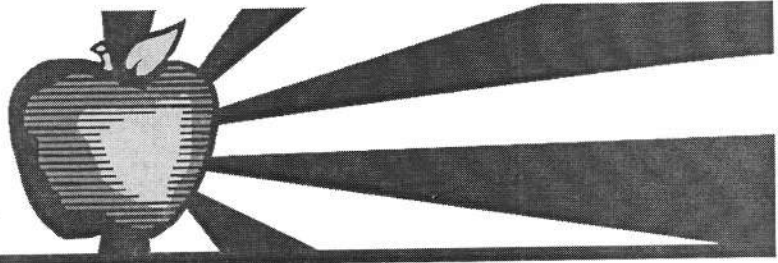


EHEA



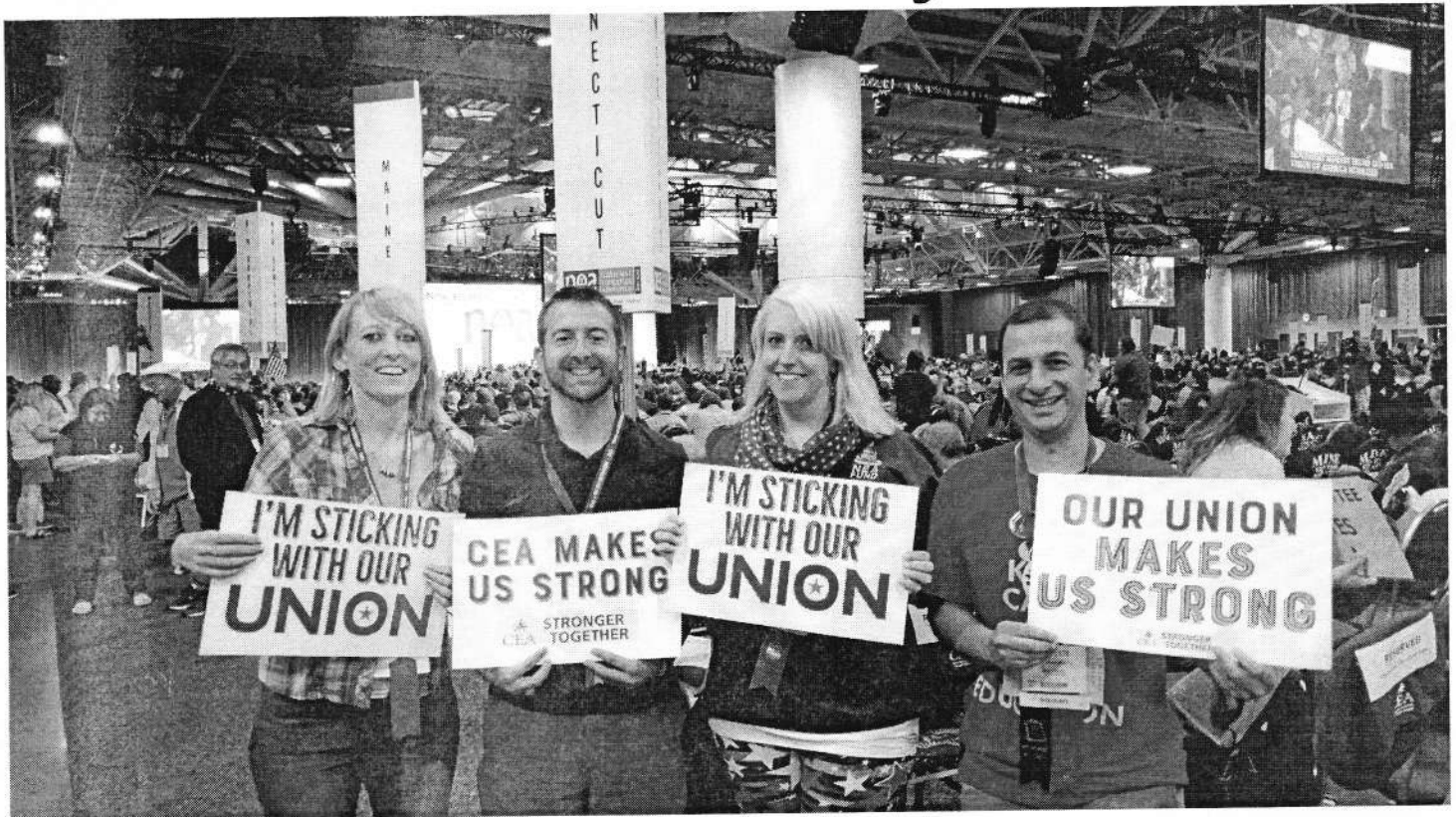
ORGANIZE

EDUCATE

INSPIRE

Union Updates

October 25th, 2018



Looking forward to a great year!

Introducing your 2018-2019 EHEA Team!

EHEA Executive Board

Annie Irvine (Langford)-President

Jill McNulty (CIBA)-Vice President

Stacy Constantine (O'Brien)-Secretary

Fil Pistoia (EHMS)-Treasurer

Patricia Reid (O'Brien) –Membership Chair

Mary White (Norris)-Grievance Chair

Paul Apostalon (EHHS) –Negotiations Chair

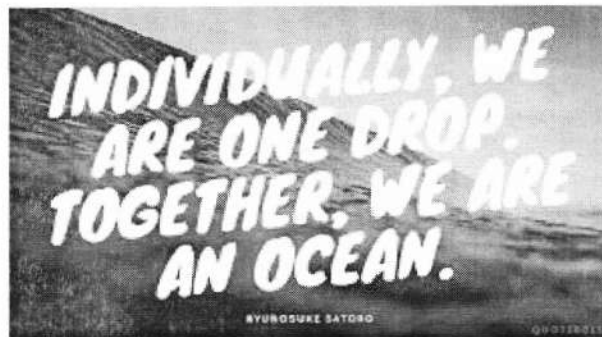
Kim Knapp (Pitkin)-Political Action Chair

Joe Bernabucci (Synergy)-Organizing Chair

Chris Sparks (EHHS)-Instruction and Professional Development Chair

Nicole Campbell (O'Brien)-Ethnic and Minority Affairs Chair

Marty Deren-CEA Uniserv Representative



EHEA Building/Dpt. Representatives:

A.J. LaPlant (Social Studies); Tom Dziekan (Math); Brian Barrington (Science)-EHHS

Joe Broaden-Synergy

Travis Marciniak-CIBA

Heather Krom-Woodland

Jess Patras (Support Services)-EHMS

Erica Courtemanche-Sunset

Lynn Peck-Langford

Vacant- O'Brien STEM Academy

Monique Butler-Norris

Vacant -Mayberry

Jen Soto & Anne Marie Reggio-Silver Lane

Lia Hickey-O'Connell East

Fran Geigle-O'Connell West

Melissa Morales-Reyes-Pitkin

Kim Chiger-Goodwin

Sloane Stefanik & Andrea Zgorski-Hockanum/ECLC

Roberta Collins (Elementary) & Janice May (Secondary)-Fine Arts Department

Carolyn O'Connor (Elementary) & Jorge Limeres (Secondary)-Physical Education Department

