropriate.	Senior County Directors Public Relations Department
5. The CEA shall, in its general budget, provide funding for REDAC activities, events, outreach, and diversity training.	CEA Finance Committee REDAC Commission REDAC Staff Liaison CEA Treasurer	CEA Finance Committee meeting Nov-Dec of each year	CEA President and CEA Board of Directors
6. The CEA President shall send a letter/email to CEA Local Presidents, encouraging each of them to distribute information about CEA Commission and Committee opportunities. The CEA President will also initiate a series of interactions with Local Presidents to ascertain initiatives they have begun to increase awareness and inclusiveness of racially and ethnically diverse members of our association.	CEA President REDAC staff Liaison	On or before June 1	CEA Executive Committee
7. Appropriate CEA staff will: (a) facilitate and promote the collection of self-identification and demographic information; and (b) distribute CEA 3.1(g) plan information with membership materials.	CEA Executive Director Appropriate CEA Staff Ethnic Minority Director Ethnic Minority Director-Alternate	Ongoing	CEA Executive Committee CEA Executive Director
8. CEA staff will present information about the importance of Member Self Identification and CEA 3.1(g) plan at Treasurers/Membership Chair Workshops,	CEA President and Executive Director Appropriate CEA staff	Ongoing	CEA Executive Committee

President Forums, and other appropriate leadership workshops and meetings.	Uniserv Directors		
9. The CEA President will prepare and present a report to the CEA Board of Directors regarding the implementation of the CEA Bylaw 3-1(g) Action Plan recommendations.	CEA President	Board of Directors meeting each June	CEA Executive Committee
10. Members of State and Local REDAC commissions/committees will share information concerning opportunities and activities at the Local, State, and National level with their Local leadership teams and at county forums. In addition, Local leadership teams will disseminate information to their Local members. In an instance where there is no Local representative, Presidents can refer to and share the CEA REDAC report with Local members.	Local Presidents, Ethnic Minority Director, Ethnic Minority Director Alternate, and REDAC members	Ongoing	President and CEA Executive Committee

B: NEA-RA/CEA-RA Representation

WHAT (Action Steps)	WHO Person(s) Responsible	WHEN Timeline/Deadline	REVIEW By Person(s) Responsible
1. All local affiliates share the responsibility of encouraging the nomination of at least one ethnic-minority candidate for election as State NEA Representative Assembly Delegate from each state "membership unit" where an NEA delegate election is held, and for each "at-large" vacancy.	CEA/REDAC Leadership CEA Board of Directors	State Delegate UNIT Election Cycle (by December 1)	CEA Executive Committee
2. All local affiliates share the responsibility of encouraging the nomination of at least one ethnic-minority candidate for election as local NEA/RA Delegate from each local	CEA/REDAC Leadership Local Presidents CEA Board of Directors	Local Delegate Election Cycle (by February 1)	CEA Executive Committee

association with five or more ethnic-minority members.			
3. It shall be the shared goal of the CEA and its Local affiliates to elect a combined total of ethnic-minority delegates to the NEA Representative Assembly to assure the achievement of 37% minority representation on the overall Connecticut delegation based on the 2020 census.	CEA Board CEA Affiliates REDAC Commission Local Presidents	Election Cycle: · State Delegates by December 1. · Local Delegates by February 1.	CEA Executive Committee CEA REDAC

C: Leadership and Training

WHAT (Action Steps)	WHO Person(s) Responsible	WHEN Timeline/Deadline	REVIEW By Person(s) Responsible
1. The CEA Racial and Ethnic Diversity Affairs Commission (REDAC), in collaboration with the Ethnic Minority Director, the Ethnic Minority Director Alternate, and the CEA Executive Committee, shall be given the overall responsibility for increasing racially and ethnically diverse membership representation at all levels of the association. The Executive Director, in cooperation with the staff liaison, shall work with the commission and, as necessary, with NEA to help implement the plan.	Executive Director CEA Executive Committee Ethnic Minority Director Ethnic Minority Director-Alternate REDAC Commission REDAC Staff Liaison	Review at each CEA REDAC meeting and at other times as scheduled	CEA Executive Committee
2. The CEA Racial and Ethnic Diversity Affairs Commission (REDAC) recommends that CEA continue to work to increase racially and ethnically diverse membership representation at all levels of the association. REDAC will develop and implement strategies and best practices.	Ethnic Minority Director Ethnic Minority Director-Alternate REDAC Commission REDAC Staff Liaison CEA HR Director	Ongoing	CEA Executive Committee

3. REDAC will build collaborative relationships with other CEA Committees and Commissions to further promote the implementation of Bylaw 3.1 (g) and CEA initiatives.	REDAC Commission Ethnic Minority Director Ethnic Minority Director-Alternate	Ongoing	REDAC Commission
4. The CEA President shall appoint Local REDAC chairs to the state REDAC to build a stronger connection between state and local members.	CEA President Local Presidents	On or before October 1	CEA Executive Committee
5. The CEA President shall appoint a group to attend the Bylaw 3-1(g) and Race Equity in the Association to evaluate and update CEA's 3-1(g) plan during invitational years.	CEA President	On or before July 1, if invited by NEA.	CEA Executive Committee

D: Recruitment and Retention

WHAT (Action Steps)	WHO Person(s) Responsible	WHEN Timeline/Deadline	REVIEW By Person(s) Responsible
1. The Connecticut Education Association and REDAC shall continue to work closely with local associations to establish and support local REDAC groups. Assistance will be provided to the Chairs of the Local REDAC from the Racial and Ethnic Diversity Affairs Commission.	Local Presidents Local REDAC Chairs REDAC	Monthly contacts	CEA Executive Committee
2. In conjunction with the Aspiring Educator Chair, REDAC will develop a mentor program to support racial and ethnically diverse aspiring educators and aspiring educators who received the future teacher scholarships.	REDAC Chair Ethnic Minority Director Ethnic Minority Director- Alternate Aspiring Educator Chair	Ongoing	CEA Executive Committee
3. The Connecticut Education Association and REDAC shall work to establish regional REDACs to reduce the isolation	REDAC Chair Ethnic Minority Director		REDAC

of racially and ethnically diverse members.	Ethnic Minority Director- Alternate REDAC		
4. Prior to the Legislative session, REDAC will make recommendations to the Legislative Commission regarding matters to improve the recruitment and retention of a diverse educator workforce.	REDAC Chair Ethnic Minority Director Ethnic Minority Director- Alternate REDAC	September	REDAC

Dec 6, 2025
Options: All Attend
RADESS: 59

RACIAL AND ETHNIC DIVERSITY AT THE RA
NEA - NATIONAL EDUCATION ASSOCIATION
Membership Year: 2025

Report Total: 59
State Local Delegate: 13
State Local Count: 13

0000000015 CONNECTICUT EDUCATION ASSN
State Local Delegate: 13
State Local Count: 13

Target Percentage 37% Goal: 38

Type Desc	Total Delegate Count	American Indian/ Alaska Native	Black	Hispanic	Asian	Native Hawaiian/ Pacific Islander	Multi-Ethnic	Other Race or Ethnicity	White and Hispanic origin	Unknown
Total	59	1	19	9	6	0	11	13	10	1
Asian	6	0	0	0	6	0	0	0	0	0
Black	19	0	19	0	0	0	0	0	0	0
Hispanic	9	0	0	9	0	0	0	0	0	0
Multi-Ethnic	11	0	0	0	0	0	11	0	0	0
Other	13	0	0	0	0	0	0	13	0	0
White	10	0	0	0	0	0	0	0	10	0
Unknown	1	0	0	0	0	0	0	0	0	1
State Total	59	1	19	9	6	0	11	13	10	1

Dec 6, 2025
Options: All Attend
RADESS: 59

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Total	59	1	19	9	6	0	11	13	10	1
Asian	6	0	0	0	6	0	0	0	0	0
Black	19	0	19	0	0	0	0	0	0	0
Hispanic	9	0	0	9	0	0	0	0	0	0
Multi-Ethnic	11	0	0	0	0	0	11	0	0	0
Other	13	0	0	0	0	0	0	13	0	0
White	10	0	0	0	0	0	0	0	10	0
Unknown	1	0	0	0	0	0	0	0	0	1
State Total	59	1	19	9	6	0	11	13	10	1

2025 CEA RA ETHNIC MINORITY DATA SUMMARY

DELEGATES IN ATTENDANCE

Attended

Attended

Ethnicity	Count	Percentage
American Indian/Alaska Native	3	0.73%
Asian	6	1.45%
Black	19	4.60%
Caucasian (not Hispanic Origin)	322	77.97%
Hispanic	9	2.18%
Multi-Ethnic	2	0.48%
Other	2	0.48%
(blank)	50	12.11%
Grand Total	413	100.00%

2025 CEA RA ETHNIC MINORITY DATA SUMMARY

ALL ELECTED DELEGATES

Ethnicity	Count	Percentage
American Indian/Alaska Native	3	0.66%
Asian	6	1.31%
Black	20	4.38%
Caucasian (not Hispanic Origin)	353	77.24%
Hispanic	13	2.84%
Multi-Ethnic	2	0.44%
Other	2	0.44%
(blank)	58	12.69%
Grand Total	457	100.00%

Agenda Item D 5

Policy Item _____

MOTION FORM

CONNECTICUT EDUCATION ASSOCIATION

Meeting Board of Directors

Date December 5, 2025

Motion made by Stephanie Wanzer

Second Gail Jordan

Move to become a sponsor of CBIA Foundation in the amount of \$5,500.
Monies to come out of Contingency Fund.

Cost:

Executive Committee Recommendation

☒ Approved ☐ Opposed ☐ No Recommendation ☐ Postponed

☐ Referred to _____

☐ Amended _____

Rationale: _____



Investment Pledge

Date: 12/3/2025

Billed to:

Connecticut Education Association
Kate Dias
21 Oak St Fl 5
Hartford, CT 06106-8003

Account Number: 11187

Total Amount: \$5,500.00

Remittance to:

CBIA Economic Growth & Opportunity Foundation Inc
350 Church Street
Hartford, CT 06103

All checks payable to CBIA Economic Growth & Opportunity Foundation. If you have any questions concerning this pledge or want to pay via ACH, contact Joe Dias at foundation@cbia.com or 860-244-1118 with any questions.

Thank you for your support!

Investment pledges are non-refundable.

CBIA Economic Growth & Opportunity Foundation is a registered 501 (c)(3) non-profit organization #93-345340. Your donation is tax deductible to the extent allowable by law pending approval. No goods or services were provided by CBIA Economic Growth & Opportunity Foundation in return for this gift.



E.

