

# MEMBERSHIP MATTERS

Value for Your Life



# WHEN WE WORK TOGETHER,

One of the greatest benefits of CEA membership is our combined power to create positive change. Together, we advocate for public education, teachers' safety and rights, and the resources you need in and out of the classroom.

Your membership means you are part of a strong union that fights for your salary, benefits, and working conditions, protects your freedom to teach, negotiates your contracts, and provides work-related legal protection.

While teachers in states with weakened unions have struggled for better pay and working conditions, CEA—with our strength in numbers—has maintained high standards that boost student outcomes and elevate our profession.

To maintain this strength, we need you—and every teacher—to be active and engaged.



# WE ACHIEVE GREAT THINGS.

## Because of our union, we have

- Some of the highest teacher salaries in the nation
- Pensions that support us in retirement
- Substantial healthcare and other benefits
- Guaranteed 30-minute, duty-free lunch
- No dual teaching
- Personal and sick days
- Guaranteed equivalent position after taking maternity or medical leave
- Additional pay for additional responsibilities, including coaching and extracurricular activities
- Class sizes typically under 30 students
- Students taught by certified, highly educated teachers
- Prep periods
- Free professional development provided by districts

**“WHILE YOU ARE FOCUSED ON YOUR STUDENTS, KNOW THAT WE ARE FOCUSED ON YOU—ADDRESSING YOUR NEEDS AND PROTECTING YOUR RIGHTS.”**

**KATE DIAS, CEA PRESIDENT**





# BECAUSE OF OUR UNION,

CEA's victories in recent years include everything from a revamp of teacher evaluation to laws mandating play-based learning, classroom safety protocols, duty-free lunch periods, and more—and the funding to make significant teacher priorities a reality.

The same union advocacy that has garnered widespread support for our profession has also drawn the attention of corporate interests that see unions as a threat to their profit margins and their influence. Slick campaigns organized by well-funded, union-busting groups—often emails, postcards, and calls directed right at teachers—are aimed at undermining our union and eroding our freedom, solidarity, and strength.

CEA is your union, your voice, and your protection against attacks aimed at taking away your hard-fought benefits, preventing salary increases, reducing your pension, and eliminating your right to collective bargaining and your ability to teach.

When we stand together, we succeed.



**BECAUSE OF  
OUR UNION**

# WE ARE STRONG

CEA advocates for teachers by

- Negotiating contracts that include a competitive salary, health coverage, and other benefits
- Improving your working conditions
- Protecting your teaching certification
- Helping you navigate the pension system for a secure retirement
- Providing meaningful professional development
- Developing sound educational policies and conducting research that informs those policies
- Speaking up for teachers in the media to provide perspective and generate public support and respect

As a CEA member, you have the power of three unions behind you—your local, statewide, and national education associations—amplifying your voice at the school and district level, at board of education meetings, before the state legislature and State Department of Education, and in the halls of Congress.

**“I’VE BEEN TEACHING FOR 34 YEARS, BUT I’VE BENEFITED FROM CEA MEMBERSHIP SINCE THE DAY I WAS BORN, BECAUSE BOTH MY PARENTS WERE CONNECTICUT TEACHERS AND PROUD CEA MEMBERS.”**

JEANINE LABROSSE,  
AVON TEACHER



# LEGAL PROTECTION

Educators rarely anticipate needing employment-related legal protection, but a surprising number of circumstances—from false allegations to work-related illness—can jeopardize your career.

CEA's experienced legal team is here to help. They resolve hundreds of cases each year, protecting members against loss of income, unfair working conditions, health and safety risks, and more.

In addition to in-depth training in matters regarding everything from FOI requests to teachers as mandated reporters, CEA's team of attorneys provides members with free, expert legal representation in key areas:

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



Meet CEA's legal team. Clockwise from top, Rebecca Mitchell, Melanie Kolek, and Adrienne DeLucca.

## Teachers and the Law

CEA's legal team provides free workshops for CEA members. The workshops examine the rights and responsibilities of teachers regarding a variety of legal issues, including DCF and state mandatory reporting laws, DCF investigations, Weingarten meetings, physical assaults on teachers, FOI, and other related matters.

