



# NEA New Hampshire

*Building our Association, One Member at a Time*

NEA-NEW HAMPSHIRE  
SOUTHERN REGION COUNCIL MEETING  
THURSDAY, APRIL 10, 2014 AT 4:30 PM (Light Dinner)  
MEETING: 5:00 pm  
Brady Sullivan Tower, 1750 Elm Street, Manchester, NH

Please attend the April Southern Region Council Meeting. It's important to have your local association represented. If you cannot attend, please send another member. Your association members deserve to benefit from the affiliation and have a voice in decision-making.

*2013-14 Meeting Dates: 5/8, 6/12*

## AGENDA:

- 4:30 PM Light Dinner
- Minutes
- Treasurers Report
- Jeff Kantorowski, NEA NH Coordinator of Benefits Programs: Retirement Discussion
- Steve Sacks, Staff Attorney: Constitution & By Laws
- NEA Representative Assembly – Delegate Election
- NEA NH Executive Board Report
- UniServ Director Report

PLEASE!! Help us protect your dues dollars...RSVP either way (if you can or cannot attend) to Kris Fessenden at NEA-NH 224-7751, Ext. 346; or Email: [kfessenden@nhnea.org](mailto:kfessenden@nhnea.org) by April 8, 2014.

*\*\*You may use the "visitors" parking for the meeting. Dinner will be served in the Tower Café (ground floor). After dinner, our meeting will begin at 5 PM in our office, suite #603.*

Minutes  
Southern Regional Council  
March 20, 2014

Minutes taken by Larry Ballard

1. Scott McGilvray, NEA-NH President

Almost at crossover day in Legislature (next week)  
Charter school bills. Charters are starting to drain money from the public schools/adequacy formula. Charters receive \$2K above adequacy. Amendments could have raised additional amounts to over \$12K (HB 435).

HB 435 sent to interim study, motion to reconsider also placed.

Concerns: funding concerns, accountability issues – not held to same standards as public schools.

Probationary Period restored to 3 years. Defeated in the Senate 13-11 along party lines.

Common Core bills, also dealing with Smarter Balanced, eliminating all summative tests. None of those got through, some went to interim study. NEA-NH believe – we should move forward with Smarter Balanced, better than NCLB and NECAP!

Minimum wage \$8.25, to \$9.00, then indexed to CPI. Did on behalf of ESP members who would be impacted by wages above \$9.00/hour.

Age of majority (tried as adult) reduced down to 17 from 18. Advocating to move age back up to 18.

Pension bills: several smaller bills. Working on getting surviving spouse to bypass having to go to probate court for amounts under \$15K. NH Retirement Coalition bill to improve status for new hire group – retirees would be eligible for food stamps in 30 years.

Start thinking of 2014 election! House still has 74 tea party folks and 1 senator.

If you know any retirees who might want to run for a House position, let Scott know.

“Ready For Hillary” group starting to work in NH.

NEA-NH has put \$85,000 into the coalition on pension lawsuits. Andru Volinsky handling arguments at Supreme Court.

Concern: if all monies owed were removed from the pension system, that could cause other problems.

Karen McDonough may be resigning from NHRS.

E-balloting: Currently in swing, will be reviewed by Exec. Board.

If you want Scott to visit you local, drop him a line.

2. Minutes – Jan minutes approved

3. Treasurers report – 3 pages in agenda \$8792.07 balance. More regional dues checks arriving. Report approved.

4. NEA-NH New Contract Database System presentation – Tammy Davis (Coordinator of IT and Research). Able to search for terms, regions, SAU, specific items. Generally for leadership or negotiations team members – must have username/password. “Index” button shows terms that would be used in that field.

Medical benefits comparison on “reports” section of NEA-NH web page, comparisons on salaries, 20-year average, ESP earnings. New report coming out shortly. If you need to get a hold of Tammy – [tdavis@neanh.org](mailto:tdavis@neanh.org)

5. Celebration! All contracts in the region passed  
Yvonne B. from Salem awarded ESP of the Year Award  
Larry B. received the TREA Award  
Windham won Large Local Of The Year  
Greg P. and Penny A. were appointed to the budget committee  
Kathy Kirby is serving on the Common Core Cadre

6. Larry presented notes from negotiations

7. NEA-NH Exec Board Report (Jill). Board met before DA. Financial situation OK. Legislative report similar to what Scott presented tonight. Discussion of budget for DA, budget passed easily, \$5.77 annual dues increase, ESP increase is 60% of teacher dues increase. Membership number are stable. Membership dinners for our region is May 7<sup>th</sup> (RSVP deadline for our region April 29<sup>th</sup>).