KATE DIAS INFORMATION



CT Teacher of the Year Council
P.O. Box 988
Southington, CT 06489
860-930-6668
ctteacherCouncil@gmail.com
www.cttoyCouncil.org

Board of Directors

President

Lauren Danner
2017 CT Teacher of the Year

Vice President

Sheena Graham
2019 CT Teacher of the Year

Treasurer

David Low
Semifinalist, 2013 CT Teacher of the Year

Secretary

Meghan Hatch-Geary
2020 CT Teacher of the Year

Executive Director

David Bosso
2012 CT Teacher of the Year
Elsa Batista
Semifinalist, 2021 CT Teacher of the Year

Rochelle Brown
2021 CT Teacher of the Year

Kiana Foster-Mauro
2023 CT Teacher of the Year

Catherine Freeman
Finalist, 2011 CT Teacher of the Year

Carolyn Kielma
2023 CT Teacher of the Year

Kim King
2022 CT Teacher of the Year

John Mastroianni
2014 CT Teacher of the Year

Blaise Messinger
2013 CT Teacher of the Year

Julia Miller
2025 CT Teacher of the Year

Corey Nagle
Semifinalist, 2014 CT Teacher of the Year

Christopher Poulos
2007 CT Teacher of the Year

Kristen Record
2011 CT Teacher of the Year

Beth Regan
Mohegan Tribal Council of Elders

Mary Kay Rendock
2006 CT Teacher of the Year

Jennifer Rodriguez
Finalist, 2023 CT Teacher of the Year

Maureen Ruby
Semifinalist, 2000 CT Teacher of the Year

Beth Smith
Retired Educator

Ashley Wright and Victoria Malvey
CSDE Liaisons

Honorary Members

Richard C. Brown
Marianne Cavanaugh
Marian Galbraith
Carol Mikulski
Susan Pelchat
Kim Wachtelhausen
Susan Walker
Mark Winzler
Chaz Zezulka

Kate Dias and Joslyn DeLancey
Connecticut Education Association
21 Oak Street, Suite 500
Hartford, CT 06106

1 December 2025

Dear Kate and Joslyn:

On behalf of the Connecticut Teacher of the Year Council, I am reaching out to extend our deepest appreciation to you and your colleagues at CEA for your ongoing dedication to the Connecticut Teacher of the Year program. Your generous donation to this year's program enabled us to recognize and celebrate excellence in our profession. Moreover, we are able to continue providing robust programming for our many District Teachers of the Year, Semifinalists, and Finalists in the areas of practice, policy, and advocacy.

We look forward to our continued relationship, and we are proud and privileged to have you as a partner and champion of our work. We deeply appreciate the support each of our recognized teachers receives as a result of your commitment to our program. The CEA Media Training is among the highlights of our professional development offerings, and our semifinalists always speak of how meaningful and powerful the training is. Please convey our sincerest gratitude to your colleagues as well.

Thank you for all that you do for our state's educators and students. Wishing you and yours a peaceful and enjoyable holiday season.

Sincerely,

David Bosso, Ed.D.
Executive Director, Connecticut Teacher of the Year Council
2012 Connecticut Teacher of the Year



CONNECTICUT
Department of Education



VOYA
FINANCIAL™



F.

JOSLYN DELANCEY INFORMATION

POLICY FOR THE PERFORMANCE APPRAISAL OF THE CEA EXECUTIVE DIRECTOR

PHILOSOPHY

The CEA believes that the appraisal process for our employees should view an individual's work contributions in the context of the entire organization. We further believe that the purpose of the evaluation process is to promote individual and organizational growth and development. In order to appropriately consider these principles, the Performance Appraisal for the CEA Executive Director shall reflect the following questions:

How has the CEA Executive Director's performance assisted the CEA to pursue our vision and values and strengthen our Association?

How has the CEA Executive Director met the performance expectations established by the CEA Executive Committee and the Board of Directors?

How has the CEA Executive Director's implementation of the programs and policies established by the CEA Board of Directors demonstrated the skills and knowledge required to fulfill the specific duties and responsibilities of the position of CEA Executive Director?

RESPONSIBILITIES of the EVALUATORS

The Performance Appraisal of the Executive Director shall be conducted annually under the direction of the Executive Committee.

The Vice President shall be designated to coordinate the appraisal procedure on behalf of the Executive Committee. The Vice President shall be responsible for the development of the Performance Appraisal document and, with the assistance of the Executive Assistant of the Executive Director, shall make all available pertinent information to the Executive Committee and the Board of Directors.

Managers, Staff Union Presidents and the executive assistant to the President and the executive assistant to the Executive Director will be requested to complete the document entitled '**EXECUTIVE DIRECTOR PERFORMANCE APPRAISAL**' and return it to the Vice President no later than a week before the April Board meeting.

The CEA Executive Director shall present a self-appraisal portfolio at the April board meeting.

PROCEDURE

The appraisal procedure for the Executive Director shall be viewed as on-going and formative in nature as indicated in the timeline below. The Executive Director shall have an opportunity to be present at meetings of the Executive Committee during the development of the Performance appraisal document.

The Vice President and the Executive Director shall meet to review the Vice President's summary of the results of the Executive Director Performance Appraisal and the written self-appraisal of the Executive Director no later than April 15. They will then prepare a completed Performance Appraisal for presentation to the Executive Committee.

The completed Performance Appraisal draft shall be presented to the Executive Committee for review and comment. The CEA Executive Committee shall have the right to modify this document as necessary. Copies of the approved document will be maintained by the Vice President for the Executive Committee and in the Executive Director's personnel file. A copy of the approved Performance Appraisal shall be provided to the Board of Directors for their acceptance.

Nothing in this procedure shall be construed to limit the Executive Committee's or the Board of Directors' ability to meet in executive session in the absence of the Executive Director.

July- September	Performance expectations are developed by the Vice President and the Executive Director and presented to the Executive Committee and the Board of Directors for feedback and approval
The Executive Committee Mtg. preceding the December Board Meeting	Executive Committee meets to discuss the Executive Director's progress on stated performance expectations and provide verbal feedback.
March/April	Vice President requests written feedback from Board of Directors, management, staff Union Presidents and Confidential regarding the performance of the Executive Director.
April	Using this feedback, the Vice President and Executive Director develop an initial draft of the Performance document. The President, Vice President and the Executive Director shall meet to review the initial draft of the Appraisal document prior to the April Board meeting.
April	Executive Committee* meets to review, modify and approve a final Performance Appraisal document.
April/May	Performance Appraisal document is presented to the Board of directors. Following review of the Performance Appraisal document, the board of Directors shall have at least two weeks to complete an appraisal survey for review by the Vice President
May/June	The Vice President shall review and analyze the BOD survey results and compile those with previous feedback from the Appraisal Document and staff and executive committee feedback. This information will be presented in the final Performance Appraisal document with recommendations to be presented at the June Board meeting for approval. Copies of the approved document are maintained by the Vice President for the Executive Committee and in the Executive Directors personal file.

ADOPTED BY THE BOARD OF DIRECTORS, APRIL 26, 1996; AMENDED BY THE BOARD OF DIRECTORS, OCTOBER 12, 2001, AMENDED BY THE BOARD OF DIRECTORS AUGUST 5-7, 2013, AMENDED BY THE BOARD OF DIRECTORS JUNE 13, 2014, AMENDED BY THE BOARD OF DIRECTORS NOVEMBER 13, 2020, AMENDED BY THE BOARD OF DIRECTORS MARCH 2023

The following are the 2025-2026 performance SMART goals:

Goal 1 — Implement HR Audit Findings

- **Specific:** Implement the HR Audit recommendations to establish (a) a CEA onboarding handbook and comprehensive orientation/onboarding standard operating procedure (SOP); (b) an employee offboarding SOP; (c) a retirement consultation and retiree medical cost-share recovery SOP; (d) centralized electronic HR records (Employee Navigator + Applicant Tracking System + USI Defined Benefit Portal); (e) transition time & attendance and expense management to ADP (or similar provider); and (f) review/update job descriptions, FLSA alignment, recruiting/interview guidance.
- **Measurable:** Deliverables include: finalized onboarding handbook (published on intranet and paper Day-One copy), Day-One onboarding checklist & orientation schedule, retirement consultation protocol and cost-share deduction form, scanned/cleaned retiree files, ADP time/attendance pilot, updated job descriptions for 100% of roles and stored in ADP portal, and a recruiting/Interview guidance document with timelines.
- **Achievable:** Assign HR staff (generalist and payroll/benefits clerk) as leads with CFO/IT support; engage USI/ADP/outside legal as needed; use existing Employee Navigator, USI, and ADP for HRIS system.
- **Relevant:** Directly addresses audit-identified risks and strengthens HR operations, compliance, and staff/retiree experience.
- **Timebound & Targets:**
 - **By June 30, 2026:** Publish onboarding handbook; implement Day-One packet and checklist for new hires.
 - **By June 30, 2026:** Launch onboarding SOP, retirement consultation protocol, and cost-share deduction form.
 - **By May 1, 2026:** Complete cleanup of retiree files and submit requests to service providers for missing data; begin ADP time/attendance parallel pilot.
 - **By April 1, 2026:** Complete updates to prioritized job descriptions, recruiting/interview guidance, and offboarding SOP.
- **Success Criteria:** All listed deliverables completed by target dates; reduction in onboarding and offboarding-related employee questions by 50% (post-survey baseline), documented system to collect retiree cost-shares, ADP pilot validated by stakeholders and recommended for full adoption.
- **Responsible:** Executive Director to oversee; HR leads accountable; CFO, IT, and external vendors/legal engaged as required.

Goal 2 — Develop a Strong ASMT (Field) Department via Unity of Effort & Accountability

- **Specific:** Build a high-performing field (ASMT) department by instituting a rigorous performance management system for field staff and field managers, enhanced two-way feedback loops with board of directors/local presidents/assigned staff, bi-weekly key performance indicator (KPI) reporting, structured surveys, coaching, and a documented field strategy aligned to CEA strategic priorities.

- **Measurable Components & Actions:**

1. *Performance Management — Field Staff*

- Conduct yearly evaluations for selected field staff per CBA.
- Managers will hold at least two one-to-one feedback conversations with each CEA Board member (minimum two per board member annually).
- Managers will hold at least two one-to-one conversations with each local president assigned to their staff (minimum two annually).
- Each assigned field staff will have at least two one-to-one meetings with their manager annually.
- Field staff will submit bi-weekly KPI reports to their manager (standard KPI reporting template). Monthly KPI reports will be shared with Board of Directors.
- Deploy an annual field-performance feedback survey to local leaders (target ≥40% response rate).
- Field managers will synthesize inputs and submit to the Executive Director a written improvement plan addressing member-experience gaps (includes prioritized actions, owners, timelines).

2. *Performance Management — Field Managers*

- Review and document discernment from field conversations with each field manager.
- Analyze current field management personnel and provide recommendations on staffing/retention changes.
- Executive Director will conduct yearly evaluations of field managers; evaluation goals of managers must align to CEA strategic priorities.
- Hold bi-weekly one-to-one coaching sessions between Executive Director and each field manager.
- Recommendation for management position provided to governance and Board of Directors.

