

# BLOOMFIELD EDUCATION ASSOCIATION



WHAT YOUR  
ASSOCIATION  
WILL DO FOR  
YOU!

# What do you know about teachers unions?





# THE UNION PAY ADVANTAGE



Our mission is to advocate for education professionals and to unite our members and the nation to fulfill the promise of public education to prepare every student to succeed in a diverse and interdependent world.



**KATE DIAS**  
CEA President



**JOSLYN DELANCEY**  
CEA Vice President



**STEPHANIE WANZER**  
CEA Treasurer



**GAIL JORDEN**  
CEA Secretary

As Connecticut's largest and strongest union of certified educators, CEA makes the biggest difference in the lives of our teachers, the success of all students, and the quality of the public education. We empower teachers so that they can excel at educating all students. CEA champions competitive salaries and benefits, well-resourced classrooms, and safe, healthy schools to attract and retain the best teachers. We protect the rights of educators with expert representation.



The Bloomfield Education Association is more than just a group of teachers, it's a family of educators who stand up for public education and for each other. Together, we share ideas, lend support, and work to make sure every student in Bloomfield gets the best education possible.



**Gail Jordan**  
**President**



**Marissa Mancini**  
**Vice President**



**Melinda Mellady**  
**Membership  
Chair**



**Katrina Kucinkas**  
**Grievance Chair**



**Lynne Dumas**  
**Secretary**



**Lynn DeBlasio**  
**Treasurer**

# Gail Jordan

PRESIDENT

LITERACY COACH AT METACOMET



MY ROLE AS UNION PRESIDENT IS TO ADVOCATE FOR OUR MEMBERS AT ALL LEVELS. I SUPPORT MEMBERS IN DISCIPLINARY MEETINGS, MEET MONTHLY WITH OUR BUILDING REPS TO HEAR THE SUCCESSES AND STRUGGLES OF EACH BUILDING, AND ENSURE THAT OUR CABINET KNOWS WHAT IS HAPPENING IN OUR SCHOOLS. IN THIS WAY I MAKE SURE WE HAVE THE SUPPORTS WE NEED TO PROVIDE FOR OUR STUDENTS.

# **Marissa Mancini**

**VICE PRESIDENT**

**PRE-K TEACHER AT WINTONBURY**



**I WORK CLOSELY ALONGSIDE OUR PRESIDENT BY SUPPORTING MEMBERS AS THEY NAVIGATE A VARIETY OF ISSUES. PREVIOUS TO BEING VICE PRESIDENT, I WAS A BUILDING REP FOR 6 YEARS WHICH HELPED ME LEARN THE INS AND OUTS OF OUR CONTRACT. I HAVE PARTICIPATED ON THE CONTRACT NEGOTIATIONS TEAM AS WELL AS THE GRIEVANCE COMMITTEE. I'M PASSIONATE ABOUT ADVOCATING FOR TEACHERS!**

# Melinda Mellady

MEMBERSHIP CHAIR

PRE-K TEACHER AT WINTONBURY



I AM RESPONSIBLE FOR HELPING NEW HIRES JOIN THE NATIONAL, THE STATE AND OUR LOCAL UNIONS! THROUGHOUT THE SCHOOL YEAR, I ENCOURAGE MEMBERS TO JOIN AND HELP THEM UNDERSTAND OUR UNION AS WELL AS THE GREAT BENEFITS THE UNION BRINGS ONCE YOU BECOME A MEMBER!

# **Katrina Kucinskis**

**GRIEVANCE CHAIR**

**6TH GRADE TEACHER AT ARACE**



**I AM RESPONSIBLE FOR OVERSEEING THE PROCESS OF ADDRESSING AND RESOLVING EMPLOYEE COMPLAINTS AND GRIEVANCES. I DO MY BEST TO ENSURE THAT ALL COMPLAINTS ARE HANDLED IN A FAIR, UNBIASED MANNER AND IN ACCORDANCE WITH THE CONTRACT BETWEEN THE BEA AND BOE. ADDITIONALLY, WHEN NECESSARY, I WILL FACILITATE MEETINGS BETWEEN PARTIES INVOLVED, MEDIATES DISPUTES, AND DOCUMENTS THE OUTCOMES OF EACH GRIEVANCE PROCESS.**