Report back from Eastern Region leadership conference in Atlanta, two people went. Next conference Dec 12<sup>th</sup>.

Hiring a new attorney Esther Dickinson, Steve and Jim will be job-sharing for the next three years.

Discussion of how to improve attendance at DA.

Discussion of how to improve attendance at regional, including locals that used to be regulars in attendance.

8. UD Report:

Ways to work to pass contract, all contracts on warrant articles passed  
Salem School Board did a YouTube video in support of the contract

9. NHFTL:

**Motion** to sponsor a golf course hole for \$250 (Gagne/Hobbs). Passed.

10. Need building rep training and ESP special ed training, looking for a date in April/May.

**Motion:** Expend maximum of \$300 to cover training expenses (Gagne/Stohl). Passed.

11. NEA-NH ESP Conference Report

Jill presented report. Brenda also attended as well as other ESP members from across the state and North Country UD Jay Tollman attended. Highlights included social justice and how that impacts students as well as ESP members. ESP of the year is Paula Monroe, Common Core training also offered. Closing speech by Lily Eskelsen Garcia. 2015 ESP Conference in New Orleans. Brenda went to an advanced leadership training – many of the issues and concerns we face are common across the country, regardless of the size of the local. Also attended Common Core training for ESP – a lot of ESP confusion because they're not involved in the planning and discussion of those issues. Workshop on building respect for ESP members. Expenses kept down by sharing with other NEA-NH members.

Meeting Adjourned 7:26 pm



PO Box 7000  
 ROP-450  
 Providence RI 02940



1-800-862-6200  
 Call Citizens' PhoneBank anytime for  
 account information, current rates and  
 answers to your questions.

Commercial Account  
 Statement

1 OF 3

Beginning March 01, 2014  
 through March 31, 2014

SOUTHERN REGION NEA NH  
 41 S HILLS DR  
 BEDFORD NH 03110-4922

Commercial Checking

2 1

SUMMARY

SOUTHERN REGION NEA NH  
 Association Checking w/Interest

Balance Calculation		Balance	
Previous Balance	8,254.07	Average Daily Balance	8,721.62
Checks	294.54 -	Interest	
Debits	.00 -	Current Interest Rate	.01%
Deposits & Credits	864.00 +	Annual Percentage Yield Earned	.01%
Interest Paid	.07 +	Number of Days Interest Earned	31
Current Balance	8,823.60 =	Interest Earned	.07
		Interest Paid this Year	.19

Your next statement period will end on April 30, 2014.

Previous Balance

8,254.07

TRANSACTION DETAILS

Checks\* There is a break in check sequence

Check #	Amount	Date	Check #	Amount	Date
532	144.54	03/21	533	150.00	03/21

Total Checks

294.54

Deposits & Credits

Date	Amount	Description
03/04	186.00	Deposit
03/07	352.00	Deposit
03/19	326.00	Deposit

Total Deposits & Credits

864.00

Interest

Date	Amount	Description
03/31	.07	Interest

Total Interest Paid

.07

Current Balance

8,823.60

Daily Balance

Date	Balance	Date	Balance
03/04	8,440.07	03/19	9,118.07
03/07	8,792.07	03/21	8,823.53
		03/31	8,823.60