- **Timebound & Targets:**

- **By November 1, 2025:** Issue KPI template and communication to field staff/managers; schedule bi-weekly coaching cadence.
- **By December 1, 2025:** Begin weekly KPI reporting; commence one-to-one conversations with board members, local presidents, and assigned staff (documented notes).

- **By May 1, 2026:** Complete initial round of manager synthesis of inputs and submit improvement plans to Executive Director.
 - **By June 1, 2026:** Make recommendation to governance and Board of Directors on field management staff.
 - **By June 30, 2026:** Complete yearly evaluations for selected field staff and conduct executive evaluations of field managers; present analysis and recommendations on field management personnel.
- **Success Criteria:** 90% of required one-to-one conversations documented; weekly KPI submission rate $\geq 85\%$; annual field feedback survey completed with $\geq 40\%$ local leader response; improvement plan accepted by Executive Director and Governance; measurable improvements in member-experience metrics defined.
- **Responsible:** Executive Director to lead field manager coaching, evaluations, and final approvals; Field Managers accountable for staff and local leader conversations, KPIs, surveys, and improvement plans; HR to assist with evaluation processes and documentation.



H.

REPORTS

LEGAL

- **Member Engagement/Staff Presentations:** Presented Chalk & Order (Teachers and the Law) to Manchester EA and AE members on November 6, 2025, and November 8, 2025, respectively.
- **DCF:** In addition to cases already pending, we received 7 new cases since the last board meeting. To date, we received a total of 14 DCF cases since the start of the 2025-26 school year.

The trends regarding specific allegations during this school year are as follows (please keep in mind that there can be multiple allegations against an alleged perpetrator):

- Failure to Report – 1
 - Physical Neglect – 4
 - Physical Abuse – 6
 - Sexual Misconduct/Abuse – 3
 - Emotional Neglect –
 - Emotional Abuse – 1
 - Medical Neglect – 1
 - Moral Neglect – 0
- **Terminations:** We have no new termination cases since the last board meeting.
 - **Certification:** We have had no new certification cases since the last board meeting.
 - **CHRO/Discrimination:** We have had no new CHRO cases since the last board meeting.
 - **DFR:** We have had no new DFR cases since the last board meeting.
 - **FOI:** We have had no new FOI cases since the last board meeting.
 - **Workers' Compensation Claims:** We received 2 new WC cases since the last board meeting. We have 7 hearings on the calendar for cases that are pending in the next month.
 - **Court Litigation:** Presently, we have 2 cases filed in Federal Court, one of which the union's reply brief was filed on 11/3/25 in further support of their motion to dismiss; and, the other is pending the plaintiff's opposition to the union's motion to dismiss.
 - **Unfair Labor Practices:** In addition to many ULPs discussed and drafted for potential filings, we have 7 ULPs pending before the SBLR since the last board meeting.
 - Stamford EA v. Stamford BOE (bad faith bargaining) – Post-hearing briefs are due on 1/9/26.
 - Stamford EA v. Stamford BOE (failure to bargain) – Pending informal hearing date on 12/9/25.
 - Wallingford EA v. Wallingford BOE (past practice) – Pending formal hearing day 2 on 12/9/25.
 - West Hartford EA v. West Hartford BOE (union animus) – Pending formal hearing on 12/4/25.
 - West Hartford EA v. West Hartford BOE (working conditions) – Pending informal hearing on 12/3/25.
 - Fairfield EA v. Fairfield BOE (failure to bargain) – Informal hearing held on 11/17/25.
 - Torrington EA v. Torrington BOE (failure to bargain) – Pending informal hearing on 12/11/25.

COMMUNICATIONS

Major Projects

- Covered Joslyn getting an award for her WEP/GPO work - <https://cea.org/vice-president-joslyn-delancey-recognized-for-her-work-helping-to-overturn-wep-gpo/>
- Covered gala - <https://cea.org/a-night-to-shine-cea-gala-raises-25000-for-students-and-teachers/>
- Highlighted members elected in local positions - <https://cea.org/record-number-of-educators-elected-to-serve-their-communities/>
- Covered donation to Food Share and union challenge - <https://cea.org/cea-donates-to-foodshare-challenges-others-to-help-feed-connecticut-families-impacted-by-shutdown/>
- Attended Election Day PD
- Covered AG William Tong Loan Forgiveness press conference where Kate spoke - <https://cea.org/connecticut-champions-public-servants-in-fight-to-save-public-service-loan-forgiveness/>
- Kicked off American Education Week with Daily post and daily social media posts - <https://cea.org/working-together-for-our-students-during-american-education-week/>
- Podcast celebrating Education Support Professionals with special education teacher and Killingly Education Association Vice President Lisa Higgins, her partner in running their district's transition program paraeducator and AFSCME Council 4 Local 3698 president Michelle Pion, as well as Tricia Santos, a staff representative for AFSCME Council 4 - <https://ceapod.podbean.com/e/episode-69-teachers-and-paras%e2%80%94the-dream-team/>
- Working on the CEA Advisor. Will be in homes before the holidays
- Recorded teachers at CEA on 11/11 for the new membership video being created.
- Video recorded teachers for the CEA legislative priorities campaigns (external and internal)

News Releases/Statements

CEF Holiday Bear - <https://cea.org/connecticut-education-foundations-holiday-bear-project-returns-to-brighten-the-holidays-for-local-students-in-need/>

Kate on dismantling of US DOE - <https://cea.org/statement-from-cea-president-kate-dias-on-the-further-dismantling-of-the-u-s-department-of-education/>

Statement on CT DOE dismissing Stamford complaint - <https://cea.org/state-department-of-education-abdicates-responsibility-jeopardizes-student-safety-and-learning/>

Foodshare donation challenge news release - <https://cea.org/cea-donates-to-foodshare-challenges-others-to-help-feed-connecticut-families-impacted-by-shutdown/>

Kate on AG Tong's successful lawsuits protecting school funding - <https://cea.org/statement-from-cea-president-kate-dias-on-court-orders-protecting-school-funding/>

CEA Celebrates news release - <https://cea.org/educators-and-advocates-to-be-honored-at-connecticut-education-associations-177th-anniversary-gala/>

Media interviews/news stories

Danbury NewsTimes	CT TOY	Brian Betesh	https://www.newstimes.com/news/education/article/danbury-brian-betesh-connecticut-teacher-year-21104073.php
Fox61	CT TOY	Brian Betesh, Kate Dias	https://www.fox61.com/article/news/education/danbury-educator-named-connecticuts-2026-teacher-of-the-year/520-51afe332-7588-4897-bd3d-fe90a0063c78
News12	CT TOY	Brian Betesh	https://connecticut.news12.com/danbury-teacher-named-connecticuts-2026-teacher-of-the-year
WTNH	CT TOY	Brian Betesh	https://www.wtnh.com/news/connecticut/fairfield/19-year-educator-wins-connecticut-teacher-of-the-year/
NBC Connecticut	CT TOY	Brian Betesh	https://www.nbcconnecticut.com/news/local/danbury-educator-honored-as-connecticuts-2026-teacher-of-the-year/3653134/
EdWeek	Play-based learning	Joslyn DeLancey	https://www.edweek.org/teaching-learning/play-based-learning-in-kindergarten-is-making-a-comeback-heres-what-it-means/2025/10
Public News Service	Education Funding	Kate Dias	https://app.publicnewsservice.org/story/ct-educators-concerned-by-federal-special-education-cuts/09b84a40-415b-4ffe-8cf6-1642830702d6?
Hartford Courant	Student behavior	Kate Dias	https://www.courant.com/2025/10/28/threats-and-injuries-ct-teachers-facing-increased-student-aggression-in-schools/?clearUserState=true
CT Insider	Absenteeism	Kate Dias	https://www.ctinsider.com/news/education/article/ct-chronic-absenteeism-data-trends-districts-covid-21114581.php
CT News Junkie	Lawsuit victory	Kate Dias	https://ctnewsjunkie.com/2025/10/29/ct-educators-hail-pair-of-court-rulings-in-lawsuits-against-trump-administration/
WFSB	Shutdown	Kate Dias, Joslyn DeLancey	https://www.wfsb.com/2025/10/29/connecticut-teachers-union-donates-1000-foodshare-challenges-districts-help-families-affected-by-federal-shutdown/
CT News Junkie	Loan forgiveness	Kate Dias	https://ctnewsjunkie.com/2025/11/04/connecticut-21-other-states-sue-trump-administration-over-rule-threatening-public-service-loan-forgiveness-for-cops-teachers-nurses-firefighters/
CT Insider	Stamford supt.	John Corcoran	https://www.stamfordadvocate.com/news/article/state-teachers-union-complaint-lucero-without-21135537.php
Hartford Courant	Stamford supt.	Kate Dias, John Corcoran	https://www.courant.com/2025/11/06/ct-teachers-union-calls-on-state-education-department-to-investigate-superintendent/

CT Insider	Dismantle USDOE	Kate Dias	https://www.ctinsider.com/recordjournal/news/education/article/trump-education-department-dismantle-ct-21194568.php
WFSB	Dismantle USDOE	Kate Dias	https://www.wfsb.com/2025/11/19/connecticut-lawmakers-educators-oppose-trump-administrations-dismantling-education-department/

Member Benefits/Sponsorships

- **Shubert Theater and Beardsley Zoo** (Adding new partners but still in progress).
- **Great Wolf Lodge** offering two additional weekends in December at very discounted rates (more than half off) and more than a dozen members have already taken advantage of the offer.
- **Holiday Bear** - All 850 kids were matched with sponsors. Ares Management took 100 children (and would have taken more if we had them!) and look forward to a continued partnership with support to Golf Tournament and the Gala
- **Gala** – Raised \$25,000 with nearly 270 people in attendance.