Interested in being a part of our team? Email Annie at eha.annie@gmail.com for more information! ☺

East Hartford Education Association
Fall Union Updates (*in lieu of General Meeting*)
October 25, 2018

I. Call to Order/Opening Remarks- Annie Irvine and Jill McNulty

II. Secretary's Report- Stacy Constantine

III. Treasurer's Report- Filomena Pistoia

VII. Standing Committee Reports

A. Negotiations- Paul Apostalon

B. Legislative/PAC- Kim Knapp

C. IPD-Chris Sparks

D. Grievance- Mary White

E. Membership-Patricia Reid

F. Ethnic and Minority Affairs-Nicole Campbell

G. Organizing-Joe Bernabucci

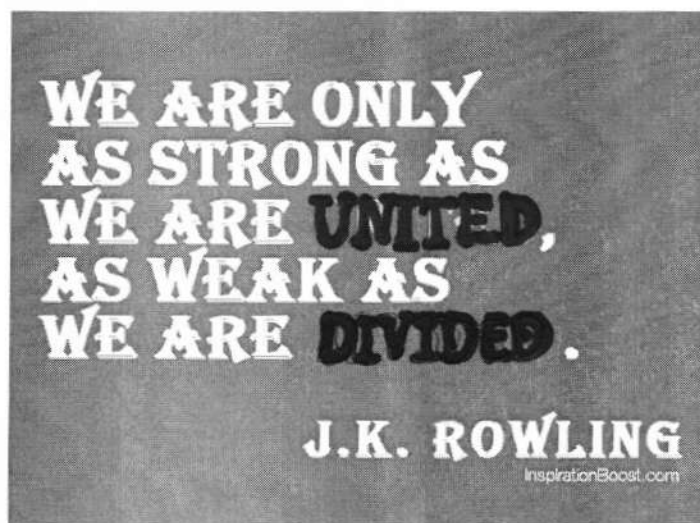
VIII. Unfinished Business -none

IX. New Business

A. New Contract Presentation

B. Good News in Schools (for website and BOE reporting)

X. Adjournment



President's Remarks

By Annie Irvine



Hello EHEA members, colleagues, and friends,

Thank you for allowing me the honor and privilege to continue serving as your EHEA President for the 4th consecutive year. I have served our Union for almost 15 years, and it is because I believe that when teachers lead on behalf of our profession, the school community benefits from our collective action. My vision is that all students and teachers have the tools and resources they need in order to be successful. EHEA will continue **organizing, educating, and inspiring** teachers to fight for what we know we need in order to achieve that vision.

One way for our union to better understand what our schools need to be successful is by getting out there and talking with you. I hope you see through these updates that EHEA is making an effort to know you, visit your schools, hear your perspective, and organize around issues that matter to YOU. I so much enjoy visiting schools and getting to know how we all bring our unique talents and strengths together to make our school community stronger. Thank you for being so welcoming and helping us get to know you better. You make us proud to serve!

EHEA Organizes!

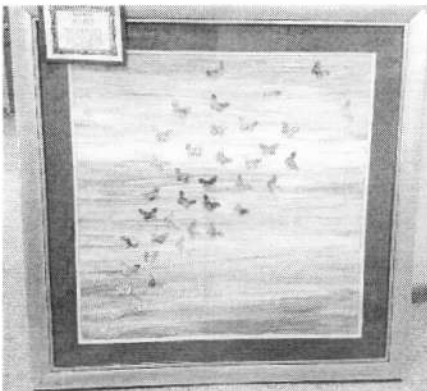
- After the Janus Supreme Court decision, agency fee was eliminated in July. Based on projected estimates, EHEA prepared for a loss of membership. However, we **maintained 100% of our East Hartford union members!** This is so important because union strength is in our numbers and our union dues are what help us to negotiate a fair contract. Thank you for sticking with us! ☺
- We are currently working on signing up new teachers to our district as EHEA members. Thank you to **Jen Soto, Joe Bernabucci, and Lisa Ouellette** for volunteering to help with this work! So far we have signed up **37 new members.** We still have **8 new teachers to sign up,** and we will finish this up in October.

EHEA Educates!

- EHEA in partnership with the CEA Aspiring Student Program will provide 3 fun events to **O'Brien STEM School!** College students from UCONN, Eastern, Western, Southern, Quinnipiac, and Central plan to beautify the school, facilitate Career Day speakers, and provide a fun academic day for students. Thank you to **Nicole Campbell** for helping to facilitate this!

EHEA Inspires!

- EHEA teachers rallied to support a colleague in need of sick days as she battles cancer. Thank you to all who have donated days for **Nichole Ryan.** If you would like to contribute, please contact your Rep.
- Thank you to **Jeannette Valenches** at O'Connell School for donating this beautiful artwork to the EHEA office! Her Kindergarten class used coffee filters to create colorful paper butterflies. How beautiful!



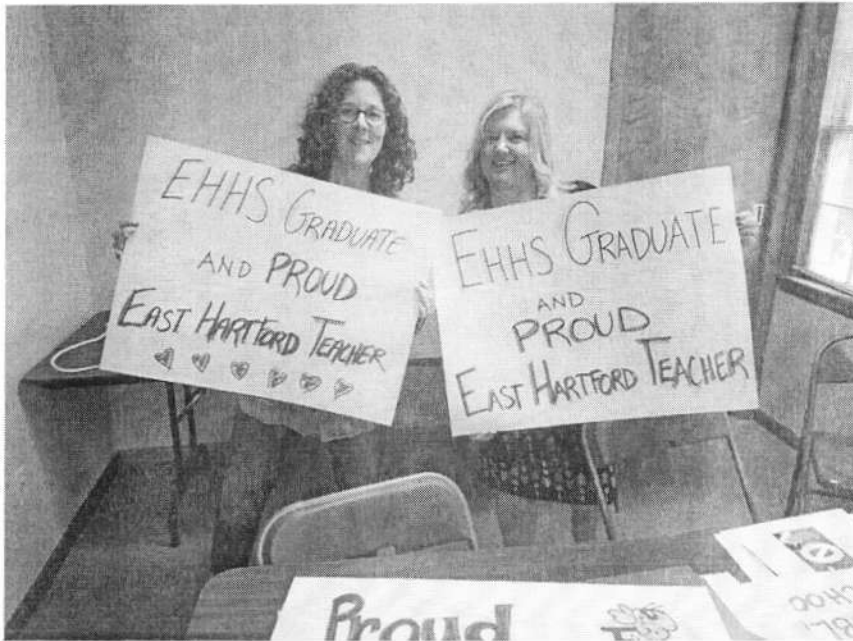
"Soar Butterflies"

May you soar this year!

Annie Irvine

Vice President's Report

By Jill McNulty



Hi, I'm Jill McNulty, history teacher at CIBA (and one great year at EHHS). I have been a proud EHEA member since 2000, but my EHEA roots go back to the late 1960s when my dad was EHEA President.

Attached you'll find information about the importance of union membership and union representation. Resources Include:

- "Strong Unions vs. Weak Unions"
- "Membership Advantages"
- "Top 10 Reasons to Belong to CEA"
- "Your Dues Dollars Working For You"
- "What Does Politics Have To Do With My Classroom?"