# Lynne Dumas

SECRETARY

MATH INTERVENTIONIST AT LAUREL



MY ROLE IS TO ADVOCATE FOR OUR MEMBERS: BY ATTENDING UNION EVENTS, GETTING IMPORTANT INFORMATION TO MEMBERS AND WORKING HARD TO GET ANSWERS TO THEIR QUESTIONS. I ATTEND ALL MEETINGS AND TAKE MINUTES TO ENSURE THAT OUR INFORMATION REMAINS ACCURATE. I ALSO SIT ON THE GRIEVANCE COMMITTEE AND WAS A MEMBER OF THE NEGOTIATIONS COMMITTEE.

# **Lynn DeBlasio**

**TREASURER**

**LITERACY COACH AT LAUREL**



**I SUPPORT ALL BEA MEMBERS FINANCIALLY THROUGH OUR DUES. I MAKE SURE OUR DUES ARE PAID AND REIMBURSE FOR EXPENSES FOR ACTIVITIES THAT AFFECT OUR MEMBERS. SOME EXAMPLES INCLUDE BREAKFAST AT CONVOCATION, OUR UPCOMING CONTRACT NEGOTIATIONS, SOCIALS AND MANY OTHER EVENTS/ACTIVITIES.**

# **Joe Zawawi**

**CEA UNISERV REP**



**I PROVIDE SUPPORT TO LOCAL PRESIDENTS AND ASSOCIATIONS AND WORK WITH BLOOMFIELD AND OTHER LOCAL ASSOCIATIONS ACROSS THE STATE. MY WORK INVOLVES ADVOCATING FOR TEACHERS AND BUILDING TEACHER POWER THROUGH VARIOUS MEANS SUCH AS ORGANIZING, COLLECTIVE BARGAINING, TEACHER ADVOCACY, POLITICAL ACTION, AND MEMBER MOBILIZATION. AN ACTIVE MEMBERSHIP IS A STRONG MEMBERSHIP!**

# Building Representative



## Wintonbury (Pre-K)

Lisa Thomas 2024-2025

Amy Lomnicky 2024-2026

## Laurel (Grades Pre-K – 2)

Rose Rose - 2024-2026

Melanie Gabel 2023-2025

## GEMS (Grades 6 – 12)

Amelia Dodd - 2024-2026

Thomas Rubino 2023-2025

## Metacomet (Grades 3 – 4)

James Verano 2023-2025

Elka Spencer 2023-2025

## Carmen Arace (Grades 5 – 8)

Jacqueline Springer 2024-2026

Cheryl Bleiler 2023-2025

## Bloomfield High School (Grades 9 – 12)

Ross Siegel 2023-2025

Jennifer Neal 2023-2025

Colleen McCaughey 2023-2025

Mary Jarvis 2023-2025

# We Advocate



- **CONTRACT NEGOTIATIONS**
- **GRIEVANCES**
- **MONTHLY MEETINGS WITH ADMINISTRATION**
- **GIVING YOU VOICE WITH LOCAL AND STATE LEGISLATORS**



# We Advocate

## WEINGARTEN RIGHTS

We strongly advise our members to ask for Association representation in any meeting with Administration that could result in disciplinary action against you. If you are being accused of a crime, contact CEA Uniserv Representative Joe Zawawi immediately at [joez@cea.org](mailto:joez@cea.org).

“If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my Union Representative be present at this meeting.”



# We Communicate



**Bloomfield Education Association**

18 likes · 41 followers



Liked Message Search



**Bloomfield Education Association**

HOME

LEADERSHIP

MEMBERSHIP INFO

CONTACT



- [WWW.BLMFLDEA.ORG](http://WWW.BLMFLDEA.ORG)
- BLOOMFIELD EDUCATION ASSOCIATION PAGE ON FACEBOOK AND IG
- MONTHLY UPDATES VIA PERSONAL EMAILS



bloomfieldeducationassociation

Following ▾

Message



20 posts

23 followers

10 following

**Bloomfield Education Association**

Labor Union

We are a member organization leading the voice for teachers in Bloomfield, Connecticut. Teacher advocates are student... more