Website

Top 3 visited pages

- 1) Homepage – 5,882
- 2) Jobs – 1,461
- 3) Enfield town council ignores teachers, students, and parents - decimates public schools – 808
- 4) Attacks blocked this month – 322,870

Salesforce Emails

Date	Topic	Open Rate	Click Thru Rate	Unsubscribes
11/6	ECEC call for presenters*	57%	2.53%	7
11/4	Election Day PD	50%	2.41%	6
11/1	November Events	50%	3.83%	15
10/17	CEA Advisor	62%	2.545	43
10/16	No Kings Rally	59%	2.81%	13
10/15	ECEC Presenters	60%	2.64%	4
10/7	Election Day PD	49%	6.88%	0
10/6	Building Rep News*	57%	7.22%	2

** These were sent to a targeted email list, not all members, therefore numbers are much better.

Social Media Metrics (Oct 19-Nov 18)

	Total Followers	Reach	Total Posts & Stories	Views	Videos & Reels Posted
Facebook	11,871	44,300	56	141,500	12
Instagram	2,646	11,700	51	52,800	20
Bluesky	313		14		

Videos

- Teacher Haunted House
- Food Insecurity Facts
- Gala Wrap Up Reel
- Teacher Nightmares Reel
- Election Day Graphic
- Starbucks Strike

Top Three Videos

Video	Platform	Views	Likes	Comments	Shares
Torrington Dress Code <i>(now our most viewed reel ever)</i>	Instagram	11,900	131	17	75
	Meta (FB)	21,000	131	66	10
Teacher Haunted House	Instagram	5500	75	0	49
	Meta (FB)	2000	31	0	4
Food Insecurity Facts	Instagram	3100	47	3	40 and 7 reposts
	Meta (FB)	8500	84	0	5

ADMINISTRATION & FINANCE

CEA MEMBERSHIP

- FTE count is 36,843 and our FTE budget is 37,400, a difference of 557 FTEs lower than budget. However, we are up 162 when compared to this time last year. In addition, there are 249 part-time members and 34 quarter-time members. For an FTE equivalent of 36,976.
- Retired: 1,083 Annual; 4,077 Lifetime
- Aspiring Educators: 362

ACCOUNTING/PAYROLL/HR/ADMIN

- Waiting for the final audit report from the auditors to be published. Wrapping up CEF and CEA-PAC so they can all be issued at the same time.
- Wrapping up tax returns, still have a small punch list of requests to get to the auditors.
- Accounting Implementations
 - BlackBaud Financial Edge Implementation
 - We are now live as of November 1st. Everett and Nick started making payments out of the new system and have uploaded 3 years of historical data. October will be the last month with PeopleSoft and once we close October, we will be able to move FY26 data over to Financial Edge to complete the transfer of balances.
 - Building new reports and budget templates in the new system to improve our financial transparency and financial literacy.
 - PEX Credit Card and Expense Reimbursement Implementation. Target go live date of December/January, 2025.
 - Pilot program is working well. Expense Reimbursement is still in progress.
- HR processes
 - Latisha is working on developing and fine tuning all HR processes from medical leaves to on and off boarding and recruiting, retiree benefits, and serving as a payroll backup/reviewer.
 - Contracted with a 3rd party to review all HR policies for employment law requirements
- Office updates
 - Norwich set to close December 31st
 - Trumbull, recommendation is to renew lease for one additional year with the intent to close by April 30, 2027.

CAPITOL PLACE UPDATE

- No changes to tenants since January 2025, currently at 92% occupancy.
- Major projects for this year:
 - Energy Conservation Project – LED Conversion – Getting quotes
 - Restaurant building improvements – Developing a plan
 - Brainstorming new ideas for amenities

TECHNOLOGY PROJECTS

- Multi-factor authentication and Windows 11 is being implemented with all employees, with only a handful left to complete
- Looking into changing our VPN provider to an always on VPN system to better protect our data with always on encryption.
- Working with NEA to start developing new IT policies including a mobile device policy, cell phone use policy, AI use policy, etc.
- Cybersecurity training is continuing to be rolled out on a quarterly basis.

ASMT's DECEMBER 2025 BOD Report

- **Early Career Educator Conference** – Save the date: Saturday, March 21, 2026 at Mystic Marriott. Proposals for sessions were submitted in response to an RFP that went out to all members. Sessions are being finalized.
- **Summer Conference** – Save the date: August 5-6, 2026 at Foxwoods.
- **Retirement Workshops** – The ever-popular virtual retirement workshops are being offered from 4:00pm-6:15pm on the following dates: December 2 and December 18. Details and registration can be found here: <https://cea.org/retirement-information/>
- **Building Rep Academy** – The virtual four-part building rep training series that began on September 15 concludes on December 15. This session will begin at 4:30pm. A new series will be offered again in the near future. Details and registration can be found here: <https://cea.org/event/building-rep-academy/2025-09-15/>
- **CEA Pride** – Next virtual meeting is December 11 at 4pm. 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/>
- **Staff Professional Development – New/Renew Workshops** – We are continuing with ongoing trainings/workshops for staff on a variety of topics including Pharmacy management programs and municipal fiscal indicator reports.
- **School Climate and Culture Implementation Committee - Webinar** – A webinar will be held on December 10 at 4:30pm. Details can be found here: <https://cea.org/event/school-climate-and-culture-implementation-committee/>
- **ASMT Professional Staff Work Sample Metrics** – It has been a challenging start to the school year. A sampling of work conducted by ASMT Professional Staff during the period from October 4 through November 21, includes the following:
 - **MOUs:** worked on 198 MOUs
 - **Separation Agreements:** worked on 54 separation agreements
 - **DCF situations:** worked on 95 DCF situations (with Legal and member, witnesses, or it never got to Legal)
 - **Trainings:** worked on 143 trainings
 - **Issues/Concerns/Conflicts:** 805 settled without filing a grievance
 - **Grievances/Arbitrations:** 84 filed
 - **Meetings:** 967 meetings with members and/or administrators
 - **Internal CEA meetings:** 506 hours spent
 - **Conversations with members:** 5,366 conversations with members
 - **Building Strong Locals:** 912 worksites, 747 worksites with building representatives; 165 worksites without building representatives; 82% building representative density. 738 Potential Members on file.

PRGR DECEMBER 2025 BOD REPORT

Government Relations

1. Legislative Report Card: Held ongoing conversations with legislators and members regarding Report Card Scores.
2. Ongoing PRGR departmental meetings for planning and carrying out duties
3. Planning political engagement program and targeted efforts in certain areas: Rolled out political engagement plan with CEA staff and met with 5 locals to begin scheduling Back Home Meetings with legislators.
4. See Educators Run: Featured 32 CEA Members running for municipal office as part of CEA's 2025 See Educators Run program, 30 (93.8%) of whom won their elections. Highlighted the 63 total CEA Members running, 57 (90.5%) of whom won their elections. Communicated with all 63 members re: their election results and future planned event to celebrate them. CEA Members now serve as elected officials in at least 46 municipalities.
5. Municipal election support: CEA GR staff worked directly with 28 local associations to coordinate outreach through emails, texts, postcards, phone calls, and door-knocking programs — mobilizing members and community allies in numerous municipalities. These efforts resulted in 18,852 locally driven direct member contacts. Created and facilitated an additional 32,551 member communications that went out for election reminders.
6. Federal voucher update with NEA
7. Interdepartmental meetings across CEA and regional offices
8. Legislative issues preparation and strategy, and related meetings with legislators. Communicated and/or met with 26 legislators
9. Planning and carrying out hiring and temporary personnel changes
10. Communicated and/or met with 6 of the 7 members of the CT federal delegation and/or their staff.
11. Communicated and/or met with 4 of the 5 constitutional officers and/or their staff.
12. Bring Your Legislators to School Week: Kicked off communications for planning BYLTS Week in January.
13. Local Budget Engagement: Met with 3 locals to begin planning for local budgets.
14. Political Engagement Grant: Met with and/or communicated with 13 of the 17 locals participating re: municipal elections.
15. Staff attended and participated at national peer conference (NALPSE) consisting of state affiliate GR staff across the country

Professional Practice

1. Certification standards board planning and assistance (CEPCB); review of regs, monitoring meetings, post and pre meeting prep, political and legal strategy: attended monthly meetings both in person and virtual. Provided ongoing support and consultation to chair and facilitated member and legal support.
2. Ongoing certification assistance to members: Supported over 20 members, potential members, and field staff with certification questions/issues.
3. REDAC support and planning
4. AEP Planning for state and chapter officers: Beautification events in Naugatuck and Preston included close to 50 AEs (highest turnout ever), admin, actives and one uniserv. Continues to meet with E-Boards for planning and attend chapter meetings to recruit and engage members. Supported 4 chapters by writing a NEA Create Grant. Reach out to connect with community colleges about potential future opportunities. Collaborated with EdRising Coordinator for 11/20 Symposium (AE chair and Sked presented).
5. LMS - Hosted an evening dinner event with members from several different committees and commissions to test the LMS system and try out several of the courses. Feedback from the evening will be used to refine the courses and make the platform more user-friendly.
6. Staff attended and presented at national peer conference (NSAII) consisting of state affiliate PD staff across the country and received a second-place award for excellence in professional development.

7. CEA-R Administration and planning with new leadership: Increased attendance at most Fall County meetings. Counties encouraged to do a read aloud and collect additional socks or canned goods to be donated. Upcoming event planning- Retired Holiday Open House. Trained new newsletter chair.
8. Election Day PD Conference planning – Teacher Tom Election Day event was well received and over 120 participated in the day. Kate Field and Elizabeth Sked provided breakout sessions and assisted in the coordination of the logistics, breakouts, and speaker for the conference.
9. TEVAL Assistance: TEVAL assistance to Shelton, Region 1, and CREC. Provided guidance on 3 support plans and met extensively with administrators and members in two districts.
10. CIPD Members of CIPD took part in the LMS testing event at CEA and took several virtual courses to provide feedback that will be used to refine the courses and make the platform more user friendly. Adjusted McCormack Award application process and application.
11. PD: Play-based learning, Gender Achievement Gap, Executive Functions, True Colors, and Wellness workshops were among those facilitated this month.
12. TEAM: Took part in the November TEAM Advisory meeting to provide feedback on proposed changes to CT's TEAM program. Participating in 3 subcommittees to revise aspects of the TEAM experience.
13. Accountability and Grading Work Group: drafting report recommending changes to CT's Accountability system and grading practices.
14. Education Mandate Reduction Council: Kate Field serves as Co-Chair with CAS. Met with focus group and planning interviews with educators to identify PD mandates to eliminate. Working on draft legislation for upcoming session in collaboration with PRGR.
15. REDAC Retreat: 1st ever REDAC Retreat brought 20 members together to discuss strengthening REDAC. The event was well attended and received positive feedback.



I.