Take it from a history teacher – unions helped to build this country, unions help people to enter and stay in the middle class – even in these times of unprecedented wealth disparity - and unions are our best vehicle for protecting our students and our profession.

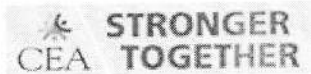
That's why we say **"Stronger Together"**!

STRONG UNIONS VS. WEAK UNIONS

Why it's critical to be part of your union

Standing strong together with CEA means higher wages, better benefits, and good working conditions for Connecticut teachers.

In places where anti-union forces are strong, teachers have been convinced to leave their unions, and in doing so have lost their collective voice, are underpaid, and have poor benefits and huge class sizes. Connecticut teachers share their stories about working in other states with weakened or no union support.



CONNECTICUT – STRONG CEA UNION

- ✓ Some of the highest teaching salaries in the nation
- ✓ Three-year contracts with salary schedules and wage increases
- ✓ Pensions to support teachers in retirement
- ✓ Substantial healthcare and other benefits
- ✓ Personal and sick days
- ✓ Teachers who take maternity or medical leave guaranteed an equivalent position when they return
- ✓ Additional pay for additional responsibilities, including coaching and supporting extracurriculars
- ✓ Class sizes usually under 30
- ✓ Students taught by certified, highly educated teachers
- ✓ Prep periods
- ✓ Free PD provided by district

PLACES WITH WEAK UNIONS

- ✗ Some of the lowest teaching salaries in the nation
- ✗ One-year contracts with no guarantees for future years' earnings
- ✗ No pensions, or pensions that only pay a small amount in retirement
- ✗ Poor quality healthcare and few other benefits
- ✗ No personal or sick days
- ✗ No guarantees for any teacher taking maternity or medical leave
- ✗ No additional pay for additional responsibilities
- ✗ Class sizes as large as 70
- ✗ Many students taught by substitutes without education degrees
- ✗ No prep periods
- ✗ No free PD opportunities

MEMBERSHIP ADVANTAGES	CEA MEMBERS	NON MEMBERS
Grievance assistance and contract administration	✓	✓
CEA representation and legal advice		
Statutory terminations	✓	
Nonrenewal hearings	✓	
DCF investigations	✓	
Workers' compensation	✓	
Unemployment	✓	
Professional issues		
Advice on retirement	✓	
Advice on certification	✓	
Workshops and trainings	✓	
Association governance rights		
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	✓	
Membership discounts		
Access to cost-effective homeowners insurance, auto insurance and other financial products	✓	
Discounts on cars, heating oil, retailers, tires, etc.	✓	
Two free magazine subscriptions per year	✓	

Top 10 Reasons to Belong to CEA

1 SOME OF THE HIGHEST TEACHER SALARIES AND BENEFITS IN THE NATION

CEA advocates for professional pay and good benefits. Connecticut teachers earn \$22,000 more than teachers in states with weak unions.

2 SECURE RETIREMENT BENEFITS

CEA fights to ensure a secure retirement for every teacher. That means protecting your retirement by ensuring the long-term solvency, stability, and benefit structure of the state teachers' pension fund.

3 LEGAL RESOURCES WHEN YOU NEED THEM

You have the power of CEA's legal team in your corner. CEA's legal experts are available to members at no cost for assistance with a wide range of issues that impact your career, including DCF investigations, unfair labor practices, dismissal cases, unemployment, and workers' comp.

4 PROTECTING YOUR FREEDOM AND RIGHTS

With CEA you have a voice to advocate for good salaries and benefits, smaller class sizes, fewer standardized tests, input into curriculum, safe buildings, and more. Protecting our rights means better working conditions for teachers and a better learning environment for our students.

5 PROFESSIONAL DEVELOPMENT AND LEARNING AT YOUR FINGERTIPS

CEA helps you be the best teacher you can be. CEA's Professional Learning Academy offers free professional development and learning opportunities aligned with Connecticut's professional learning standards to improve teaching practice and enhance student learning.

6 A COLLECTIVE VOICE FOR CHANGE

A strong, united CEA allows teachers to have a collective voice on issues that matter to their students, their classroom, and their profession.

7 CRITICAL RESOURCES TO HELP YOU IN AND OUT OF THE CLASSROOM

You are never alone. CEA has valuable resources to help you succeed in your classroom, in your career, and in your teacher evaluation. The Teacher Evaluation Made Simple guide provides specific, proven strategies to help you achieve a proficient or higher rating on your evaluation.

8 SAVINGS AND DISCOUNTS

Through CEA Member Benefits you receive exclusive discounts on insurance, cars, appliances, travel, attractions, sporting events, activities, and shops across the state, making it easy to keep more of your hard-earned money.

9 COMPLIMENTARY LIABILITY PROTECTION AND LIFE INSURANCE

CEA members and their families have insurance protection. NEA offers complimentary life insurance and professional liability insurance through the Educators Employment Liability (EEL) Program.

