



# CCEA Year in Review

## 2023 to 2024



- ✓ Official MSEA membership on August 31, 2023 was **1387!!!** Official CCEA membership on May 31, 2024 was **1488!!!** New members this year **101!!!**
- ✓ Our major negotiation wins this year:
  - Met \$60,000 starting salary requirement early
  - **Everyone's salary increased** (there are three places on the Level 1 scale that are **six figure salaries**)
  - Interpreters, COTAs, PTAs received raises and all intervals were unfrozen
  - Career Ladder implemented
  - Career Ladder workgroup will continue and be able to open negotiations as appropriate as we continue to implement the Blueprint
  - 5% increase on extra duty schedules
  - Personal Day Carryover is now in the Master Agreement
  - Extra personal days for people who were frozen and/or receiving longevity
  - \$30 for covering classes is now in the contract
  - **Every** educator guaranteed 30 min duty free lunch
  - Back to School night will be part of four extended days beginning 25/26 SY
    - No more giving up ½ day leave for missing BTS night
    - Specific plan on how to make up time if you miss an extended day event
    - For 24/25 SY, October PD day will end two hours early for educators who attend BTS night
  - Planning time now says **any** educator
  - Hourly rate for SY 24/25 will be \$42
  - Three-year duration agreement
  - Special Educator (including related service providers) stipend for BEST and Regional Autism Programs
  - IEP case managers can be reimbursed for 3 hours per student per fiscal year for **Initial IEP** or Annual Review
- ✓ **Just Fund It Rally was a huge success!!!** 172 members and community allies attended.
- ✓ **Days of Action** the first Friday of each month. Wear Black and/or Button.
- ✓ **Negotiation Survey**—sent every year and it is members' chance to determine priorities for negotiations
- ✓ Second year for the **CCEA Strategic Plan Survey**. This is a way for members to document their concerns and to compile longitudinal data to better advocate for our members.
- ✓ **Government Relations Committee** organized meetings with elected officials to communicate member issues and concerns.
  - Local lobby nights with BOE & BOC
  - Participated in a Western County Lobby Night in Annapolis
  - Implemented CCEA Endorsement Process for 2 open BoE seats—Endorsed two highly qualified candidates (endorsed by Rep Assembly and, later, entire membership)
  - Please support **Muri Dueppen and Amanda Jozkowski**
- ✓ **Membership Committee** Co-chair & VP Josh Davidson visited 9 schools for a full day to talk to potential members and hear their concerns. Josh averaged 2 new members per visit. He also talks to members. Josh will continue to visit schools as the Vice President and Membership Co-Chair
- ✓ CCEA sent 4 representatives to **NEA RA** in Orlando
- ✓ CCEA sent 16 representatives to **MSEA RA**. CCEA-R had 1 rep at MSEA RA
- ✓ CCEA had **representation** on BOE appointed committees
- ✓ Nathan & Celeste attended **BOE, BOC, and joint BOE/BOC meetings**. Thanks to the members who showed up to BOE meetings! Celeste speaks at every BOE meeting to advocate for CCEA members
- ✓ Nathan & Celeste held regular meetings with Superintendent McCabe, Assistant Superintendents Jon O'Neal & Nick Shockney to discuss ongoing issues. Nathan submits notes from the meeting to members.
- ✓ CCEA provided **informative meetings for members:**
  - Building Rep Training. Also, trainings became part of the monthly rep assembly
  - Negotiation Committee Training
  - Blueprint Primer (2)
  - NEA Member Benefits & Debt Forgiveness
  - What's in Your Contract? (2) including one specific to special education
  - Know your CCPS Benefits with Stephanie Rauen
  - Know your CCPS Retirement Benefits with Stephanie Rauen. These three meetings were the only workshops offered by Stephanie and only CCEA members had access to them. **A great benefit!**
  - Lobby training for members meeting with elected officials
  - Two retirement workshops by Integrated Financial Solutions
- ✓ CCEA provided a **local NBCT Jumpstart** and **8 Support Sessions** for members

- ✓ CCEA sent Members to **MSEA & NEA leadership opportunities:**
  - Leadership Summit,
  - Minority & Women's Leadership Training,
  - Local Officers Advance, and
  - there are plans for members to attend Summer Leadership Conference in July
- ✓ CCEA **Executive Board** held their first retreat post pandemic. Josh is busy planning one for this summer.
- ✓ **New Teacher Orientation:** held recruitment session and fed new hires
- ✓ Weekly **News & Updates** to provide members with time sensitive information every Monday
- ✓ Members had **representation** at disciplinary meetings
- ✓ Several letters to the Editors were submitted by Celeste
- ✓ Facebook "members only" group informs members about upcoming events or issues
- ✓ Public Facebook page used to engage the community in a positive manner
- ✓ **Office governing documents, policies & procedures updated:**
  - CCEA Guiding Principles and Values
  - Fiscal Policy was updated
  - Election Guidelines
  - CCEA Strategic Plan
- ✓ We finally got the **new logo on the door!!!** Next up, the sign.
- ✓ CCEA office staff has been updating & upgrading **CCEA website.**
- ✓ **CCEA-Retired** helped deliver donations from Food Drive, facilitated a discussion with CCPS concerning vision & dental insurance, and held meetings with guest speakers from Bureau of Aging & Disabilities, BOE members, senior fitness & nutrition. Attended MSEA-Retired Conference and presented at workshop.
- ✓ **Read Across Maryland.** Public Relations Committee planned another successful event & over 500 books given to children.
- ✓ CCEA & CASE walked together in the **Out of the Darkness Walk** to raise money for suicide prevention
- ✓ Nathan & Celeste were guest speakers at two education classes at **Carroll Community College**
- ✓ CCEA had a continued presence in the **McDaniel LEAD Grant** with Josh Davidson
- ✓ Nathan & Celeste attended the **Chamber of Commerce** Legislative Breakfast Kick-Off and State of the County Address
- ✓ Nate & Celeste hosted a **happy hour** in November.
- ✓ **CCEA PR Committee** hosted a craft night for members in October and the Be Kind Paint Night in May.
- ✓ CCEA created a wreath for **Carroll Arts Center Festival of Wreaths** to benefit the community
- ✓ CCEA created an entry for Carroll Arts Center **Peep Show**
- ✓ CCEA Reps organized a **Food, Sock, & Hat Drive** to benefit the community
- ✓ CCEA Social Committee planned the **December NYC** bus trip to see *Book of Mormon*.
- ✓ CCEA Summer trip to **Yellowstone**
- ✓ RSJ & NEAT hosted the **Third Annual Winter Holiday Happy Hour** in January with a trivia contest
- ✓ NEAT hosted the second annual family friendly **bowling event** in May. Very well attended!
- ✓ CCEA donated money to the **African American Read In** and to **Skills USA** to support students
- ✓ CCEA will award \$1,000 **scholarship** to a relative of a CCEA member
- ✓ Nate & Celeste met with **groups of members:** media specialists, testing coordinators, school counselors, Birth to 5, several schools with specific concerns
- ✓ **MSEA Grants-** Filed for Early Career Educator, Innovative Membership, Membership, Professional Development & Training, Regulatory Compliance, and Special Request Grants. We budget for \$10,000 worth of MSEA grants.
- ✓ Created **video on Tentative Agreement**, which was shared with members in advance of the Ratification Meetings. This was received well by our members. We will continue to make videos in future years.
- ✓ **CCEA Members were seen, heard, and involved!**