GENERAL INFORMATION

**CONNECTICUT EDUCATION ASSOCIATION
STATEMENT OF ACTIVITY BY COST CENTER
FOR THE 3 MONTHS ENDING SEPTEMBER 30, 2025**

Acct/Cost Center	DESCRIPTION	ACTUAL	Budget	Variance	% Of Budget Spent
REVENUE					
MEMBERSHIP DUES					
4010	Active professional dues	4,820,454	19,151,574	(14,331,120)	25%
4020	Limited & retired dues	-	50,000	(50,000)	0%
		4,820,454	19,201,574	(14,381,120)	25%
NEA GRANTS AND REBATES					
4210, 4240, 4245	NEA legal services (DuShane)	22,535	145,000	(122,465)	16%
4220	NEA UniServ grant	314,033	1,230,000	(915,968)	26%
4230, 4265	NEA grants	54,074	165,000	(110,926)	33%
4250, 4260	NEA intern program	-	-	-	#DIV/0!
		390,641	1,540,000	(1,149,359)	25%
OTHER REVENUE					
4660	NEA member benefits	19,566	90,000	(70,434)	22%
4410, 4415, 4416, 4417	Interest/dividend income	147,786	600,000	(452,214)	25%
4610 - 4650	Building rental income	493,054	1,837,000	(1,343,946)	27%
4030, 4520, 4540, 4670 - 4699	Miscellaneous income	20,581	-	20,581	#DIV/0!
4418-4419	Realized and unrealized investment income	631,516	-	631,516	#DIV/0!
		1,312,503	2,527,000	(1,214,497)	52%
	TOTAL REVENUE	6,523,598	23,268,574	(16,744,976)	28%
EXPENSES					
PERSONNEL EXPENSES					
5120	Salaries	2,598,233	10,656,890	8,058,657	24%
5420, 5595	Postretirement health care/life insurance	22,679	400,000	377,322	6%
5110, 5410	Pension/401(k) contributions	275,164	2,335,792	2,060,628	12%
5310, 5311, 5315	Health care	395,371	2,850,974	2,455,603	14%
5210, 5220, 5230	Payroll taxes	198,082	869,918	671,836	23%
6025	Release time pay	-	-	-	#DIV/0!
120, 5330, 5530, 5590, 5130, 5140	Other benefits	-	200,000	200,000	0%
	Total Personnel Expenses	3,489,528	17,313,574	13,824,046	20%
PROGRAM EXPENSES					
ADMINISTRATION & FINANCE EXPENSES					
Administrative Services					
101	Executive director & governance staff support	10,739	85,250	74,511	13%
102	Personal benefits administration	2,210	158,000	155,790	1%
103	Connecticut education foundation	-	-	-	#DIV/0!
104	Telephone/communications services	21,119	138,000	116,881	15%
106	ASOCEA training	-	5,000	5,000	0%
107	Staff training	1,669	10,000	8,331	17%
	TOTAL	35,737	396,250	360,513	9%
Accounting Services					
121	Accounting/membership functions	140,119	159,000	18,881	88%
122	Local training & support	-	-	-	#DIV/0!
123	CEAR	-	-	-	#DIV/0!
132	Employee payroll services	-	-	-	#DIV/0!
	TOTAL	140,119	159,000	18,881	88%
Property Management Services					
151	Headquarters management	880,748	2,600,000	1,719,252	34%
Printing, Purchasing & Distribution Services					
141	Mail services	584	1,000	416	58%
142	Supplies services	2,143	12,000	9,857	18%
143	Printing services	9,727	20,000	10,273	49%
	TOTAL	12,453	33,000	20,547	38%

**CONNECTICUT EDUCATION ASSOCIATION
STATEMENT OF ACTIVITY BY COST CENTER
FOR THE 3 MONTHS ENDING SEPTEMBER 30, 2025**

Acct/Cost Center	DESCRIPTION	ACTUAL	Budget	Variance	% Of Budget Spent
131	Data Processing Data processing services	48,918	210,000	161,082	23%
161	Planning Services Conferences support services	767	6,000	5,233	13%
162	CEA Representative Assembly	-	-	-	#DIV/0!
163	NEA Representative Assembly	-	-	-	#DIV/0!
	TOTAL	767	6,000	5,233	13%
	TOTAL ADMINISTRATION & FINANCE EXPENSES	1,118,742	3,404,250	2,285,508	33%
	AFFILIATE & MEMBER TRAINING EXPENSES				
201	Collective Bargaining Program Collective bargaining support	9,556	65,000	55,444	15%
231	Organizational Assistance/Membership Support Day-to-day local affiliate assistance	12,338	127,700	115,362	10%
243	Program Development Program External comm/Pol. action assistance to locals	-	2,000	2,000	0%
210	Training/Leadership Development Program Retirement Workshops	11,179	-	(11,179)	#DIV/0!
251	Regional training of local leaders	8,647	50,000	41,353	17%
252	UniServ staff & Intern development training	7,403	40,000	32,597	19%
254	Summer Conference	317,230	255,000	(62,230)	124%
256	CEA/NEA orientation	-	-	-	#DIV/0!
283	HCR issues	255	8,000	7,745	3%
	TOTAL	344,714	353,000	8,286	98%
271	Administration Functions Program Uniserv Personnel Mgt Staff	-	-	-	#DIV/0!
272	Reg. Offices mgt/rent/supplies, etc.	41,164	125,000	83,836	33%
290	Affiliate new teacher training & organizing	3,334	65,000	61,666	5%
	TOTAL	44,498	190,000	145,502	23%
	TOTAL AFFILIATE & MEMBER TRAINING EXPENSES	411,106	737,700	326,594	56%
	COMMUNICATIONS EXPENSES				
301	Internal Communications CEA Advisor	36,223	145,000	108,777	25%
321	External Communications Radio, television, print, and new media	48,832	400,000	351,168	12%
324	Polling	-	35,000	35,000	0%
328	Electronic and web program	342	30,000	29,658	1%
	TOTAL	49,175	465,000	415,825	11%
331	Membership Membership promotion materials	12,681	40,000	27,319	32%
341	Administration Personnel management/staff training	879	5,000	4,121	18%
	TOTAL COMMUNICATIONS EXPENSES	98,957	655,000	556,043	15%
	LEGAL EXPENSES				
401	Legal Services to Individuals and Locals Employment-related legal services	1,840	30,000	28,160	6%
402	Legal representation at court or hearings	322	10,000	9,678	3%
	TOTAL	2,162	40,000	37,838	5%

**CONNECTICUT EDUCATION ASSOCIATION
STATEMENT OF ACTIVITY BY COST CENTER
FOR THE 3 MONTHS ENDING SEPTEMBER 30, 2025**

Acct/Cost Center	DESCRIPTION	ACTUAL	Budget	Variance	% Of Budget Spent
	Legal Services to Governance & Staff				
421	Legal advice & training	1,139	1,000	(139)	114%
	Administration of Insurance Liability Programs				
431	Association liability insurance program	8,427	8,500	73	99%
	Maintenance of Resource Library				
451	Maintain library	-	7,000	7,000	0%
	Legal Counsel Services				
461	Arbitrators & trial costs	1,820	75,000	73,180	2%
	TOTAL LEGAL EXPENSES	13,547	131,500	117,953	10%
	POLICY, RESEARCH AND REFORM				
	Retirement				
501	Retirement workshops	182	15,500	15,318	1%
	Human & Civil Rights				
532	Cultural diversity Issues & EMAC training	80	11,500	11,420	1%
	Leadership Development				
546	Summer conference tracks	109	750	642	14%
	Professional Development				
554	Member PD training and organizing	5,507	21,000	15,493	26%
557	CTPI	2,535	25,000	22,465	10%
559	CEA/NEA student program	2,357	30,000	27,643	8%
	TOTAL	10,399	76,000	65,601	14%
	Administration				
562	Staff training	-	-	-	#DIV/0!
	TOTAL POLICY, RESEARCH AND REFORM	10,770	103,750	92,980	10%
	GOVERNANCE EXPENSES				
	Executive Committee/Board of Directors				
601	President	1,379	12,000	10,621	11%
602	Vice President	2,855	25,000	22,145	11%
603	Secretary	1,138	2,500	1,362	46%
604	Treasurer	131	2,500	2,369	5%
605	Board of Directors	14,618	37,250	22,632	39%
608	Executive Committee	-	3,000	3,000	0%
609	Organizational dues/travel insurance	-	15,000	15,000	0%
610	Sponsorship (Teacher of the Year)	-	20,000	15,000	0%
611	LP mailings/Leaders instate travel exp./local	1,780	25,000	23,220	7%
612	State leaders training/out-of-state travel	2,094	40,000	37,906	5%
	Total	23,996	182,250	153,254	13%
	Commissions/Committees				
625	Committees & commissions	121	15,000	14,879	1%
638	Members' appointment	493	10,000	9,507	5%
639	CommComm Out of State Travel	-	-	-	#DIV/0!
	TOTAL	614	25,000	24,386	2%
	Meetings and Conventions				
640	CEAR Membership Services	1,693	48,000	46,307	4%
671	Fairfield County Council	-	7,960	7,960	0%
672	Local presidents meetings	-	40,000	40,000	0%
673	Litchfield County Council	-	3,800	3,800	0%
674	Middlesex County Council	-	3,960	3,960	0%
675	New Havel County Council	-	5,880	5,880	0%
676	New London County Council	-	4,280	4,280	0%
677	Tolland County Council	-	3,800	3,800	0%

**CONNECTICUT EDUCATION ASSOCIATION
STATEMENT OF ACTIVITY BY COST CENTER
FOR THE 3 MONTHS ENDING SEPTEMBER 30, 2025**

Acct/Cost Center	DESCRIPTION	ACTUAL	Budget	Variance	% Of Budget Spent
678	Windham County Council	10	3,480	3,470	0%
679	Hartford County Council	250	6,680	6,430	4%
691	CEA RA Governance attendance	2,854	120,000	117,146	2%
692	NEA RA delegates	40,650	110,000	69,350	37%
693	Minority mentorship program	-	-	-	#DIV/0!
697	Support of 3-1(g) initiatives	-	3,000	3,000	0%
	TOTAL	45,457	360,840	315,383	13%
	Grant/Awards				
681	Equity/Pratt	-	-	-	#DIV/0!
682	Local grants program	17,758	227,710	209,952	8%
683	NFIE	-	5,000	5,000	0%
686	Donations to worthy organizations	-	-	-	#DIV/0!
	TOTAL	17,758	232,710	214,952	8%
	TOTAL GOVERNANCE EXPENSES	87,825	800,800	707,975	11%
	GOVERNMENT RELATIONS				
	Legislative/Government Affairs				
705	Field Lobbying, training and organizing	292	40,000	39,708	1%
	Political Organizing				
711	Political action	-	25,000	25,000	0%
714	NEA-PAC fundraising	175	4,000	3,825	4%
716	Community, parent, teacher partnership	11	3,000	2,989	0%
799	Government Relations S&B	-	-	-	#DIV/0!
	TOTAL	186	32,000	31,814	1%
	Administration				
721	Administration/Training	6,474	20,000	13,526	32%
	TOTAL GOVERNMENT RELATIONS EXPENSES	6,953	92,000	85,047	8%
	SUB TOTAL ALL DEPARTMENTS	1,747,901	5,925,000	4,172,099	30%
	NEA GRANTS				
801	Boland Fund transfer	-	-	-	#DIV/0!
803	NEA Recovery for all	-	-	-	#DIV/0!
805	Region 20 organizing grant	-	-	-	#DIV/0!
806	Read Across America	-	-	-	#DIV/0!
808	New educator campaign	-	-	-	#DIV/0!
809	Collective bargaining	-	-	-	#DIV/0!
810	NCESA/TEF grant	-	-	-	#DIV/0!
811	Future educator grant	-	-	-	#DIV/0!
812	New Milford grant	-	-	-	#DIV/0!
813	Organizing grant	-	-	-	#DIV/0!
815	Cape state & local project	20,000	-	(20,000)	#DIV/0!
820	Aspiring educators	250	-	(250)	#DIV/0!
823	Community quality education	-	-	-	#DIV/0!
828	Faith Sweeney grant	-	-	-	#DIV/0!
837	CGPS authentic account	-	-	-	#DIV/0!
839	Communications grant	14,700	-	(14,700)	#DIV/0!
841	CEA-R Grant 24-25	1,732	-	(1,732)	#DIV/0!
843	Student create/beautification	-	-	-	#DIV/0!
844	Young & union grant	2,336	-	(2,336)	#DIV/0!
845	CEA-R grant	-	-	-	#DIV/0!
847	Aspiring ed SLC grant	-	-	-	#DIV/0!
859	Student grant AEGIS	357	-	(357)	#DIV/0!
860	AEGIS extension grant	-	-	-	#DIV/0!