Get the information you need by attending a free Teachers and the Law workshop. Visit [cea.org/professional-development](https://cea.org/professional-development).





# FINANCIAL SECURITY

CEA works to ensure your retirement is secure.

You dedicate your life to public education, and the state has an obligation to provide you with the support you need to retire with dignity. Connecticut public school educators do not participate in Social Security through their teaching positions, so your teacher retirement benefits are your primary source of retirement security. CEA is committed to protecting your retirement by

- Ensuring the long-term solvency, stability, and benefit structure of the State Teachers' Retirement System
- Requiring the state to fulfill its obligation to fund the State Teachers' Retirement System
- Advocating for appropriate funding for the Retired Teachers' Health Insurance Fund

## Understanding and planning your retirement

It's never too early to start planning for your retirement. CEA offers members-only retirement workshops that explain the State Teachers' Retirement System and the steps you should take to set up a smooth retirement in the future.

Topics include

- Retirement eligibility and benefit calculations
- Purchasing additional service credit
- Social Security issues
- Retiree health insurance
- Disability benefits

Retirement workshops are free for CEA members. For more information, visit [cea.org/retirement-information](https://cea.org/retirement-information).



# PROFESSIONAL LEARNING ACADEMY

CEA's Professional Learning Academy offers a wealth of opportunities aligned with Connecticut's professional development standards to improve teaching practice and enhance student learning. CEA members can attend online and in-person workshops and conferences developed by experienced educators, administrators, and experts in law, special education, and other fields. Topics include

- Classroom management
- Social-emotional learning
- Improving teacher evaluations, ratings, and outcomes
- Preventing and responding to student assaults
- Educators' legal rights and responsibilities
- Teacher pensions
- Implicit bias
- Social media safety

Visit [cea.org/professional-development](https://cea.org/professional-development) for a complete list of offerings, which are continually updated to include new strategies and address evolving needs.



CEA's Professional Learning Academy is a Connecticut State Department of Education designated professional development program.





## GET INVOLVED WITH A CEA COMMITTEE OR COMMISSION

Member involvement and input are vitally important to the daily activities of CEA. When you join a CEA commission or committee, you can share your ideas, work with colleagues from across the state, and help shape your education association for years to come. Consider serving on one of these commissions or committees. Learn more at [cea.org/commissions-and-committees](http://cea.org/commissions-and-committees).

### STANDING COMMISSIONS

#### **Commission for Instruction and Professional Development**

Examines educational and professional development issues and develops policies, activities, and materials to assist CEA members.

#### **Racial and Ethnic Diversity Affairs Commission**

Promotes ethnically diverse participation in all areas of CEA by mentoring, providing training, and encouraging member advocacy.

#### **Human and Civil Rights Commission**

Proposes policies and activities that advance equity and social justice in Connecticut public schools and within CEA.

#### **Legislative Commission**

Helps develop CEA's legislative agenda based on a review of CEA's issues, positions, and priorities that would improve the quality of education in Connecticut, and submits the agenda to the CEA Board of Directors.

#### **Member Benefits Commission**

Reviews, endorses, and monitors CEA's Member Benefits program, including insurance and members-only discounts.

#### **Public Relations Commission**

Works with CEA's Communications Department to develop public relations programs and social media outreach, offers input to the

*CEA Advisor* editor, and judges submissions to CEA's grants and awards programs.

#### **Retirement Commission**

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

### GENERAL COMMITTEES

#### **Constitution Revision Committee**

Reviews the constitution and bylaws and CEA submits proposed changes to the CEA Board of Directors.

#### **Elections Committee**

Reviews and enforces all CEA election procedures and policies, including the certification of candidates.

#### **Finance Committee**

Reviews all financial matters relating to CEA's operation, including policies and annual budget development.

#### **Membership Training Conference Committee**

Plans, develops, and coordinates events, programs, and leadership training activities for CEA members (e.g., Summer Conference, Early Career Educator Conference).

#### **Representative Assembly Planning Committee**

Plans and coordinates all activities relating to the CEA and NEA Representative Assemblies.

# DIVERSITY, EQUITY,

One of an educator's most important roles is that of an ally.