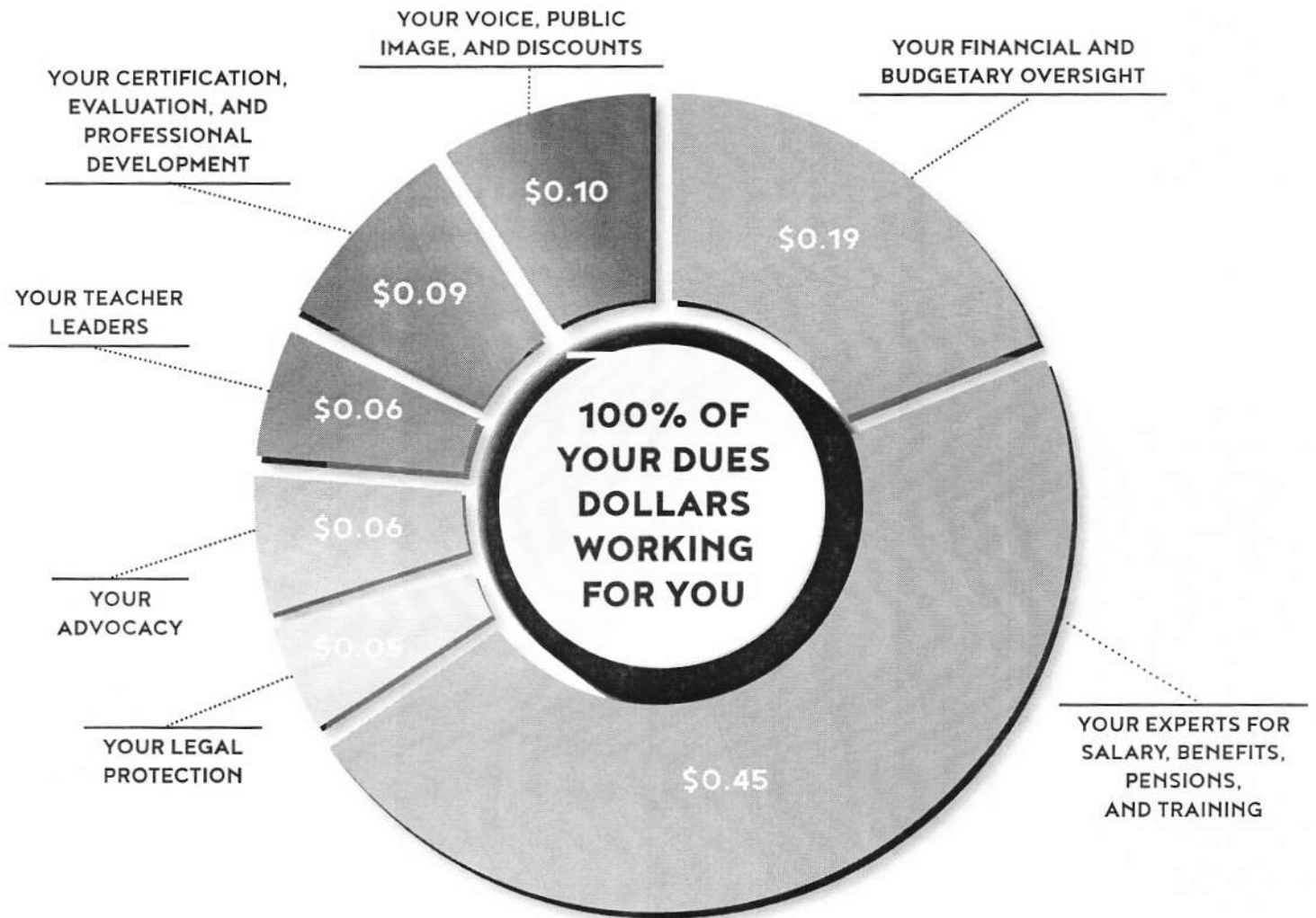
10 STRENGTH IN NUMBERS

When we work together, we can achieve great things. When we stand together, we are more effective advocates for our students and our profession. We are stronger together.

 **STRONGER TOGETHER**

YOUR 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 AND 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, AND 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.

WHAT DOES POLITICS HAVE TO DO WITH MY CLASSROOM? ACTUALLY, EVERYTHING.

The people you elect to lead your town, state, and nation make decisions that impact how you teach, what you earn, whether you can retire comfortably, and so much more. CEA also has a powerful influence on all of these factors.

YOUR SALARY	BOARD OF EDUCATION
HEALTH INSURANCE	BOARD OF EDUCATION
FMLA LEAVE	BOARD OF EDUCATION, STATE LEGISLATURE, GOVERNOR, FEDERAL GOVERNMENT
SCHOOL BUDGET	BOARD OF EDUCATION, MUNICIPAL GOVERNMENT, STATE LEGISLATURE, GOVERNOR
LENGTH OF SCHOOL DAY/YEAR	BOARD OF EDUCATION, STATE LEGISLATURE, GOVERNOR
DUE PROCESS FOR TERMINATION	STATE LEGISLATURE, GOVERNOR
RETIREMENT BENEFITS	STATE LEGISLATURE, GOVERNOR
TESTING	BOARD OF EDUCATION, STATE LEGISLATURE, GOVERNOR, FEDERAL GOVERNMENT
HIRING PRACTICES/TEACHING CREDENTIALS	BOARD OF EDUCATION, STATE LEGISLATURE, GOVERNOR
COMMON CORE	BOARD OF EDUCATION, STATE LEGISLATURE, GOVERNOR, FEDERAL GOVERNMENT
UNEMPLOYMENT AND WORKERS' COMPENSATION	STATE LEGISLATURE, GOVERNOR, FEDERAL GOVERNMENT

Secretary's Report

By Stacy Constantine

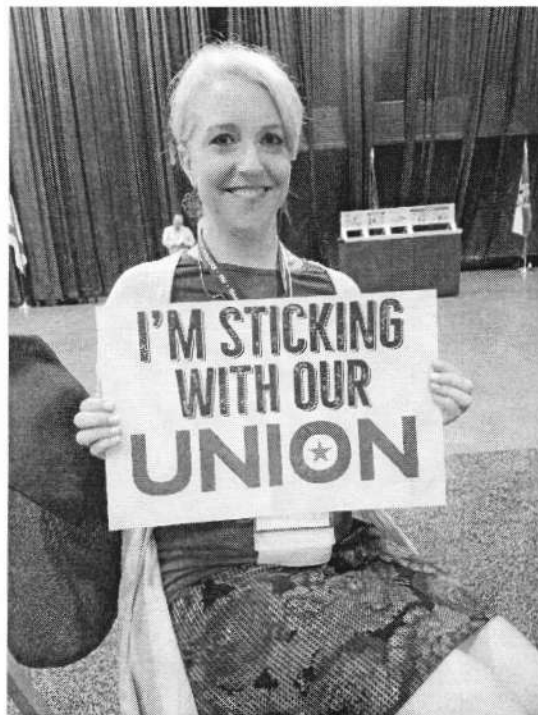
Hi! My name is Stacy Constantine, and I am a 5th grade teacher at O'Brien STEM Academy. I am also the Secretary for EHEA, and I just started my third year in this role.

The Secretary, as written in the EHEA constitutional bylaws, is charged with recording and submitting the minutes for each Executive Council and Representative meeting. The minutes from our last meeting in September are attached to this report.

On a state level, I serve as Hartford County's secretary and am a member of the CEA Political Action Committee.

In addition, I have attended the CEA and NEA Representative Assemblies over the past few years.

I can be reached if you would ever like copies of our meeting minutes. My e-mail address is: sconstantine@gmail.com.



EHEA-Rep Council Minutes September 13, 2018

Attendance: Annie Irvine, Jill McNulty, Stacy Constantine, Nicole Campbell, Chris Sparks, Mary White, Paul Apostalon, Joe Bernabucci, Patricia Reid, Tom Dziekan, Travis Marciniak, Kim Chiger, Lynn Peck, Tim Watt, Monique Butler, Lia Hickey, Fran Geigle, Melissa M-Reyes, Jennifer Soto, Erica Courtemanche, Joseph Broaden, Heather Krom,

I. Call to Order/Opening Remarks- Annie Irvine & Jill McNulty

- 4:05 PM
- Annie welcomed everyone back stating "you are the highlight of our schools"
- Mary White is our new grievance committee chair and Nicole Campbell is our new ethnic and minority affairs committee chair
- We are also welcoming new reps - Brian Bannington from the High School/ CIBA, Fran Geigle from O'Connell West

II. Secretary's Report – Stacy Constantine

- Last rep. meeting (May 17) was a social. Each executive member wrote up reports about the year
- Joe Bernabucci motions to accept the reports from May 17. Joe Broaden seconds the motion.

III. Treasurer's Report-Filomena Pistoia

- Absent
- Annie shared that our budget is doing well
- We do have an account set aside to pay for the arbitrator for binding arbitration

VII. Standing Committee Reports

A. Negotiations – Paul Apostalon

- We have not reached an agreement with the BOE and are going to arbitration.
- Paul shared the 10-minute building summary regarding where we are currently with negotiations.

B. Legislative/ PAC – Kimberly Knapp

- Absent
- Kim and Stacy are serving on CEA P.A.C. this year
- CEA is no longer doing endorsements for candidates. A report card for each candidate has been created and will be discussed at the County Forum at the Chowder Pot.