**Itemized Categories**  
10/31/2013 Through 4/7/2014

4/6/2014

Page 1

Cat/Sub	Date	Account	Num	Description	Memo	Cl	Amount
<b>INCOME</b>							
Conference Expense	3/20/2...	Southern ...	532	Jill Owens	ESP Conference R...		-144.54
	3/20/2...	Southern ...	533	Brenda Hobbs	ESP Conference R...		-150.00
TOTAL Conference E...							-294.54
<b>Dues Paid</b>							
	12/23/...	Southern ...	DEP	Mont Vernon EA	2013-2014	R	48.00
	12/23/...	Southern ...	DEP	Merrimack ES	2013-2014	R	190.00
	12/23/...	Southern ...	DEP	Bedford EA	2013-2014	R	460.00
	12/23/...	Southern ...	DEP	Milford EPA	2013-2014	R	24.00
	12/23/...	Southern ...	DEP	Hampstead SPA	2013-2014	R	20.00
	12/23/...	Southern ...	DEP	Merrimack TA	2013-2014	R	456.00
	12/23/...	Southern ...	DEP	Litchfield Middle School EA	2013-2014	R	232.00
	12/23/...	Southern ...	DEP	HAMPSTEAD - HASS	2013-2014	R	108.00
	12/23/...	Southern ...	DEP	Amherst SSA	2013-2014	R	82.00
	12/23/...	Southern ...	DEP	Salem - SESPA	2013-2014	R	126.00
	12/23/...	Southern ...	DEP	Brookline - ESSA	2013-2014	R	30.00
	12/23/...	Southern ...	DEP	Salem School Custodial ...	2013-2014	R	42.00
	1/15/2...	Southern ...	DEP	Milford Educational Supp...	2013-2014	R	78.00
	1/15/2...	Southern ...	DEP	Bedford Educational Sup...	2012-2013	R	26.00
	1/15/2...	Southern ...	DEP	Bedford Educational Sup...	2013-2014	R	24.00
	1/15/2...	Southern ...	DEP	Windham Educational As...	2013-2014	R	450.00
	1/15/2...	Southern ...	DEP	Hollis Educational Suppo...	2013-2014	R	114.00
	1/15/2...	Southern ...	DEP	Salem Educational Assoc...	2013-2014	R	620.00
	2/1/2014	Southern ...	DEP	Hampstead- EA	2013-2014	R	180.00
	2/1/2014	Southern ...	DEP	Pelham EA	2013-2014	R	294.00
	2/1/2014	Southern ...	DEP	Service Credit Union	2013-2014	R	30.00
	3/4/2014	Southern ...	DEP	Pelham Educucationa Su...	2013-2014		186.00
	3/7/2014	Southern ...	DEP	Hollis Educational Associ...	2013-2014		290.00
	3/7/2014	Southern ...	DEP	Bedford EPA	2013-2014		62.00
	3/19/2...	Southern ...	DEP	Brookline Teachers Assoc.	2013-2014		80.00
	3/19/2...	Southern ...	DEP	Amherst Educational Ass...	2013-2014		246.00
	4/7/2014	Southern ...	DEP	Milford Teachers Assoc.	2013-2014		314.00
TOTAL Dues Paid							4,812.00
<b>Interest Inc</b>							
	11/30/...	Southern ...	EFT	Interest Earned	November	R	0.04
	12/31/...	Southern ...	EFT	Interest Earned	December	R	0.04
	1/31/2...	Southern ...	EFT	Interest Earned	January	R	0.06
	2/28/2...	Southern ...	EFT	Interest Earned	February	R	0.06
	3/31/2...	Southern ...	EFT	Interest Earned	March		0.07
TOTAL Interest Inc							0.27
<b>TOTAL INCOME</b>							4,517.73
<b>Balance Forward</b>							
Southern Region NE...	10/31/...	Southern ...		Opening Balance		R	4,619.87
TOTAL Southern Reg...							4,619.87
<b>TOTAL Balance Forw...</b>							4,619.87
<b>OVERALL TOTAL</b>							9,137.60

# March Reconciliation

Southern Region NEA NH  
4/6/2014

Page 1

## Reconciliation Summary

### BANK STATEMENT -- CLEARED TRANSACTIONS:

Previous Balance:			8,254.07
Checks and Payments	2	Items	-294.54
Deposits and Other Credits	6	Items	864.07
Service Charge	0	Items	0.00
Interest Earned	0	Items	0.00
Ending Balance of Bank Statement:			8,823.60

### YOUR RECORDS -- UNCLEARED TRANSACTIONS:

Cleared Balance:			8,823.60
Checks and Payments	0	Items	0.00
Deposits and Other Credits	0	Items	0.00
Register Balance as of 4/1/2014:			8,823.60
Checks and Payments	0	Items	0.00
Deposits and Other Credits	1	Item	314.00
Register Ending Balance:			9,137.60

# UNISERV Director's Report

April, 2014

*Lorri Hayes, Southern Region*

## UNISERV DIRECTOR'S REPORT

Welcome Everyone, to the Southern Regional Council Meeting .

