



NEA New Hampshire

Building our Association, One Member at a Time

NEA-NEW HAMPSHIRE
SOUTHERN REGION COUNCIL MEETING
THURSDAY, SEPTEMBER 12, 2013 AT 4:30 PM (Light Dinner)

MEETING: 5:00 pm

Brady Sullivan Tower, 1750 Elm Street, Manchester, NH

Please attend the September 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.

AGENDA:

- 4:30 PM Light Dinner
- Minutes
- Southern Council Election of Officers
- Budget Discussion and Approval
- Membership Tips with Carolyn Leite
- NEA NH Executive Board Report
- September 26 Trainings
- UniServ Director Report
- Negotiations Discussion

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 by September 7, 2013.

***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.*

Please become involved in the Southern Region Council. One of the roles of the Council is to discuss issues facing the locals in our region. This is a great place to get helpful advice from those who may be facing the same issues you are in your district. We also use our meeting time to discuss the happenings at the state and national level. Every year as a region, we offer professional development opportunities to teachers and paras. It benefits all locals if each individual local is represented at the Regional Council. We meet every month at 4:30 PM at the NEA NH Manchester Office in the Brady Sullivan Building.

Please appoint a representative and get their name to Kris Fessenden, the secretary for the Southern Region. Her # is toll free 1-866-556-3264 X 346 or email kfessenden@nhnea.org

2013-14 Southern Region Council Meeting Dates:

- 9/12
- 10/10
- 11/14
- 12/12
- 1/9
- 2/13
- 3/13
- 4/10
- 5/8
- 6/12

Members:

Amy Fessenden, Brookline ESSA
Amy Woods Sirois, Bedford EA
Barbara Tsiaras, Bedford EA
Brenda Hobbs, Pelham ESPA
Brenda Walker, Milford ESSA
Carol Scopa, Merrimack ESSA
Carolyn Belfiore, Merrimack ESSA
Carolyn Leite, Litchfield EA
Chuck Stohl, Hollis ESSA
Dennis Perreault, Litchfield EA
Elena Iannuccillo, Milford TA
Greg Paris (shscalco@comcast.net)
Harold Sachs, Salem EA
Hayes, Lorri [NH]
Heidi Foster, Hollis EA
James Blondin, Salem EA
Jamie Gough, Hollis EA
Jill Owens, Hampstead Assoc. SS
Jill Owens, Hampstead Assoc. SS
Jim Pimentel, Hampstead SPA
John Hayward, Windham EA
John McCormack, Milford EPA
Kara Gordon, Hampstead EA
Karen Crandell, Salem EPA
Karin Alger, Mont Vernon EA
Karin Pillion, Brookline TA
Kathy Kirby, Hollis EA
Larry Ballard, Amherst EA
Linda Moreau, Salem AFSP
Lisa Stone, Hollis EA
Margaret Clarke, Salem ESPA
Marsha Feder, Milford TA
Mary Epstein, Amherst SSA
Michael Mondor, Bedford ESSA
Mike Cirelli, Merrimack TA
Paula Hall, Bedford EPA
Penny Arsenault, Hollis ESSA
Peter Desnoyers, Amherst EA
Peter Tselios, Pelham EA
Sandy Van Sciver, Hollis EA
Santos Diaz, Hampstead SPA
Tracey Gagne, Amherst EA
Yvonne Borghetti, Salem ESPA