**CONNECTICUT EDUCATION ASSOCIATION
STATEMENT OF ACTIVITY BY COST CENTER
FOR THE 3 MONTHS ENDING SEPTEMBER 30, 2025**

Acct/Cost Center	DESCRIPTION	ACTUAL	Budget	Variance	% Of Budget Spent
	TOTAL NEA GRANTS	39,375	-	(39,375)	#DIV/0!
900	Contingency	765	30,000	29,235	3%
	TOTAL PROGRAM EXPENSES	1,788,041	5,955,000	4,161,959	30%
	TOTAL EXPENSES	5,277,569	23,268,574	17,986,005	23%
	CHANGE IN NET ASSETS (REVENUE MINUS EXPENSES)	1,246,029	-	(1,246,029)	



CEA Calendar 25-26

(V)=virtual	
December 2025 3: All Day Constitution Revision 4: All Day Finance 5: BOD (Htfd) (3 rd floor) 15: Hanukkah 17: Executive Committee for Jan retreat 24 & 25: Christmas CEA Closed 31: New Year's Eve CEA Closed	January 2026 1: New Year's Day CEA Closed 7: Presidents Meeting NL change to Jan 20th Middlesex for January 12th 9-10: LP and BOD Retreat Mystic Marriott 13: Presidents' Meetings 15: Presidents' Meetings 19: Martin Luther King CEA Closed 21: Presidents' Meetings 23-25 MLT/WLT 27: County Palooza (V)
February 2026 4: Negotiation's Meeting 7: Leg Breakfast TBD? 9-14 NEA Superweek 12: Lincoln BD CEA Closed 13: NIFI Gala: 16: President's Day CEA Closed 17: Executive Committee (Htfd) 18-20: NEA Financial forum 27: BOD (V) 28: Leg Breakfast 2 nd choice date??	March 2026 3: Presidents' Meetings 4: Presidents' Meetings 11: Executive Committee 13-15 Leadership Summit: Chicago, IL 18: Presidents' Meetings 21: Early Career Conference 25: Presidents' Meetings 27: BOD (Htfd) (3 rd floor) 31: March Madness (County Forum) (V)
April 2026 1: Passover 3: Good Friday CEA Closed 5: EASTER CEA Closed 7: LP Budget Review (V) 8: Lobby Day(tentative) 9: Executive meeting 21: RA business meeting (V) 24: BOD (Htfd) (3 rd floor) 30: All day Negotiation's Committee	May 2026 April 27- May 1 NEA Presidents Meeting 8-9: CEA RA 18-20: NEA Topical Convening 25: Memorial Day CEA Closed 27: Executive Committee 28: NEA RA New Delegate mtg
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' & Forum Meetings

Key: (New London, **NL**; Middlesex, **M**; New Haven, **NH**; Fairfield **F**; Hartford, **H**; Litchfield, **L**; Windham, **W**; Tolland, **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	COUNTY FORUMS 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
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Executive Committee and Board Meetings

Executive	Board
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:

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

Wednesday December 3 All Day
 Tuesday January 6
 Tuesday February 3
 Tuesday March 10
 Monday April 6 (Policy Only)
 Tuesday May 12 (Policy Only)

RESOLUTIONS PROPOSED DATES

December 10th: In-person/hybrid
 January 14th: In-person/hybrid
 February 11th: Virtual/Final Voting meeting
 March 11th: Virtual/Review of Winter Meeting

NEGOTIATIONS PROPOSED DATES (more dates will be added)

February 4, 2026
 April 2026



YOU'RE INVITED

CEA Retreat
BOARD OF DIRECTORS AND
LOCAL PRESIDENTS

January 9 and 10, 2026

Mystic Marriott

Board Mtg 10-2pm

Local Presidents arrive for 3:00pm

Hotel, Dinner, Breakfast

Retreat will adjourn Saturday at noon

Register here:



Connect, renew, energize and relax



COUNTY FORUMS

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/uLPtIjIRtmibFqyrrpe5Q After registering, you will receive a confirmation email containing information about joining the meeting. 



Organization Name: Connecticut Education Association

Organization Contact: Kate Dias, Lou Rosado Burch

Event Name: 2026 Education Summit with CEA & AFT

Event Date: 1/28/26

Event Location: Legislative Office Building, Hartford CT 06106

Attire: Business Casual

Audience and Number of Attendees: Legislators and Education Leaders (50-70)

Set up: Panel presentations

Event Program:

2026 CT Education Issues Summit

Program Agenda will focus on key issues affecting public education:

- Educator Salaries
- Educator Diversity
- Paid student teaching
- School Cell Phone/Smart Device Policy
- Special Education
- Class Sizes
- Vouchers/"opportunity access scholarship tax credits"
- Fair Termination
- FOIA Protections
- Attacks on Public Sector Unions

Additional Speakers:

Congresswoman Jahana Hayes (invited)

Dr. Cardona's Participation

CEA would like to invite Dr. Cardona to deliver opening remarks for our conference, approximately 9:30-10am.

Requested Themes and Topics of Focus:

We would welcome Miguel's perspectives on the importance of public education at the current moment, including the need to fully and equitably fund general and special education, to invest in educator workforce and educator diversity (including teacher and paraeducator salaries, workplace protections, etc.) and to defend against attacks on students, educators, and public sector unions, efforts to defund education and advance programs that funnel public education dollars into private and parochial schools, and others.

CEA Breakfast with Legislators



Join teachers across the state for the fourth annual CEA Breakfast with Legislators. This unique opportunity will allow you to talk directly with legislators about what's going on in your classroom and share what you and your students need to be successful. You'll also hear from CEA leaders about educator priorities this session and come away with the tools and resources you need to advocate for your students and your profession. Coffee and refreshments will be served.

Saturday, February 7

9 a.m. to noon

Legislative Office Building
300 Capitol Avenue, Hartford



CEA Legislative Agenda 2026

Revised November 2025

TEACHER RIGHTS/UNION PROTECTIONS

Fair Process for Termination- Ensure a fair process and binding arbitration in teacher termination proceedings.

Payroll Deduction- Protect public sector workers' right to have union dues deducted directly from their paycheck.

Public Employee Safety- exempt teachers' and other public employees' personal contact information from disclosure under FOIA.

Independent Neutral Arbitrators- Ensure neutrality and fairness in contract negotiations by allowing involved parties to select a neutral, independent arbitrator who is certified by the American Arbitration Association.

Unemployment Insurance for Striking Workers- Support unionized workers everywhere by establishing an unemployment insurance trust fund for striking workers.

TEACHER RECRUITMENT AND RETENTION

Salary Enhancement – Increase teachers' starting salaries and provide tiered salary enhancement so educators are compensated comparably to other similarly educated professionals.

Expanded Access- Fully fund educator diversity scholarships for students in all districts, expand the federal Equal Access Act to include grades K-6, and provide accountability for increasing educator diversity in the Aspiring Educator Action Plan.

Support for Aspiring Educators – Provide stipends for paid student teaching, reduce fees for teacher certification programs, and eliminate the cost of edTPA for teacher cert candidates.

Support for All Educators – Provide housing assistance and cap healthcare premiums for educators.

PROMOTING SUCCESSFUL SCHOOL COMMUNITIES

Cell Phone Policy- Require BoEs to adopt a “bell to bell” restriction on cell phones and other smart devices in the classroom.

Modernize ECS- Adjust the ECS foundation grant formula to account for inflation and disburse funds directly to the school district instead of passing education cost sharing grants through municipalities.

Special Education – Reduce or cap caseloads for special education teachers and paraeducators.

Class Size – Provide district incentives to reduce class sizes.

English Learners – Reduce or cap caseloads for EL teachers and paraeducators.

School Indoor Air Quality – Protect long-term funding for school HVAC repairs, establish indoor temperature and humidity standards, and ensure district compliance with annual & 5-year inspection requirements.

MUNICIPAL ACCOUNTABILITY

MBR – Change the minimum budget requirement to minimum expenditure requirement.

ECS Payments – Pay school districts directly instead of passing Education Cost Sharing grants through municipalities, and adjust the ECS formula for inflation.

Municipal Finance Transparency – Cap unallocated municipal funds.

RETIREMENT EQUITY AND PENSION SECURITY

Teachers Retirement Fund – Fully fund the annual pension contribution and continually reduce unfunded liability.

Cost of Living Adjustment – Optimize Connecticut’s cost-of-living adjustment to better reflect true changes in the cost of living.

TRB Elections – Allow active and retired teachers to vote in the election of the two new retiree seats on Teachers’ Retirement Board.

TRB Disability Subsidy – Provide a double monthly health subsidy (increase from \$220 to \$440 per person) to members receiving a Teachers' Retirement Board disability benefit.

2026 CEA Legislative Agenda: TOP PRIORITIES

Fair Termination- Ensure a fair process and binding arbitration in teacher termination proceedings.

Payroll Deduction- Protect public sector workers' right to have union dues deducted directly from their paycheck.

Public Employee Safety- exempt teachers' and other public employees' personal contact information from disclosure under FOIA.

Independent Neutral Arbitrators- Ensure neutrality and fairness in contract negotiations by allowing involved parties to select a neutral, independent arbitrator who is certified by the American Arbitration Association.

Support for Aspiring Educators – Provide stipends for paid student teaching, reduce fees for teacher certification programs, and eliminate the cost of edTPA for teacher cert candidates.

Cell Phone Policy- Require BoEs to adopt a "bell to bell" restriction on cell phones and other smart devices in the classroom.

Modernize ECS- Adjust the ECS foundation grant formula to account for inflation and disburse funds directly to the school district instead of passing education cost sharing grants through municipalities.



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COMMITTEE COMMISSION MINUTES

CEA Member Benefits Committee

Minutes

October 14, 2025

6 p.m.