# We Associate

- **SOCIALS**
- **COMMUNITY SUPPORT**
- **CHARITABLE DONATIONS**
- **SCHOLARSHIP**
- **CELEBRATIONS**



# We Educate

- MONTHLY 10 MIN. MEETINGS
- TEAM SUPPORT
- YOUNG AND UNION
- STAFF TRAINING ON TEACHER'S RIGHTS AND RESPONSIBILITIES, TEACHERS AND THE LAW, SPED ISSUES, DCF AND THE CLASSROOM



# Getting to Know Our Contract

- **PAGE 10 ARTICLE 6 PROTECTION - UNUSUAL INCIDENT REPORTS**
- **PAGE 11-13 ARTICLE 7 LEAVE POLICIES -**
  - **SICK LEAVE (15 DAYS) ONLY HALF DAY (3.4) OR FULL DAY (7.25)  
ANYTHING LESS DISCUSS WITH YOUR ADMIN. 5 CONSECUTIVE DAYS  
= DOCTORS NOTE**
  - **PERSONAL LEAVE (6 DAYS) MUST BE SUBMITTED MINIMUM OF 3  
DAYS PRIOR**

# Getting to Know Our Contract

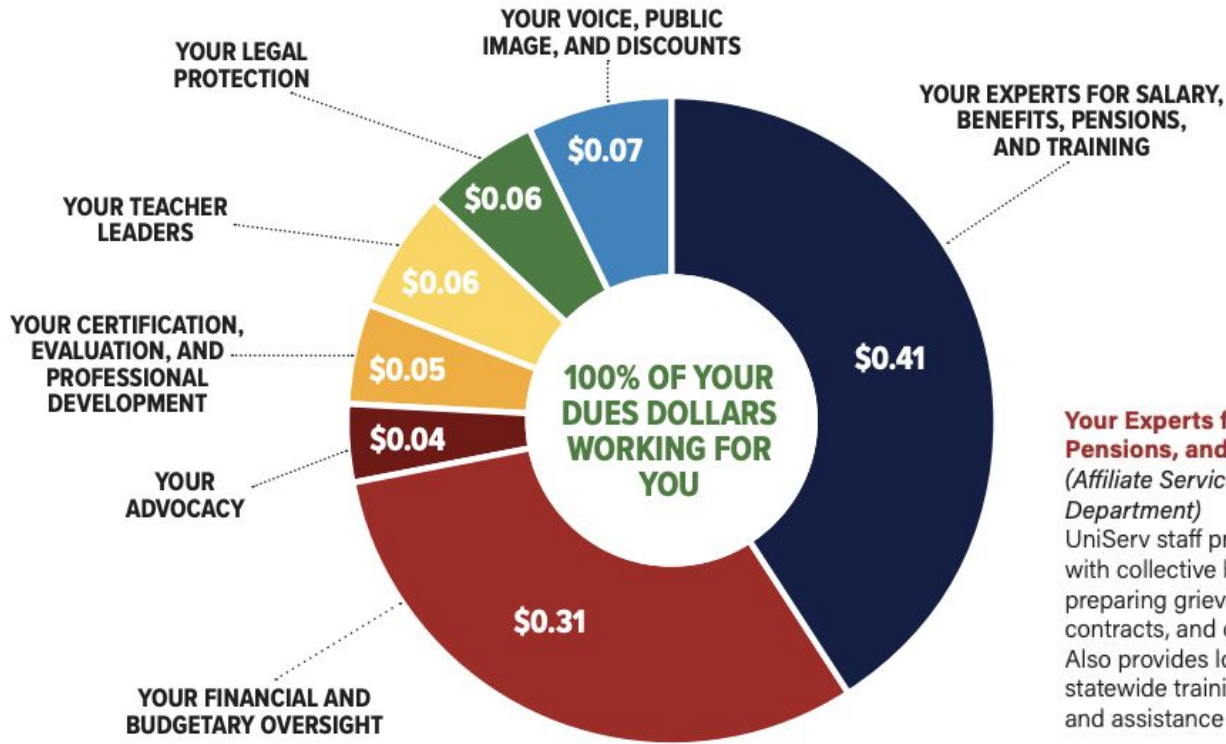
- **PAGE 19 ARTICLE 8 - WORKING CONDITIONS - WORK DAY**
  - **3 STAFF MEETINGS A MONTH**
  - **KNOW YOUR PREP TIME!**
  - **NEXT YEAR TEACHING ASSIGNMENTS NOTIFICATION BY JUNE 1**
- **PAGE 28 ARTICLE 8 SPED CASELOAD MAX 12 OR 16**
- **PAGE 31 ARTICLE 10 - COURSE REIMBURSEMENT**
- **PAGE 36 APPENDIX A1 - SALARY SCHEDULE**