NEA NH Staff

Jim Allmendinger	Staff Attorney
Lonnie Bean	Switchboard/Production Clerk
Rene Brooks	Monadnock and Lakes Region UniServ Assistant
Michelle Couture	South Central Region UniServ Director
Lori Cyr	Legal Assistant
Tammy Davis	Coordinator of IT/Research
Jay Dwyer	Seacoast Region UniServ Director
Sandie Eastman	North Country UniServ Assistant
Emily Fahey	Seacoast and Eastern Region UniServ Assistant
Kris Fessenden	Western and Southern Region UniServ Assistant
Janice Fitzpatrick	Director of Finance
Rachel Hawkinson	Monadnock Region UniServ Director
Lorri Hayes	Southern Region UniServ Director
Karen Heavener	South Central UniServ Assistant, IT Assistant
Jeff Kantorowski	Coordinator of Benefit Programs
Penny Leveille	Financial Assistant
Scott McGilvray	President
Peter Miller	Eastern Region UniServ Director
Jan Paddleford	Lakes Region UniServ Director
Irv Richardson	Public Education and School Support
Linda Rollins	Capital Region UniServ Director Assistant, Communications Asst.
Steven Sacks	Staff Attorney
Melissa Sampson	Membership Specialist
Debra Shepard	Executive Assistant
Allison Snyder	PESS Assistant
George Strout	Communications Coordinator
Brian Sullivan	Western Region UniServ Director
Jay Tolman	North Country UniServ Director
Rick Trombly	Executive Director
Bob Whitehead	Capital Region UniServ Director

Southern Regional Council Meeting Minutes – June 13, 2013

Treasurer's Report: Motion made by Penny Arsenault; Second by Chuck Stohl – Accepted Unanimously

Minutes of April Meeting: Motion made by Barbara Tsiaras; Second by Tracey Gagne – Accepted Unanimously

Executive Board Report: May 10 and June 7

- Just a reminder that the minutes are on the NEA NH website. The minutes from the Delegate Assembly are also posted on the NEA NH website (NEANH.org)
- President Scott McGilvray reported that we are in contact with Keene State and there is a possibility of organizing approximately 360 ESP members.
- The NE Organizing Institute will be held Aug 18-22 in Quincy, MA. The Institute will focus on moving from a Service Model (the work the UD's do for members such as negotiating and grievances) to an Organizing Model (Train members how to do things so the local can sustain itself). Refer to the "Maryland: Organizing in the land of frenemies" given out by Lorri Hayes.
- Next Executive Board meeting will be August 7, 2013
- Throughout the state, there appears to be approximately 155 RIF's or cuts. Not all of these people are members of NEA NH and there appears to be more ESP than teachers.
- Staff: Irv Richardson is back informally; Dennis Parker's contract has ended. He was our Political Action person; Lynne Weston has retired after 37 years of service and has been replaced by Emily Fahey; Tom Kelley (Monadnock UD) will be leaving NEA NH effective July 1, 2013; Ally is back from maternity leave.
- NEA NH is looking for new blood on state committees such as PESS, Membership, ESP, Conference & Awards, etc. Please contact Chuck Stohl or Carolyn Leite if you are interested in serving on a state committee.
- Karen McDonough has been reappointed as a trustee to the NH State Retirement
- Jim Craig has been appointed as the NH Labor Commissioner
- Finance Report: the budget appears to be tracking well at this time
- Legislation: HB 142 has been amended and passed (Performance Evaluation Bill). This version requires the School Board to develop a Performance Evaluation. NEA NH had hoped it would have to be negotiated into contracts, but this part did not pass. Lorri Hayes informed Regional Council members that procedures of how to evaluate are a mandatory subject of bargaining. NEA NH will be sending out information regarding this issue.
- The Representative Assembly will be held in Atlanta, GA July 1-7. Chuck Stohl, Greg Paris and Carolyn Leite will represent the Southern Region as state delegates.
- Tools for Schools – there should be a kit in each school in NH. This is the law – it doesn't mean it has to be used, but it should be present in each school. Lorri Hayes will send out an email asking local presidents to check and see if it is present in their buildings. This was after considerable

discussion around what "Tools for Schools" is and the fact that many regional council members do not recall ever seeing it in their buildings.

- George Strout (Communication Director for NEA NH) is available for M.O.M. training. Contact him if you are interested in more information.
- There is a microsearch available for locals to use during negotiations. This is newer and better than the old version. You need to fill out a request on the NEA NH website to be allowed access.
- Carolyn Leite and Chuck Stohl are both members of the Alternative Balloting Subcommittee. They hope to explore new options for electronic balloting as well as other options.
- Summer Leadership Academy: Lorri Hayes sent out an email to locals asking for possible participants for the Leadership Academy.
- The NEA NH Strategic Plan has been completed and will be rolled out.