Virtual Meeting

<https://cea-org.zoom.us/j/84092795334?pwd=jVWtWpawaX1XjBlCD74VPdKG1Acoig.1>

ATTENDING: Vidyotma Gupta, Christa Cote, Delphina Pinto, Kirsten DiMaio, Kristen Clark, Mary Johnson, Nancy Andrews

1. **Call to order** at 6:04 pm
2. Motion to approve minutes from last meeting made by Christa Cote, seconded by Delphina Pinto.
 - Motion carried
3. MB partners/website update (Nancy).
 - Liz and Marcus are working furiously to put up fall stuff.
 - Shubert Theater in NH is a new partner.
 - Stamford Arts Center is not interested.
 - Working on vineyards, breweries, and sports teams.
 - Nancy highlighted the fact that Mike Reilly with NEA MB says there are still many members who don't have a beneficiary stated.
 - Nancy is asking Mike to resend the list of who is registered by Local so the committee can follow up with the members in their locals.
4. Committee member suggestions for new MB partners
 - Kim's Flowers in Wethersfield
 - Christa Cote looking into it
 - Broadway on Main Cabaret in the New Haven area
 - Kristen Clark looking into it.
5. Call for ideas on how to increase outreach to our members and have them involved
 - Vidy suggested holding an event where Member Benefits can host an interactive presentation to encourage usage.
 - She suggested not only MB, but retirement, PD and other benefits of CEA membership have tables/representatives at an event, maybe even two regional events to highlight all CEA does in an interactive way.
 - We will keep this idea in mind and flush it out in future meetings.

- Nancy said we would need Kate's approval to bring in other committees outside of MB to do a regional meeting.
 - Committee members would like the first of the month events email sent to them separately, along with the monthly MB flyer.
6. UCONN Tailgate event
- Vidy helped staffing the membership table.
 - Small but people enjoyed and everyone got a T-shirt that came.
 - 150-175 sign up and of that number about 70 were teachers. The rest were guests.
 - Looking at potentially something different and to do something other than sports related events.
 - Possibly a show or Lake Compounce type of event.
 - Also suggested hosting a CEA Bored teachers night at a venue.
7. MB Swag-online store (Nancy)
- Adding new items:
 - Scarf with chevron design
 - looking at 2 throw blankets
 - long sleeve options
 - ordered some new giveaways and displayed them at summer leadership (magnetic dry erasers, phone holder)
 - Plus, getting notepads for both refrigerators and for conferences.
 - Also suggested car magnets, vinyl clings, and items for dogs.
8. Next Meeting
- Vidy would like to set up future meetings before we meet.
 - Motion to have bimonthly meetings made by Kirsten DiMaio, seconded by Kristen Clark.
 - Motion carried.
 - We will do something next month. Nancy suggests first week of December or last week of November. A poll will be sent for this.
 - We will also need members to bring specific ideas for the "event" we are planning.
9. Other
- Vidy's daughter is getting married the weekend of the CEARA and will be unable to give committee's report at the event.
 - Christa Cote, the MB secretary was appointed to represent the committee and give the report at the RA.
10. **Motion to adjourn** at 6:53 pm made by Kirsten DiMaio, seconded by Delphina Pinto
- Motion carried



CEA PAC

October 18, 2025

Email Vote

Motion:

Move to authorize expenditures of up to the maximum contribution levels for various House and Senate leadership PACs for the 2025/2026 fiscal year. Contributions will be made in accordance with State Elections Enforcement Commission guidelines.

CARRIED



Advisory Minutes

November 20, 2025, 10:30 am

Attendance: Mary Beth Lang,
Gary Peluchette, Karen DiMenna,
Maureen Honan, Sue Morris, Delfina Pinto, Myles Cohen, Lizabeth Milewski,
Mary Ellen Sansone, Ana Batista,
Nancy Zaehringer, Gretchen Noonan,
Diane Hyland-Aubin, Joe Jankowski,
Peggy Weaver, Julie Jaquish, Althea Carr, Mary Kay Rendock (Membership Chair).
Absent: Bob Brown, Lisa Oulette, Grace Baril, Vicki DeLeo, Lorna Gallagher, Norman Hicks, Rose Dostert, Lisa Mosey, Patricia McGlynn, Elizabeth Sked.

1. **Call to Order:** The meeting was called to order by M. Lang at 10:39 am.
2. **Seating of alternates:** Julie Jaquish for Grace Basil, Diane Hyland-Aubin for Lorna Gallagher.
3. **Advisory Minutes Approval: Motion:** (Honan/Peluchette) To approve the August 27, 2025 Advisory Council Minutes with the following corrections: change legislation to legislative in 9 C. **CARRIED**
4. **Treasurer's Report** given by Karen DiMenna. The mileage account was overspent by \$2,253.10, leaving \$71,039.93 in the Reserve Account.

Collections:

Barnard Fund: \$2,696 total — \$1,646 from the Fall Meeting and \$1,050 from County Meetings

Fund to Elect Kate Dias NEA President: \$2,375 total — \$1,500 from the Fall Meeting and \$875 from the Counties

5. **Officers' Report:**

President: Mary Beth thanked everyone for their work in ensuring successful Fall County Meetings. TRB Insurance Meetings were reviewed and recommendations were given. Three additional locations have been added for December.

Information regarding a Social Security Task Force was shared: Guardians of Social Security

<http://problemsolverscaucus.house.gov/caucus-members>

Additional updates:

- Five billion dollars has been added to the pension over the past five years; it is projected to be fully funded in 23 years.
- COLA is 2.8%.
- Joe Jankowski reported that Medicare premiums will increase.
- Bill Murray, a member of the Investment Council, reported the pension earned 10.1% last year.

An article will appear in the CEA Advisor highlighting efforts to raise the visibility of CEA-Retired. Mary Beth requested that County Draft Minutes be sent to Elizabeth and that any correspondence to members include directors' contact information (email and phone).

Self-nominations for candidates for the CEA and NEA RAs are due December 1.

Vice President: Gary reported that CEA has hired a media firm to assist with the upcoming legislative session. Key issues include Just Cause, Collection of Dues, and other CEA priorities.

6. **Staff Report:** Elizabeth is attending a conference.

7. **Election of CEA PAC:**

Self-nominated candidates included Bob Brown, Rose Dostert, Joe Jankowski, Shelly Lloyd, Vincenza McNulty Mazzone, Mary Kay Rendock, and Peter Shaker. Gary read the letters of intent.

The following were elected:

CEA-PAC: Bob Brown, Joe Jankowski, Mary Kay Rendock.

CEA-PAC Alternates: Rose Dostert, Vincenza McNulty Mazzone.

8. **Committee Reports**

- a. Planning – Rose Dostert will be meeting in January with the committee.
- b. Membership – Mary Kay Rendock submitted a written report and shared some of the current activities the committee is initiating: Festival of Trees at Wadsworth Atheneum, Holiday Bear Wrapping Party, County Liaisons, County Coffees, Attending CEA Retirement Workshops, Zoom Workshops on Cyber Security and AI, Posters for school union bulletin boards and a Game Day at the end of the year.
- c. Legislative – Joe Jankowski reported that representation for the committee is needed from Windham, New London, and Middlesex counties. Discussion points included: Importance of pension fund health, Need for full employment in districts to ensure contributions to the retirement system, Voting rights for TRB, Pension exemption issues. The stand-alone CEA Retired Lobby Day is March 11, 2026 and members need to support the legislative agenda and develop strategies on what can be done. January 12 is the next meeting.

9. **Announcements/Discussions**

- a. Retired Lobby Day is March 11, 2026. Participation is needed. CEA Staff will prepare attendees. The stand-alone format is an effective way to highlight retirement issues.
- b. Winter zoom meeting format was discussed. Some counties will be working together: Hartford and Litchfield (February 11), New Haven and Middlesex (February 18), Windham, New London and Tolland (February 24), and Fairfield (January 28). Agenda items will include: candidate speeches for CEA and NEA RAs, directed questions on the new health insurance, membership information, legislative updates, and collective actions to support the legislative agenda.

10. **New Business**

- a. Sunshine Policy: **Motion:** (Honon/DiMenna) Move to accept the Sunshine Policy. **CARRIED**
- b. Winter County Zoom Dates:

- i. Hartford and Litchfield (**February 11**),
 - ii. New Haven and Middlesex (**February 18**),
 - iii. Windham, New London and Tolland (**February 24**), and Fairfield (**January 28**).
- c. CEA-Retired Committees: Motion: (Peluchette/DiMenna) To approve the following changes to the CEA-Retired Committees: ~~delete~~ K. O'Connell from Membership and Member Benefits ~~add~~ B. Murray to Finance and Legislative, Lillian Perone to Member Benefits and Legislative and Mary Kay Rendock to Legislative.

11. Old Business

- a. None

12. For the Good of the Order

- a. Is there a possibility of having a location on the web to view County Meeting Minutes?
- b. Althea reported on the opportunity to college students majoring in education to apply for an NEA National Scholarship. The applications will be available 12/1 and are due 4/15. The appearance of the completed application is important and Althea will share this information with the Aspiring Educators and Elizabeth Sked.
- c. Karen shared that the NEA PR Committee met and applications will be accepted for newsletters. CEA Retired has won in the past.
- d. The CEA Website needs to be current and up to date giving details of county meetings, contact person, restaurants, cost, deadline date.
- e. Althea noted she was featured by the Hartford Foundation for Giving and mentioned CEA-Retired as an organization she actively supports.

13. Adjournment: Motion: (Morris/Pinto) Move adjourn at 12:16pm. **CARRIED**

Upcoming Dates:

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

TRB: Feb. 4, 2026

Legislative Breakfast: TBD

NEA Retired Summit: Feb. 28-March 3, Chandler, AZ

Retired Lobby Day: March 11, 2026

Winter Zoom Meetings:

Hartford and Litchfield (**February 11**)

New Haven and Middlesex (**February 18**)

New London, Tolland, and Windham (**February 24**)

Fairfield (January 28)

Respectfully submitted,

Maureen Honan

CEA-Retired Secretary



Minutes
Finance Committee
October 16, 2025

Present: Stephanie Wanzer, Kristen Record, Evelisa Mayette, Kristin Gemaly (V), Paul Giblin, Michael McCotter, Joslyn DeLancey, Kate Dias, Todd Jaeck, George Flaherty, Nicholas Valente

Absent: John Listorti and Robin Duffield

1. Meeting was called to order by Stephanie Wanzer at 5:30 pm
2. ACTION: Review committee meeting minutes

Move to accept the meeting minutes of September 24, 2025

Motion: DeLancey/Mayette

CARRIED

3. Review Administration and Finance policies
 - a. CEA STUDENT PROGRAM MEMBERS - POLICY FOR RATES TO ATTEND CEA SPONSORED CONFERENCES
 - a. Discussion around policy
 - b. CEA-RETIRED RESERVE FUNDS
 - a. Discussion around revising language to be clearer and more concise. Stephanie Wanzer and Nick Valente will bring new proposed language to Finance Committee for review.
 - c. COMPETITIVE PRICING POLICY
 - a. Discussion around revising amounts, increasing significant purchases to \$10,000, parameters of purchases/leases, and assurance that best practices are followed for purchases under that amount. Nick Valente will bring new proposed language to Finance Committee for review.
 - d. CONTINGENCY AND OTHER GOVERNANCE AND PROGRAM ACCOUNTS
 - a. Discussion around policy
 - e. CONTRACTS BETWEEN CEA AND OUTSIDE SERVICES
 - a. Discussion around current policy, possibility of increasing purchase amount. The goal would be to provide some oversight but not prevent day-to-day operations. Nick Valente will bring new proposed language to Finance Committee for review.
 - f. EXIT PROCEDURES FROM CEA
 - a. Discussion around policy. HR is currently in discussion around policy.

g. CONNECTICUT EDUCATION ASSOCIATION CHECKLIST CONNECTICUT EDUCATION
ASSOCIATION EXIT CHECKLIST

- a. Discussion around policy. HR is currently in discussion around policy.

h. FINANCIAL ASSISTANCE – LOCAL ASSOCIATIONS

- a. Discussion around policy.

i. FINANCIAL DOCUMENTS – SIGNATURES

- a. Discussion around policy and purpose of two signatures. Looking to remove first sentence and add a line at the end to assure Board reviews financial documents.