C. IPD – Chris Sparks

- Chris is on the district committee this year
- The main focus is usually the day of choice, but they are hoping to discuss more about TEVAL
- Some new items have been added to TEVAL this year.
- We need to look carefully at how we are being rated on 4C (communication and relationships with parents) and e-mail Chris what school you are at and what your school is having you do for the parental contacts goal
- If there are any issues, let Annie and Chris know, the first committee meeting is September 27

D. Grievance – Mary White

- Mary went to grievance training this summer and is really excited to get started
- Annie mentioned we will put a committee together with reps from all levels

E. Membership – Patricia Reid

- There are 42 new teachers this year
 - 33 new teachers have signed up for the union
 - CEA has offered to help reach out to teachers who have yet to sign up
- Cards and packets should be given to members in schools

F. Ethnic and Minority Affairs – Nicole Campbell

- Looking forward to getting started!

G. Organizing – Joe Bernabucci

- The new teacher luncheon did not go well.
- Thank you so much to those that helped run around and sign up new teachers that didn't make it to the lunch
- Annie shared that JANUS is going back to court regarding the drop period versus signing up every year

VIII. Unfinished Business

A. Classroom Safety Bill- update

- The bill was defeated last year due to the democrats not voting for it
- A task force was put together and CEA revised the bill. A new version will be coming out soon

IX. New Business

A. Heat In Schools

- Annie shared the 10 minute building summary about forming an EHEA Climate Committee
 - Members discussed concerns in a forum on Facebook
 - Annie reached out to Nate Quesnel and spoke at the Board of Ed meeting
 - 6 people have committed to being on the committee
- There are mildew and mold concerns at the high school
 - According to CEA, there are no guidelines for mild and mildew
 - Kim Chiger mentioned a couple of lawsuits that we could look into

B. CEA Student Program

- Last year, local colleges came to Langford for a beautification project
- They are looking to come back to East Hartford 3 times this year
 - One Saturday for a beautification
 - Friday, November 30 for an academic fair
 - Springtime for a career day
- If your school is interested, let Annie know

C. Silver Lane- Commissioner's Network Update

- O'Brien is in its last year and Middle School is in its 4th year
- Silver Lane is starting this year
- Marty and Annie are going to meet with Silver Lane teachers on Thursday

D. Hartford County Forum – Chowder Pot, Wed. 10/17/18, 4:30 Registration

E. General Meeting & Rep Council – Thurs. 10/25/18 @4:00 *EHEA office*

- Section 4.7C

X. Adjournment

- 5:15 - Motion made by Chris Sparks and seconded by Kim Chiger

Treasurer's Report
By Filomena Pistoia



Attached is the excel sheet on the budget for October 2018. Two expenditures that seem high would be the telephone and NEA Convention. The telephone line item contains previous fiscal year amounts, which were paid after July 1. The NEA Convention does not include monies for lodging and ground expenses. Those were paid in late June to Representatives Ouellette and Constantine, and were recorded in the 2017-2018 fiscal year.

- Website Maintenance will be included in the Contingency category
- The New Teachers' Luncheon is not reflected in the excel sheet, since we use a different savings account for that. The total was \$1,021.91 due to a higher than average number of new teachers to the district.
- Account lists and balances will be available to Reps. at our next November Representative Council.

Respectfully submitted,

Filomena Pistoia

	Budgeted	Expended	Balance
Administrative Operations			
Bank Service Charge	\$50.00	\$0.00	\$50.00
Building Maintenance	\$300.00	\$0.00	\$300.00
Condo Fee	\$2,400.00	\$0.00	\$2,400.00
Copier	\$2,200.00	\$613.04	\$1,586.96
Electricity	\$2,300.00	\$591.81	\$1,708.19
Gas Heating	\$1,850.00	\$271.80	\$1,578.20
Insurance	\$1,200.00	\$940.00	\$260.00
Mortgage	\$7,848.00	\$2,616.00	\$5,232.00
Payroll (including honoraria)	\$30,000.00	\$835.09	\$29,164.91
Payroll Service	\$1,000.00	\$0.00	\$1,000.00
Phone (cellular and office)	\$3,000.00	\$1,054.00	\$1,946.00
President's Release Time	\$37,500.00	\$0.00	\$37,500.00
Property Taxes	\$4,000.00	\$1,966.22	\$2,033.78
Supplies	\$1,200.00	\$0.00	\$1,200.00
Total	\$92,300.00	\$8,887.96	\$83,412.04
Professional Development			
CEA Convention	\$800.00	\$0.00	\$800.00
CEA Leadership Workshops	\$500.00	\$0.00	\$500.00
CEA Summer Leadership	\$1,200.00	\$0.00	\$1,200.00
NEA Convention	\$4,000.00	\$2,019.85	\$1,980.15
State Meetings	\$500.00	\$0.00	\$500.00
Total	\$7,000.00	\$2,019.85	\$4,980.15
Contract Maintenance			
Grievance	\$2,500.00	\$0.00	\$2,500.00
Negotiations	\$2,500.00	\$1,179.55	\$1,320.45
Total	\$5,000.00	\$1,179.55	\$3,820.45
PR, Legislative, Scholarship			
EHEA-PAC	\$1,000.00	\$0.00	\$1,000.00
Public Relations/Social	\$1,200.00	\$193.91	\$1,006.09
Scholarships	\$2,000.00	\$0.00	\$2,000.00
Total	\$4,200.00	\$193.91	\$4,006.09
Contingency Total	\$1,296.00	\$125.00	\$1,171.00
GRAND TOTAL	\$109,796.00	\$12,406.27	\$97,389.73

Negotiations Report

By Paul Apostalon

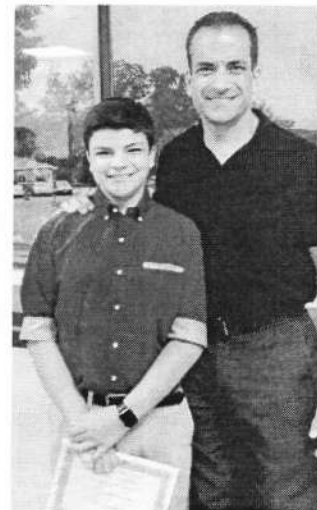
The Negotiations team worked tirelessly through the spring and summer to negotiate with representatives from the Board of Education the contract that will run from July 1, 2019 until June 30, 2022. This was certainly no easy task. Many of our proposals met with resistance from the Board's representatives. With no agreement in place through the face-to-face negotiations, the process brought us into mediation and again, no agreement. Therefore, our only recourse was to go into binding arbitration.

Each side selected an arbitrator as well as a neutral arbitrator. At the eleventh hour before the hearings were scheduled to begin, both sides were able to agree to the terms of the contract put in front of you today. Since we did enter the arbitration phase of the process, we are technically **awarded** this contract, so our membership does not vote on the award. Rather we now wait for the Town Council to review the arbitrated award for approval.