Our work includes helping our students and colleagues recognize their value and reach their potential. To that end, we address inequities in our schools, create safe, welcoming, and inclusive environments, and strive to build a teaching force that reflects the diversity and experiences of the communities we serve. In addition to CEA's legislative efforts at diversifying the profession, the association's Racial and Ethnic Diversity Affairs Commission actively amplifies the voice of teachers of color.

As a collective force, we have tremendous capacity to stand up for social justice, equitable access to resources, and age-appropriate communication about race, gender, and other issues that are salient to our students' lives, their understanding of the world they live in, and their place in it.

We know the profound, positive, and lasting influence teachers have on their students when we engage in authentic and meaningful ways. We must stand together to protect those relationships, uphold fact-based curricula, and encourage critical thinking and civic engagement.

**“CEA AND ITS MEMBERS MUST WORK TOGETHER AND CONTINUE TO PUSH FOR REFORMS AND CHANGES TO ENSURE JUSTICE FOR ALL. THAT INCLUDES STANDING UP FOR WHAT IS RIGHT AND ENSURING EQUITY IN EDUCATION FOR ALL STUDENTS.”**

DONALD WILLIAMS,  
CEA EXECUTIVE DIRECTOR



# INCLUSION, INTEGRITY

When groups looking to attack the school curriculum in Greenwich, Guilford, and other towns targeted teachers, local education association members and CEA leaders and staff publicly demanded a stop to the harassment, affirmed their support of diversity, equity, and inclusion, and got the vote. With our union organizing to

protect public education, groups such as these attempting to gain seats on local boards of education were defeated, and teachers' rights were preserved.



After being asked to remove pride flags from their classrooms, the Stonington Education Association swiftly came together with CEA's assistance not only to bring back these symbols of inclusion but also pass a formal board resolution affirming support for LGBTQ+ students and staff, creating a safe, welcoming environment for all students, and having nondiscrimination language added to teacher and other education staff contracts. This model contract language is now being used by local teachers' unions across the state.

**“CEA IS THERE TO HELP US AT EVERY TURN. WE HAD A RALLY TO DEFEND OUR CURRICULUM AND UPHOLD THE SAFETY OF OUR TEACHERS, AND CEA ENSURED WE WERE SUCCESSFUL.”**

LILLIAN PERONE, GREENWICH TEACHER

# CEA MEMBER BENEFITS

Being a member of CEA affords you the professional network, development, support, and protection you need and deserve. But that's not all.

CEA Member Benefits include deep discounts and exclusive offers on a wide variety of attractions, activities, products, and services, making it easy to save money and get great deals on the things you do and love.

Our members save on

- Admission to theme parks and adventure parks
- Theater and concert tickets
- Sporting events
- Groceries, gifts, and household items
- Airport parking and car rentals
- Car buying
- Tires and auto repairs
- Meals
- School supplies
- Health products and services
- Fitness, yoga, and wellness programs
- Travel
- Insurance
- Home heating oil
- Furnishings and appliances

New discounts are always being added, and member appreciation events are frequently offered at ballgames, arenas, theme parks, and more.

## CEA-Endorsed USI Insurance



Get the right coverage at the right price with CEA-endorsed USI Insurance, which provides auto, home, and umbrella policies to CEA members at special group rates. See how much you could save. Call 1-888-577-7771 for information and a free rate quote or visit [cea.org/discounts/insurance-programs](http://cea.org/discounts/insurance-programs).

## NEA Complimentary Life Insurance



To help give your family members the insurance protection and added peace of mind they deserve, NEA offers complimentary life insurance to Active, Staff, Reserve, and Life members. Complimentary coverage includes

- Up to \$1,000 of term life insurance
- Up to \$5,000 of accidental death and dismemberment (AD&D) coverage
- \$50,000 of AD&D insurance for any covered accident that occurs on the job or while serving as an association leader
- \$150,000 of life insurance for unlawful homicide while on the job

For more information, visit [neamb.com/products/nea-complimentary-life-insurance](http://neamb.com/products/nea-complimentary-life-insurance).



