



CCEA Year in Review

2024 to 2025



- ✓ Official MSEA membership on August 31, 2024 was **1491!!!** Increase of 104 members compared to August 31, 2023!
- ✓ Official CCEA membership on May 31, 2025 was **1506!!!**
- ✓ CCEA and MSEA provided **critical support that enabled CCPS to get a waiver from the AIB** to meet Blueprint Fiscal Compliance
- ✓ Ongoing **collaboration** around Blueprint and implementation of Blueprint
- ✓ CCEA hosted Q Smith-Green, a 25-year veteran educator who is learning to be a UniServ.
- ✓ CCEA sent 7 representatives to **NEA RA** in Philadelphia
- ✓ CCEA sent 16 representatives to **MSEA RA**. CCEA-Retired had 3 reps at MSEA RA
- ✓ CCEA had **representation** on BOE appointed committees: Curriculum Council, Special Education Advisory Council, Security Advisory Council, and Community Advisory Council.
- ✓ 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.
- ✓ Members sent hundreds of emails to the Board of Education, Board of Commissioners, State Delegation, and the AIB.
- ✓ Nathan & Celeste held **quarterly meetings with Superintendent** McCabe, Assistant Superintendents Jon O'Neal & Nick Shockney to discuss ongoing issues and concerns. Nathan submits notes from the meeting to members.
- ✓ CCEA provided **informative meetings for members**:
 - CCPS Benefits for Newer Hires
 - Retirement Benefits for people retiring within 5 years
 - Integrated Financial Solutions Retirement workshop
 - NBC Informational Meeting
- ✓ CCEA provided a **"Know Our Collective Bargaining Agreement"** virtual meeting for members
- ✓ CCEA provided a **"Building Representative Training"** to new and existing Building Reps.
- ✓ CCEA provided a **local NBCT Jumpstart** and **8 Support Sessions** for members
- ✓ CCEA sent Members to **MSEA & NEA leadership & professional development opportunities**:
 - Chantell Howard, Kim Stacy, & Kathryn Berling attended **MSEA Summer Leadership Conference (SLC)**
 - Kathryn Berling, Kim Stacy, & Tamba Giles attended the **Western Maryland Summit**
 - **MSEA Trauma, SEL, & Verbal De-escalation Snapshot** held at CCEA Office
 - **MSEA School to Home Communication** held at CCEA Office
 - Nick Earp, Chantell Howard, Josh Davidson, & Celeste Jordan attended the **IPD Conference**
 - Tamba Giles & Kathryn Berling attended **NEA Leadership Summit**
 - Kathryn Berling attended NEA **Women's Leadership Training**
 - Teresa McCulloh attended **NEA Retired Summit**
- ✓ Brought back the **Sparks program**—special weekend for Early Career Educators (first in years)
- ✓ Nathan & Celeste collaborated with 2 other UniServs to present **Organizing 1** at MSEA SLC
- ✓ Josh Davidson & Celeste presented **"How Locals Can Engage Members & Potential Members"** at MSEA SLC
- ✓ **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 and other meetings. **Nathan attended 91 member representations** (at school or HR) from Sept. 1, 2024 to June 2, 2025.
- ✓ **Organized union presence** at the five Ted (Zeleski) talks throughout the county to apply gentle pressure to the Board of Commissioners to provide more funding to meet the Operational Budget deficit.
- ✓ Began **Community Organizing efforts** through the CCEA/CASE Government Relations Committee
- ✓ Lobbied Board of Education on **workload concerns** (jointly with CASE). Four BOE members came to the CCEA office to talk to members.
- ✓ Lobbied State Officials with other Western locals
- ✓ 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 Bylaws were updated
 - Created Policy Handbook for CCEA (Fiscal & Operational, Elections, Ethics, Social Media, Document Retention Policy, Expectations of Committee Chairs & Representative Assembly, Membership, Negotiations & GRC Expectations, Audio, Visual, & Meeting)
 - CCEA Strategic Plan
- ✓ Nate & Celeste put the new logo on 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. 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
- ✓ CCEA had a continued presence in the **McDaniel LEAD Grant** with Josh Davidson
- ✓ CCEA created a wreath for **Carroll Arts Center Festival of Wreaths** to benefit the community
- ✓ CCEA created ornaments for **Shepherd's Staff Festival of Trees**
- ✓ CCEA Reps organized a **Food & Necessities Drive** to benefit the community (Carroll Food Sunday & Shepherd's Staff Blessings Closet)
- ✓ CCEA Social Committee planned the **December NYC** bus trip to see *Hamilton*.
- ✓ CCEA Summer trip to **Yellowstone**
- ✓ RSJ & NEAT hosted the **Third Annual Winter Holiday Happy Hour** in January with a trivia contest. Foote family remains victorious.
- ✓ CCEA supported the 4-H/FFA Fair by scooping ice cream.
- ✓ CCEA donated money to the **African American Read In** and to **Skills USA** to support students
- ✓ CCEA will awarded **\$1,000 scholarship** to a relative of a CCEA member
- ✓ **MSEA Grants**- We budget for \$10,000 worth of MSEA grants.
 - Membership Grant--\$4731
 - Sparks Grant--\$5000
 - Regulatory Compliance Grant--\$6000
 - Racial & Social Justice Grant--\$205
 - Public Advocacy Grant--\$500 (branded table coverings)
 - Innovative Membership Grant--\$3885
 - Field Serv Grant--\$5000
 - Early Career Educator Grant--\$302
 - Special Request Grant--\$1655 (Pending Summer 2025—shredder, file cabinets, wagons)
 - **Total Grants** (as of June 1, 2025) **\$27,278!!!**
- ✓ Multiple **Happy Hours** throughout the school year
- ✓ Recognized the **efforts and donations of area businesses** with a certificate of appreciation
- ✓ **CCEA Members were seen, heard, and involved!**