I would like to thank the members of the negotiations team who volunteered so much of their time this year to this process:

Jill McNulty
Mary White
Kim Knapp
Cristina Santos
Lynn LePape
Joe Bernabucci
Claire Newman

Respectfully submitted,
Paul Apostalon



Legislative/PAC Update

By Kim Knapp



Become an Educated Voter!

As your EHEA Political Action Chair and a member of the CEA Political Action Committee, I am delighted to share information that will hopefully encourage and empower you to vote in the upcoming election. In order to be the best advocates for our students, schools, and profession, we must be well informed about issues that affect public education. Also, we need to know which candidates/legislators will be our supporters, our champions of education. Once identified, getting them elected to office is crucial.

The Connecticut Education Association has created **a new process** to help inform us. They have replaced the candidate endorsement process with a **new Legislative Report Card and Honor Roll** system. Now all candidates will earn a grade based on their responses to a questionnaire, an interview, and for incumbents, their voting record. Candidates with the highest scores and/or who have demonstrated a commitment to education, have earned Honor Roll status. This new process is **transparent** and **based on facts**. You, the voter, have the ability to see how each candidate feels and votes on issues that impact public education. For more information:

- Visit cea.org/reports to check the report cards for all CT candidates.
- Also, check out the October-November edition of the *CEA Advisor* to see which candidates made CEA's Honor Roll.

I hope that you are as impressed with this new process as I am. I hope that you walk into the voting polls more informed and energized to make a commitment to support those who support us, our students, and our schools. Thank you for all that you do!

**Please Vote
On
Tuesday, November 6th!!**



Retired Teachers Ask Pointed Questions of Two Gubernatorial Candidates

by Christine Stuart | Oct 23, 2018 2:02pm

SOUTHINGTON, CT — The two major party candidates were given the questions in advance, but that didn't change the answers either candidate gave regarding the teacher's retirement system.

Republican gubernatorial nominee Bob Stefanowski told nearly 300 retired teachers that he has no intention of changing their current retirement benefits, but if they wanted to take a lump sum buyout or switch to a 401K plan they would have that option if he's elected governor.

"I would hope some teachers would opt into a 401K plan, I think that would help," Stefanowski said. "The bigger thing is to find the revenue streams up in Hartford to live up to our part of the deal."

At a forum hosted by the Association of Retired Teachers of Connecticut Stefanowski said he would maintain the current pension and health benefits promised to retirees.

Stefanowski and his Democratic opponent, Ned Lamont, agreed on this point, but differed on how exactly they would do that and how it would impact current teachers. Oz Griebel, an unaffiliated petitioning candidate, was not invited to participate.

"The best way to do that is to cut taxes and get this economy moving," Stefanowski said. "It's gonna provide more income, more jobs ... this state's going to feel like an entirely different place. We can use that to fund all the outstanding liabilities we have."

The annual contribution to the Teachers Retirement System is about \$1.3 billion, but it could top \$6.2 billion by 2032 due to years of underfunding. Connecticut didn't start setting aside money to pay for teachers until around 1982.

The pension fund, according to the last valuation has enough assets to cover 56 percent of its long-term obligations.

Another complication is that in 2008, Connecticut borrowed \$2 billion to shore up the fund. The bond is expected to be paid off by 2033. When that borrowing was approved Connecticut pledged in a bond covenant to contribute the annual payment to the fund for 25 years.

Only in extreme circumstances would Connecticut be allowed to skip the payment.

Stefanowski's pronouncement that the first thing he would do if elected would be to declare a "fiscal emergency" was concerning to retirees, who fear it would be used as a way not to make the contribution.

Democratic gubernatorial nominee Ned Lamont said he would make the annual required contribution to the pension fund and he doesn't think that's a promise Stefanowski can make if he's planning on eliminating the income tax.

Eliminating more than 50 percent of the state's revenue stream while continuing to meet all of Connecticut's current obligations is impossible, Lamont said. He said Stefanowski hasn't said where he would cut spending to make up for the loss in revenue, so the only thing the public can do is speculate where spending would be cut in his administration.

"What I can promise you is I want to put the state Lottery into the teacher's pension fund," Lamont told the retired teachers.

He said the lottery revenue will help shore up the pension fund, which is underfunded by about \$13 billion. He said they also need to increase the investment returns the fund gets.

Lamont said if the private sector had failed to make the contribution to the state pension fund they would have gone to jail.

Lamont said if Stefanowski eliminates all the taxes he wants to eliminate, "you know who is going to be paying for that?"

The retired teachers responded "we are."

Stefanowski renewed his pledge to eliminate the income tax over eight years.

"Even if you don't believe I could do that, which would you rather have as your next governor: someone who is one the record saying he's going to raise taxes or someone like me who is

going to come in and work 24 hours a day, seven days a week to get this tax rate down and get more money in your pockets?" Stefanowski said Tuesday to a small smattering of applause.

He also mentioned the eliminating the estate tax, which he realized after explaining his reasoning likely didn't impact any of the retired teachers in the room.

Lamont told the crowd they need a governor who is going to honor his commitments and make the pension payments on an annual basis.

Lamont said he didn't think it was fair that active teachers were asked in 2017 to increase their contribution to the pension from 6 percent to 7 percent.

"I thought that was lousy what they did to you last time," Lamont said. "They charged you another percentage point that doesn't even go to shore up the pension fund."

Lamont said he would honor the commitment the state has made to retired teachers.

As for those 401Ks? "If I were you I'd stick with the defined benefit plan," Lamont said to applause.

Lamont said he's the only candidate in the race that believes in labor and the right to organize.

The teachers who attended the event pointed out that during the Republican primary Stefanowski was grateful for the U.S. Supreme Court decision in *Janus v. AFSCME*.

Video of Stefanowski at a candidate forum shows him saying "When I saw that decision come through I was clicking my heels three times. It's going to make government roll a lot more easy."

Stefanowski said the conversations he's had with rank-and-file union members is very reasonable.

The retired teachers also wanted to know about Stefanowski's relationship with President Donald Trump.

Stefanowski said Trump tweeted an endorsement of him after he won the five-way Republican primary and that's the extent of their relationship.

"Anytime you get endorsed by the President of the United States, I think you have to respect the office. It was a pretty neat thing," Stefanowski said.

"I like what he's done for the economy. Think about what he's done. He's put America first," Stefanowski said to grumblings from the audience.

Stefanowski asked them to let him finish.

"He's lowered taxes. The national economy grew at 3 percent in the first quarter," Stefanowski said.

Regarding the "social side," Stefanowski said he has three daughters and "I don't like the rhetoric. I don't like the tone. I don't like the content. I don't think my daughters should be listening to that."

It's the first public appearance Stefanowski since last week's debate.

Stefanowski, a political newcomer who hadn't voted in 16 years before deciding to run for governor, and who thumbed his nose at the Republican nominating process, is climbing in the latest poll.

In a three-way contest, Stefanowski received 36.1 percent of the vote, Lamont received 39.5 percent of the vote, and Griebel received 8.4 percent of the vote. Lamont's 3.4 percent lead over Stefanowski is within the 4.32 percent margin of error.

The Sacred Heart University [poll](#) of 501 voters was conducted between Oct. 13-17.