4. Discussion on Association dues appeal

- a. Bethany Education Association requested \$2,861.60
b. Brookfield Education Association requested \$408.80

ACTION: Return 50% of the requested amount to both Bethany and Brookfield Associations.

Motion: Delancy/Giblin

CARRIED

5. Reviewed membership, Capital Place occupancy & year-end figures

- a. Discussion around membership numbers, various categories of membership, and number of members that we budget for

6. RFP update

- a. No updates at the moment

7. Update on Local CEA grant program

- a. Discussion around grant program. George, Josylyn, Robin, Paul, and Stephanie will work to bring revised proposed language to Finance Committee to review

8. Review recommended charges & long-range plans of the committee (CEA RA report)

9. Other- All Day Finance 12/4-Budget Review with Departments

10. Adjournment

ACTION: The meeting adjourned at 6:47 pm

Motion: Record /Mayette

Respectfully submitted by Michael McCotter, Finance Secretary

Audit Committee of CEA Board members

1. CEA Audit update



**Minutes
Finance Committee
September 24, 2025**

Present: Stephanie Wanzer, Kristen Record, Evelisa Mayette, Kristin Gemaly (V), Paul Giblin, Nicholas Valente, Michael McCotter (V), Robin Duffield, Kate Dias, Joslyn DeLancey, Todd Jaeck
Absent: George Flaherty and John Listorti

1. Stephanie Wanzer called the meeting to order at 5:15 pm
2. Introduction of members
3. ACTION: Election of Michael McCotter as committee secretary
Motion: DeLancey/Dias **CARRIED**
4. Reviewed Financial and Operational Standards Policy and discussion on audit committee
5. CEA Budget-reviewed final 2025-26 budget (The CEA RA passed a \$3.00 dues increase)
6. Reviewed membership trends, Capital Place occupancy & year-end figures
 - a. Discussion around FTE, open positions in districts, and increasing membership
 - b. Capital Place at 92% occupancy
7. Reviewed 2025/2026 Finance Budget timeline and preliminary discussion on the 2026-27 budget
 - a. Cost center adjustments are still being streamlined
 - b. Discussion around number of members to budget for
 - c. Discussion around department budgets and what to look for from managers
 - d. Exploring sponsorship options for conferences to save costs
8. RFP update
9. Reviewed Building Effective Locals Grant
 - a. Two-year plan has allowed finance to better budget for actual amount
 - b. Discussion around grant program alignment with CEA's mission and objectives
10. Review recommended charges & long-range plans of the committee (CEA RA report)
 - a. Board Recommendation- discussion around analyzing the Effective Locals Grant
 - b. Continue to monitor pension/VEBA accounts
11. Other- All Day Finance 12/4-Budget Review with Departments, Treasurer's report in CEA Advisor
12. ACTION: The meeting adjourned at 6:50 pm
Motion: DeLancey/Duffield **CARRIED**

Respectfully submitted by Michael McCotter, Finance Secretary

Audit Committee of CEA Board members

1. CEA Audit update-draft audit report will occur in October board meeting

CEA Constitution and Bylaws

MINUTES

Monday, November 3, 2025, 5:00 P.M.

Mondani Board Room

Call to Order 5:30PM

Attending: McGarrey, Holloway, Jordan, Petruzz, Spinelli, Lubben, Delucca, Foulds

1. Review release letter for December 3, 2025 meeting.
2. Motion to accept Oct 21st minutes (McGarrey/Spinelli) **PASSED**
3. Consider the following:
 - Continue to review roles and responsibilities of County Directors
 - *(Article V Sec E #19- We started doing this as counties but not consistent practice and not sure who the intended audience is meant to be in this provision as written.) Also numbering issue in this section- no #18*

Consideration- "Cause to be published and distributed a report of each Board of Directors Meeting to Local Presidents."

- *Media training and expectations to be "representatives of the association"?*
 - *Article VII Section D. Constitution Revision Committee. The Constitution Revision Committee shall consist of: the Secretary, who shall serve as chair, and eight additional active members, and one non-voting, ex-officio retired member. The additional eight members shall include four members of the Board of Directors, and four non-Board members. Each of the eight members shall be from a different county.*
-
- Review By Laws regarding BOD representation

- Review Gail's notes from Elections conversation
 - *Question- did we resolve the 175/180/200 characters/words discrepancies completely last year?*
 - *Bylaw II sec G- I don't recall ever using an electronic ballot on CEA website for anything before- is this new for the recent NBI? (County director handbook still refers to a process of mailing paper ballots)*

If so can it also be used for state/unit/cluster RA delegate elections? (Article IV Sec B - cross reference with NEA bylaws)

- Develop CEA Retired notes
 - *Is the annual vs lifetime dues appropriate, reach out to Retired officers if this has been discussed.*
 - *Promotional materials- What is being used to promote membership and do they want more support in building that out?*

3. Action Item(s):

- Motion to accept Bylaw Article II Section A Revision (Petruzzi / Holloway)

ARTICLE II — SELECTION OF COUNTY DIRECTORS and VICE CHAIRS

Section A. Eligibility. Any active or life member of the Association shall be eligible to become a county director **or vice chair** in the county in which they are employed or is **are** assigned as stipulated in Article VIII, Section **L J** of the Bylaws. No two county directors **or vice chairs** shall be employed in the same town or school district. A nominee must be an active or life member of the Connecticut Education Association. Any active member of the Association who is a member of an ethnic minority group as defined in the NEA Bylaws, Section 12h shall be eligible to become an Ethnic Minority Director, Ethnic Minority Director At-Large or Ethnic Minority Director Alternate. **All elected vice chairs must be eligible to elevate to director.**

- Motion to accept Bylaw Amendment #2 Nov 3 meeting .docx (Petruzzi / Holloway)

ARTICLE III — SELECTION OF CEA OFFICERS, NEA DIRECTORS, NEA DIRECTOR ALTERNATE, ETHNIC MINORITY DIRECTOR, ETHNIC MINORITY DIRECTORS ATLARGE and ETHNIC MINORITY DIRECTOR ALTERNATE

Section A. Eligibility. Any active member shall be eligible to be nominated for election as an officer of the CEA, NEA Director, NEA Director Alternate, or in the case of Ethnic Minority Director, Ethnic Minority Director(s) At-Large or Ethnic Minority Director Alternate a member of an ethnic minority group as defined in the NEA bylaw section 12-1-h. provided the member shall:

1. Have been an active or life member of the Connecticut Education Association for a five year period immediately preceding the nomination of the officers and two years for NEA Director and Alternate in compliance with the NEA Constitution;
2. Have expressed to the presiding officer if nominated from the floor of the Representative Assembly, a willingness to be a candidate.
3. Not appear on the ballot for any other position.

In the case of Ethnic Minority Directors, Directors at Large or Alternates, no two elected positions shall be held by members employed in the same town or school district. All elected alternates must be able to elevate to director.

4. Other considerations:
 - a. Bylaw Article VIII Section A needs revision of K to section L (Geographic Convenience)
 - b. Bylaws Article VIII Section F “board of directors and to the - commissions...” Dash?
 - c. Bylaws page 7 Section J Meetings (dumb hyphen)
 - d. Constitution Article II Section C. Unified Membership Agreements. A unified membership agreement with the Connecticut Education Association may be entered into by any local or regional group as described in **Article IX** of the Constitution, at its own request and upon approval of the Board of Directors. In such case, active membership in either the affiliate or the CEA shall be predicated upon active membership in the other as well. A unified membership agreement with the Connecticut Education Association and the National Education Association may be entered into by any affiliate, in which case active membership in the affiliate, the CEA and the NEA shall be predicated upon active membership in the other two as well.

Constitution

5. Future Meetings: Wednesday 12/3 (all day), Tuesday 1/6, Tuesday 2/3, Tuesday 3/10, Monday 4/6 (Policy Only), Tuesday 5/12 (Policy Only)

5. Adjourn - 7:06pm

CEA Policy Subcommittee

MINUTES

Monday, November 3, 2025, 6:00 P.M.

Mondani Board Room

Present: McGarry, Holloway, Jorden, Petruzzi, Lubben, DeLuca

Call to Order 7:08pm

1. Motion: Approve Minutes (McGarry/Holloway)

PASSED

2. Review policy regarding external actions.

Placement: In Governance after “Executive Committee Duties” (Question why there is a separate section for “Outside”?)

Purpose

This policy establishes standards for determining when the Connecticut Education Association will sign on to letters, statements, or actions related to community issues that impact our students, educators, schools, and communities.

Standards for Participation:

CEA may sign on to or participate in external actions when the following conditions are met:

- Mission Alignment- the Issue aligns with CEAs mission, values, and/or adopted resolutions.
- Impact- the Issue has a direct or foreseeable impact on students, educators, or school communities, and/or is explicitly framed as impacting them.
- Coherence- the Position is consistent with prior policies, resolutions, and/or public statements.
- Credibility- the request originates from a trusted and credible partner, organization, or coalition.
- Feasibility- the Action does not require time or resources that would compromise CEAs core responsibilities to its members.

Approval Process

The President or their designee, in consultation with the Executive Director and appropriate staff, may act on specific requests and are expected to report on any such action to the full Board at its next meeting. If there is a question about any of the above conditions being met, the Board of Directors shall be consulted for approval.

The Board of Directors must approve participation in long-term or resource-intensive commitments.

3. CEA Elections Policy Election Procedure Page 5.- add language for digital election procedures

NEA RA State, Unit, Ethnic Minority, Aspiring, Educators & CEA Retired delegates (Pgs 34-36)

Cluster delegate pg 39

Look to revise this policy to move from Advisor to Digital Elections.

Additionally, need to change the County Elections Chair language (B.8.) if ballots are all digital and not at the forum. Need to revise for a person in charge of digital data of votes.

Bylaw Article II Sec G outlines county director elections (digital)

Policies for elections on NEA RA State, Unit and Cluster Delegates via digital ballot.

Bylaw Article VII Elections Committee Sec A Composition- we should have a non board member serving on both committees.

4. Future Meetings: Wednesday 12/3 (all day), Tuesday 1/6, Tuesday 2/3, Tuesday 3/10, Monday 4/6 (Policy Only), Tuesday 5/12 (Policy Only)

5. Adjourn - 8:05PM