# MEMBERSHIP ADVANTAGES

	CEA MEMBERS	NON-MEMBERS
<b>CONTRACT ADMINISTRATION</b>	✓	✓
<b>CEA REPRESENTATION AND LEGAL ADVICE</b>		
Statutory terminations	✓	
Nonrenewal hearings	✓	
DCF investigations	✓	
Workers' compensation	✓	
Unemployment	✓	
<b>PROFESSIONAL ISSUES</b>		
Advice on retirement	✓	
Advice on certification	✓	
Workshops, trainings, and professional development	✓	
Teacher guides and CEA publications	✓	
<b>ASSOCIATION GOVERNANCE RIGHTS</b>		
Ability to vote on collective bargaining agreement	✓	
Ability to elect local officers	✓	
Ability to hold Association officer positions	✓	
Eligibility to serve on CEA Commissions or Committees	✓	
Insurance coverage	✓	
\$1 million professional liability insurance	✓	
Complimentary life insurance	✓	
Accidental death and dismemberment coverage	✓	
Educators liability benefit	✓	
<b>MEMBERSHIP DISCOUNTS</b>		
Access to cost-effective homeowners insurance, auto insurance and other financial products	✓	
Discounts on cars, heating oil, travel, tires, groceries, school supplies, attractions, recreation, shopping, and more	✓	
Two free magazine subscriptions per year	✓	

# YOUR CEA DUES DOLLARS WORKING FOR YOU

Your dues dollars are NEVER given to political campaigns or candidates



## Your Experts for Salary, Benefits, Pensions, and Training

*(Affiliate Services and Member Training Department)*

UniServ staff provide support to locals with collective bargaining, organizing, preparing grievances, negotiating contracts, and contract enforcement. Also provides local, regional, and statewide training and offers information and assistance with teacher retirement.

## Your Financial & Budgetary Oversight

*(Finance, Technology, Building Operations, and Human Resources Department)*

Responsible for financial management, membership processing, property management, printing, purchasing, events planning, and IT maintenance and support.

## Your Voice, Public Image, & Discounts

*(Communications and Member Benefits)*  
Promotes the work of teachers through online, print, and TV advertising, videos,

email newsletters, social media, and website. Provides discounts and savings through CEA Member Benefits program.

## Your Certification, Evaluation, and Professional Development

*(Policy and Research Department)*  
Monitors trends that affect the teaching profession; develops policy recommendations; assists locals with teacher evaluation, certification and induction issues; provides professional development training; maintains teacher vacancy list; oversees CEA Student Program.

## Your Teacher Leaders

*(Governance Department)*  
Your teacher leaders on the Representative Assembly, Board of Directors, Executive Committee, standing committees and commissions, and other member involvement in policy development, services, and benefit programs.

## Your Advocacy

*(Government Relations Department)*  
Implements and advocates CEA's legislative agenda, and lobbies legislators.

## Your Legal Protection

*(Member Legal Services Department)*  
Represents members and locals before courts and administrative agencies in a variety of matters involving salaries, benefits and working conditions including workers' compensation claims, enforcement of arbitration awards, tenured teacher termination hearings, unemployment compensation claims, unfair labor practice charges, and DCF cases.





# Dues

## Amounts

- CEA \$514
- NEA \$219
- BEA \$173
- TOTAL DUES \$906/YEAR
- \$47.68 DEDUCTION EACH PAYCHECK  
FOR 19 PAYCHECKS



*Join now!*