Connecticut Education Association Statement



OCTOBER 12, 2018

Stefanowski's Economic Plan Would Cut Education Funding, Hurt Students

Fraudulent scheme has caused disaster elsewhere

The Connecticut Education Association is calling on Republican gubernatorial candidate Bob Stefanowski to use the occasion of his rally tomorrow at Pomperaug Regional High School in Southbury to renounce his proposals that would result in massive cuts to education.

"The impact of Stefanowski's policies would be devastating to Connecticut," says CEA President Jeff Leake. "He is proposing the same plan that failed miserably in Kansas, and it's wrong for him to campaign at a school while proposing policies that hurt public education."

Stefanowski paid \$75,000 to consultant Arthur Laffer for his budget plan, the same amount that Kansas Governor Sam Brownback paid for the identical Laffer plan that devastated the schools and economy of Kansas. Forbes magazine has noted that the Laffer plan hurt economic development, worsened the deficit, and resulted in massive cuts to education and critical services.

In Connecticut, Stefanowski's Laffer plan would eliminate nearly \$10 billion in state income tax revenue. The plan claims the lost revenue will reappear as if by magic, but it has been proven to be a fraudulent scheme that results in devastating cuts to education, seniors, and other critical needs.

"Without those funds, Connecticut would face the largest reductions in state support for education in history, leading to massive property tax increases and drastic cuts to our schools," says Leake.

"Connecticut can't afford a governor whose plans would devastate our schools, cities, and towns, jeopardizing the future for everyone in Connecticut—students, seniors, and families," Leake says. "We need a governor who will safeguard the education of all children and maintain critical services for families."

At recent debates, Stefanowski refused to comment on the failure of the Laffer plan, saying only that "Connecticut is not Kansas." CEA says that comment is not sufficient.

"We must make sure that Connecticut never becomes Kansas and that the Laffer plan never has the chance to drag our state down," says Leake.

Get the facts on where Connecticut's gubernatorial and legislative candidates stand on the issues at www.cea.org/reportcard.

Professional Development/TEVAL Update

By Chris Sparks



This year I have really focused on trying to ensure that our Teval procedure is operating fairly and according to East Hartford and state regulations for all teachers. I have been working with CEA to make sure that our plan is being followed, specifically with regards to SLOs, accompanying IAGDs, and the parent feedback component.

Earlier this year, I asked all building reps to submit copies of their individual building plans for teacher-parent engagement. While I did not receive nearly as much feedback as I had hoped for, several buildings contacted me with problematic parent feedback policies, and I am happy to report that we were able to work with administration to find solutions that make sense for teachers as well as parents. Another recurring issue I have dealt with is the idea that administrators can set goals or targets for proficiency for teachers. To be clear, they cannot. All of these things must be mutually agreed upon, and several teachers have declined IAGD/growth target-requests by supervisors and have been able to mutually agree upon more realistic and meaningful goals and targets.

Moving forward, I really hope that teachers and building reps will continue to reach out to me at cssparks33@gmail.com with any and all Teval issues. Even now that goals have been submitted, we can use the midyear reviews to correct possible Teval concerns, and for next year, I hope to be able to offer a workshop on goal setting at the beginning of the year.

TEACH THE TRUTH. TEACH FOR EMPOWERMENT. **TEACH THE VOTE.**

Our democracy depends on the next generation of voters and voting advocates. Empower your students by teaching them the many ways their ideas can be heard this election season—and beyond. Our nonpartisan suite of materials includes:

- ⊖ Civics education lessons
- ⊖ Professional development resources
- ⊖ Tools for hosting a voter-registration drive
- ⊖ A quiz on the history of voting
- ⊖ Pledges for both students and families to use their voices or votes

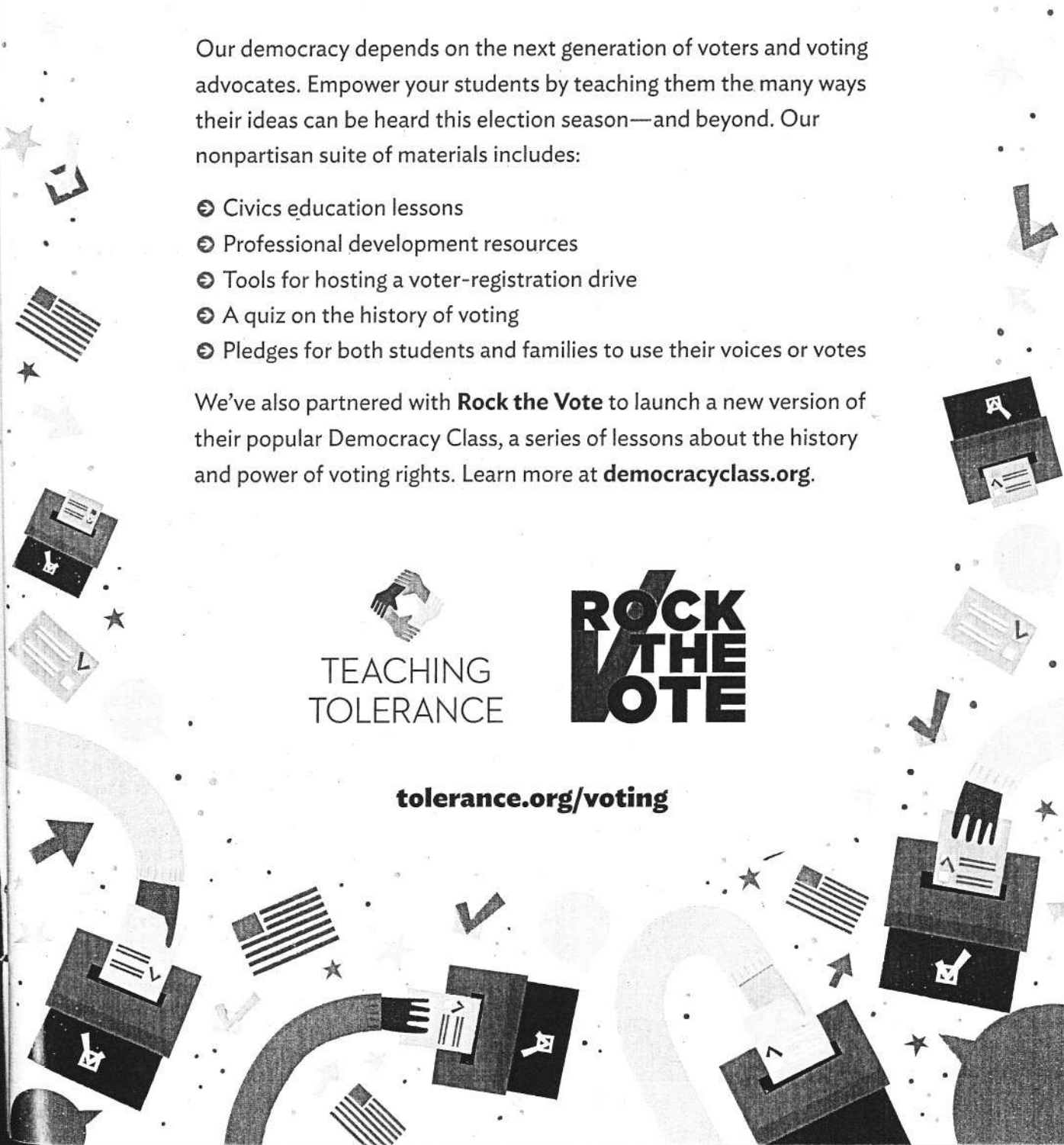
We've also partnered with **Rock the Vote** to launch a new version of their popular Democracy Class, a series of lessons about the history and power of voting rights. Learn more at democracyclass.org.