Thank you for joining us this evening. Our agenda includes both a retirement presentation and a presentation on local constitution and bylaws. There will be handouts.

The Southern/ South Central Membership Dinner will take place on **May 7, 2014 at the Executive Court Banquet Facility** beginning at 4:30 pm. We ask that as many Southern Regional Executive Board members attend as possible. We will learn how to engage current and potential members in active participation through the power of stories! Please RSVP by **Friday, April 25, 2014 to: Karen Heavener at 1-866-556-3264 or 603-715-9311 or email to [kheavener@nhnea.org](mailto:kheavener@nhnea.org)**. My goal is to have at least one representative from each Southern Regional Council Local.

It would be my pleasure to visit your local to attend a membership meeting, provide training to your Executive Board, or to conduct some organizational development training with your members. Please do not hesitate to contact me. I have a direct dial line (603) 715-9314. Kris Fessenden is also available to assist with any membership questions. She can be reached at (603)715-9309.

*Lorri Hayes*

### **Start Bargaining Now!!**

Next year (14-15), the Southern Region will have 8 open contracts to negotiate. I recommend that we all get started now.

#### **Steps to take:**

##### **NOW:**

1. Identify your local team.

##### **RIGHT AFTER APRIL VACATION:**

2. Prepare and conduct a member survey identifying the most important issues, to be collected in early May.
3. Write a letter to your School Board (see attached draft) requesting bargaining to begin by mid-May.

##### **BEGINNING OF MAY:**

4. Compile survey results, review grievance history, consult with UniServ Director, and develop your proposal in early May.
5. Prioritize your issues.

##### **MID MAY:**

6. In ground rules, seek agreement to limit the number of issues brought by each team, set a schedule of meetings with the goal of settlement before December 1st, select a mediator for use if you do not settle by that date.
7. Bargain in earnest. Keep reviewing your calendar and assessing your progress.

Even if your School Board refuses to meet in May, push them to begin meeting as early as possible. Suggest that you meet in the Spring to deal with preliminary issues, (i.e. ground rules, schedule etc.) By beginning your preparation now, your Association will be ready to make the most of the limited time available under the new "bargaining calendar."

Please contact me to set up a planning meeting as soon as possible.



The next Southern Regional Council Meeting will take place on **May 7**. It will be our annual membership dinner as well. We will have a Southern Regional meeting in June on **June 12**. We hope to see you all there.

### Sample Bargaining Surveys

NEA NH has many sample bargaining surveys that we would enjoy sharing with our locals. If you would like assistance drafting or preparing a bargaining survey, please contact me. If you would like to share a bargaining survey, please contact me. We would love to receive as many bargaining surveys as possible to share with our members.

### **Member in Need from Salem EA:**

Colleen Mahoney is a first grade teacher at the Haigh Elementary School in Salem NH. She has been a member in good standing for at least 13 years. Below is the information regarding the hardship Colleen Mahoney is enduring as received by Michelle Chisholm (SEA Executive Board Secretary) from Janet Mulligan, our building rep at the Haigh Elementary School.

Hi Michelle,

I just spoke with Colleen. She is overwhelmed (in a good way) with the outreach of love and support from everyone. She is open to accepting help.

From what I understand, the fire started in her bathroom and spread to her bedroom destroying her clothing, furnishings, and personal items in those rooms. The rest of her belongings were destroyed by smoke and water damage. There were some things in a back room which could be salvaged because the door was shut and the fire didn't spread there. The major damage was basically confined to her apartment. Her renters insurance allows her to be housed in a hotel for a period of time. Her apartment was in Rye.

I am hoping you can forward this to the executive board. Let me know if I can do anything else. Thank you for your support.