# VISIT [CEA.ORG/DISCOUNTS](http://CEA.ORG/DISCOUNTS)



# RESOURCES JUST FOR YOU

Teaching comes with tremendous rewards but also high expectations and demands. CEA helps you manage them all.

**TEACHER EVALUATION MADE SIMPLE** This easy-to-use, informative guide keeps you up to date on the state's teacher evaluation requirements. Updated yearly, it provides practical tips and strategies for achieving a proficient or higher rating in your evaluation. Download the guide at [cea.org/new-teacher-resources](http://cea.org/new-teacher-resources).

**NEW TEACHER GUIDE** CEA's New Teacher Guide offers valuable insights and best practices for everything from classroom management to successfully navigating teacher-parent conferences. The guide will help you develop the skills and confidence you need to become the best teacher you can be. Download the guide at [cea.org/new-teacher-resources](http://cea.org/new-teacher-resources).

**NEW TEACHER NEWS** CEA's New Teacher News gives early career educators important tips, information, and resources to help them succeed. Watch for it in your inbox and online at [cea.org/publications/new-teacher-news](http://cea.org/publications/new-teacher-news).

**CEA ADVISOR** Published seven times a year, CEA's award-winning publication celebrates our members, reports on their challenges and accomplishments, delivers education-related news, and reports on the association's goals and achievements. Stay up to date at [cea.org/publications/cea-advisor](http://cea.org/publications/cea-advisor).

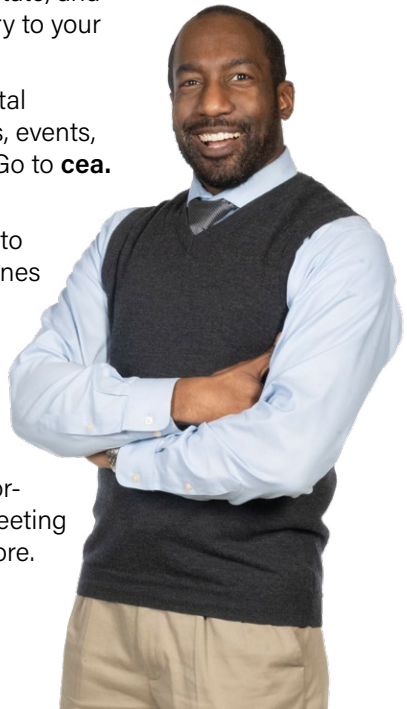
**CEA DAILY** Your source for time-sensitive offers, announcements, and important education developments at the local, state, and national levels. Sign up for daily or weekly delivery to your inbox at [cea.org/daily](http://cea.org/daily).

**CEAGO** Delivered directly to your inbox, our digital newsletter covers legislative and education news, events, member benefits, and more. Never miss a beat. Go to [cea.org/publications/cea-go](http://cea.org/publications/cea-go).

**CT ED WATCH** Your time is valuable. Subscribe to [ctedwatch.org](http://ctedwatch.org) and get all your education headlines in one place.

**TWO T'S IN A POD** Available wherever you get your podcasts, hear interviews with educators, elected officials, and others who help shape public education in Connecticut.

**BUILDING REP NEWS** A digital newsletter tailor-made for school union leaders with 10-minute meeting ideas, printable tips and announcements, and more.



# LOCATIONS AND MORE

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## CEA Locations

### **Main office**

Capitol Place  
21 Oak Street, Suite 500  
Hartford, CT 06106  
860-525-5641

### **Norwich office**

77 E. Town Street  
Norwich, CT 06360  
860-691-5031

### **Trumbull office**

799 Silver Lane  
Trumbull, CT 06611  
203-378-2101

### **Waterbury office**

228 Meadow Street, Suite 301  
Waterbury, CT 06702  
203-465-7044

### **Windsor office**

80 Lamberton Road  
Windsor, CT 06095  
860-688-6214

## Departments and Services

### **Executive Office**

860-725-6345

### **Affiliate Services and Member Training**

860-725-6387

### **Communications and Member Benefits**

860-725-6383

### **Finance, Technology, and Building Operations**

860-725-6336

### **Human Resources**

860-725-6303

### **Member Legal Services**

860-725-6359

### **Policy, Research, and Government Relations**

860-725-6340



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