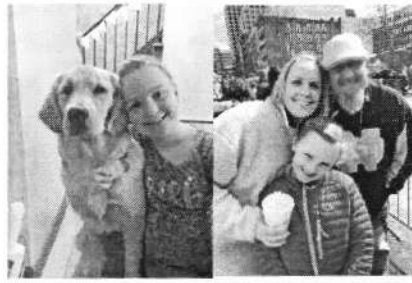


TEACHING
TOLERANCE

**ROCK
THE
VOTE**

tolerance.org/voting





Hello EHEA colleagues and friends,

10/21/2018

My name is Mary White and this is my 17th year teaching in East Hartford. I am excited to be taking on the new role of Grievance Chair for EHEA. I went to a two day Grievance Training Workshop this summer hosted by CEA to learn all about the process. I was the Union Rep. at O'Brien for 3 years. I was also a member of the Negotiations Team for the new contract. I have taught Kindergarten, 1st, 2nd, 3rd, 4th and was also a Reading Coach for 4 years. I have one child of my own, Colleen who is 9 years old. She is the love of my life and fills my life with so much joy and happiness!! I also have an adorable Golden Retriever named Rosebud, she keeps me on the move!

My role as Grievance Chair is to administer the grievance procedure provided in our contract. The committee members and I work on settling issues that may arise that break the contracted agreement. When issues arise there are multiple levels that we have to go through; refer to pages 23-27 of our current contract for a detailed description of our grievance procedures. As the chair of this committee my role is to be the EHEA President's designee for the purpose of pursuing any grievances in which the Association is the aggrieved.

The committee and I have been working to resolve some issues that have been brought to our attention regarding TEVAL and work load at a few of the schools in our district. Throughout the year we will continue to meet and work on ways to resolve issues that violate our contracted agreement. It is important to know and understand your rights as an EHEA member. I have included a quick checklist below about what a grievance is. On the next page is a list of scenarios. Can you figure out if each is a gripe or a grievance? **Send me a message for the answers to see if you're right!**

It is a Grievance if;

- It's a violation of the contract (**read over your contract, know your rights**)
- It's a violation of a law
- It's a violation of past practice
- It's an essential area of employer responsibility (health or safety)
- It's unequal treatment compared to the ways other employees are treated

Please feel free to contact me with questions or concerns through e-mail canwild98@yahoo.com or by phone 860-604-8090. I hope you have a great year!

Mary White

1st Grade Teacher

Anna Norris Elementary

Is It a Gripe or a Grievance? How do you know?

Read the statements below and decide if this would be a gripe or a grievance. Use your 2016-2019 contract to help you decide.

	Gripe	Grieve
A supervisor is scheduling meetings during lunch time and saying it's optional to attend.		
The district changed to white boards this year and a teacher prefers chalkboards.		
A member requested to use paid leave to attend his brother's wedding. The request was denied. He took two days off and was docked two days pay.		
A teacher is 30 minutes late to school and receives a 1-day suspension (this is her first time being late).		
The copiers in the workroom and office broke and the district said they won't allow replacement purchases.		
There were a lot of snow storms and the end of school date has been pushed back. This conflicts with a non-refundable vacation you booked.		
A teacher receives critical remarks in an evaluation that he believes came from a parent.		
The district changed the start of the student day which now begins earlier; this conflicts with your day care arrangements.		

Membership Update By Patricia Reid



Hello everyone, welcome back to another school year. CEA/NEA membership cards have been handed out and delivered within the past few weeks. You can use these cards to receive discounts at selected locations. If you have any questions about your membership card or have any updates (email, name, address change, etc.) please email me at missreidcares@gmail.com.

Status of Members

- We have a total of 602 members.
- There have been 26 resignations since July.
- We have 46 teachers who are new to our district since July.
- 38 of these 46 have been signed up as new members.
- We are working on signing up the remaining 8 teachers as EHEA members in October 2018.

CEA Materials/Members Discounts

As part of the state's largest teacher organization, you can take advantage of exclusive discounts-attractions and recreations, shopping, travel, insurance, and more. See how CEA continues to bring dollars and cents back to you. Please visit cea.org for the latest member discounts!



Connecticut Science Center

Hartford

Half-price admission for teachers with CEA membership card or school ID, plus 15% off Connecticut Science Center membership for educators.

EMAC Report By Nicole Campbell

Hello EHPS teachers,

My name is Nicole Campbell I am a 5th grade teacher at O'Brien STEM Academy. It is with great pleasure to announce that I am filling the vacancy of the Ethnic Minority Affairs Commission Chair. As the EMAC chair I will be organizing social events to promote more minority leadership within the EHEA and organizing professional learning forums/workshops that promote awareness of minority issues and strategies to address them. EHEA EMAC will also be collaborating with surrounding districts' ethnic and minority committees for future events.

The first **2018/2019 EMAC social** will take place on **Thursday, November 8, 2018** at **Margaritas Mexican Restaurant** in East Hartford. All teachers are invited to attend, with the start time being the end of the school day at each level. (3:00 for secondary, 4:00 for elementary). Please see the attached flyer to publish in your schools.

We will be offering some FREE appetizers...we hope to see you there!



Ethnic Minority Affairs Commission

EMAC Welcome Social

The EHEA Ethnic
Minority Affairs
Commission invites you
to an after work social
event to meet, greet, and
network with the EHEA
executive board team,
building reps, and EHPS
staff!

THURSDAY,
November 8, 2018
3:00 p.m.
@ Margarita's
Mexican
Restaurant!

Organize|Educate|Inspire



Organizing Report

By Joe Bernabucci

Hello from your organizing chair and I hope your 2018-19 school year is off to a good start. The year has been busy from an organizing perspective as we have had a continuous stream of new teachers to sign up for membership. As always, I am focusing on trying to find new ways to achieve the following:

- Allowing for more member input into the discussion around issues effecting teachers.
- Recruiting and developing more EHEA leaders and building representatives, especially in the departments and teams at the secondary level, to better serve our members.
- Bringing in a vast array of resources from the CEA and NEA to support teachers.
- Updating and organizing databases to ensure messaging to members is clear and effective.

In addition to this, we are looking for **4 EHEA members** who would be willing to form a new Organizing Committee. Ideally, we would like to have representation from elementary, middle school, and secondary levels as well as the department for special services. The goals of the committee would be:

- Engaging teachers in our schools in conversations about what is working and what issues they face.
- Increasing parent and community engagement.
- Strengthening communication and connections between stakeholders in our schools.

If you are interested, please contact me at jmbernabucci@yahoo.com. Thanks, and I hope you have a fantastic school year.



- Joe Bernabucci
Organizing Chair
Synergy



Have a wonderful

school year!