To assist Colleen, please contact **Greg Paris via email at [shscalc@comcast.net](mailto:shscalc@comcast.net)**

Dear Friend,

**As an educator, you know how important it is to have education-friendly legislators in Concord. But getting them to Concord is not always easy, which is why I am donating to Apple Corps, the New Hampshire Educators' PAC.**

**Apple Corps works to ensure pro-education candidates of both parties have the resources necessary to get to Concord and work to support public education in New Hampshire.**

**Will you join me in contributing to Apple Corps, so that we have the resources to continue to support public education in New Hampshire?**

**Through the years the attacks on public education and educators in New Hampshire have been real. We need to have the resources available to counter such attacks and promote those who support great public education.**

**Can you spare \$10, \$25 or even \$50 to support public education in New Hampshire?**

**Over the next seven months, I will be working hard to make sure that the progress made in 2012 is not undermined in 2014. With your help we will continue to support the pro-education legislators already in Concord, and work to send them some friends to continue their work.**

Sincerely,

Evan Czyzowski



## NEA-NEW HAMPSHIRE

### Monthly/Annual Membership Comparison

Last day of current month: 4/30/14

Last day of prior month: 3/31/14

Last day of prior year: 8/31/13

## SOUTHERN 07

Local	Current Month	Prior Month	Change CM/PM	Prior Year	Change CY/PY
AMHERST EA	126	126	0	138	-12
AMHERST SSA	40	40	0	44	-4
BEDFORD EPA	30	31	-1	48	-18
BEDFORD ESSA	12	12	0	11	1
BROOKLINE ESSA	15	15	0	14	1
BROOKLINE TA	38	39	-1	41	-3
HAMPSTEAD ASSN SS	55	55	0	53	2
HAMPSTEAD EA	90	90	0	90	0
HAMPSTEAD SUPPORT PA	10	10	0	10	0
HOLLIS ESSA	60	60	0	52	8
LITCHFIELD EA	124	124	0	122	2
MERRIMACK ESSA	96	96	0	83	13
MERRIMACK T A	228	228	0	233	-5
MILFORD EPA	12	12	0	12	0
MILFORD ESSA	38	38	0	40	-2
MILFORD TA	157	157	0	156	1
MT VERNON EA	26	26	0	25	1
PELHAM ESPA	96	96	0	103	-7
SALEM A FOOD SER PER	15	15	0	14	1
SALEM E A	312	312	0	308	4
SALEM ED PERSONNEL	18	18	0	15	3
SALEM ESPA	63	63	0	63	0
SALEM SCHOOL CUSTODIANS EMPLOYEES ASSOCIATION	18	18	0	25	-7
WINDHAM EA	233	233	0	220	13
Summary	1,912	1,914	-2	1,920	-8

Data as of: 4/1/2014

Page 1 of 1

Run Date: 4/2/2014

Uniserv(s): SOUTHERN 07 Local(s): AMHERST EA, AMHERST SSA, BEDFORD EPA, BEDFORD ESSA, BROOKLINE ESSA, BROOKLINE TA, HAMPSTEAD ASSN SS, HAMPSTEAD EA, HAMPSTEAD SUPPORT PA, HOLLIS ESSA, HUDSON T A, LITCHFIELD EA, MERRIMACK ESSA, MERRIMACK T A, MILFORD EPA, MILFORD ESSA, MILFORD TA, MT VERNON EA, PELHAM ESPA, SALEM A FOOD SER PER, SALEM E A, SALEM ED PERSONNEL, SALEM ESPA, SALEM SCHOOL CUSTODIANS EMPLOYEES ASSOCIATION, WINDHAM EA Chapter(s): All

Confidential Data – Protect the use and storage of this data

MOCN3021

# NEA-NEW HAMPSHIRE

## Monthly/Annual Membership Comparison

Last day of current month: 4/30/14

Last day of prior month: 3/31/14

Last day of prior year: 8/31/13

### CPESS CENTRAL 11

Local	Current Month	Prior Month	Change CM/PM	Prior Year	Change CY/PY
BEDFORD EA	230	230	0	250	-20
HOLLIS EA	145	145	0	143	2
PELHAM EA	152	152	0	149	3
Summary	527	527	0	542	-15