Lorri Hayes – UniServ Director Report:

- Negotiations in the Fall of 2013: There are 17 open contracts in the Southern Region this coming fall. Lorri will serve at the table if you need her to, but you will need to contact her as her schedule will fill up. Sam Giarusso may be available if needed. Sam is a field consultant. There will be a field consultant training the week prior to the Summer Leadership Conference this summer. If you need assistance with a survey, NEA NH has examples.
- Health Premium Holiday: Please find out the intent of your school district of how they will distribute the money. Lorri may be able to provide a list of how money is owed to each district. Lorri encourages a premium reduction. A check will result in taxes being removed. It is intended to offset insurance premiums. Some districts may only offer the refund to those members employed in the 2013-2014 school year. In 2007, LGC placed money into another fund and illegally funded workman's compensation. This \$33 million has to go back to those people who paid it.
- Local Constitution and Bylaws: Please fine them and dust them off! If you need assistance revising them, please contact Lorri.
- Lorri has recently sent each local president an email asking each local to review the recognition clause in your contract and compare it to what is on file at PELRB.
- Salem ESP Issue: The Salem School District is attempting to lower employee hours to below 30 hours in an effort to avoid paying health insurance benefits. 180 members in Salem were notified. Hours of employment are a mandatory subject of bargaining.

Regional Business:

- Motion by Penny Arsenault and seconded by Tracey Gagne to hold nominations and elections for 2013-14 Council in the fall of 2013. The motion passed unanimously.
- Motion made by Chuck Stohl and seconded by Tracey Gagne to form a subcommittee to develop a budget for the Southern Regional Council for 2013-2014. The motion passed unanimously. The budget will be a proposal and open for discussion and amendments. Things to be considered when forming the budget: Do we build in stipends for officers? Do we build in money for attendance at conferences? Do we build in money to pay the \$25 membership fee for

student teachers? The subcommittee will consist of Penny Arsenault, Chuck Stohl, Greg Paris, Jill Owens and Lorri Hayes if she is available.

- Dates for 2013-2014 Regional Council Dates: The 2nd Thursday has worked for most of us. A motion was made by Tracey Gagne and seconded by Carolyn Belfiore to set the first meeting of 2013 for September 12th. Motion passed unanimously. Lorri will send out an email with the dates.
- NEAFTL Scholarship: a motion was made by Tracey Gagne and seconded by Penny Arsenault to sponsor a Contest Tee or Green for the amount of \$250. The motion passed unanimously.
- Fall and Spring Trainings: 48 members out of a possible 1000+members attended trainings this spring. The question was raised if we should continue to offer trainings. Lorri will send out a Survey Monkey asking some key questions before this decision will be made. We need to know how far people will travel, what topics they would like and what time of year they would to have trainings.
- How do we get more members involved in our Regional Council Meetings? An idea was to offer snippets or mini sessions on various topics. Ideas include: September – Negotiations; October – Member Benefits; November – Common Core or Performance Evaluation; December – True Colors; January – Legislation; February – Communications(George); March – IT (Tammy); April – Retirement; May – Membership Dinner and June – Affordable Health Care

Motion made by Carolyn Leite to adjourn. Seconded by Greg Paris.

Respectfully Submitted by Carolyn Leite



P.O. Box 7000
 ROP480
 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 1

Beginning July 01, 2013
 through July 31, 2013

SOUTHERN REGION NEA NH
 C/O PENELOPE ARSENAULT
 18 SPRUCE ST
 MILFORD NH 03055-4549

Commercial Checking

US702

SUMMARY

Balance Calculation:		Balance	
Previous Balance	4,619.71	Average Daily Balance	4,619.71
Checks	.00 -	Interest	
Debits	.00 -	Current Interest Rate	.01%
Deposits & Credits	.00 +	Annual Percentage Yield Earned	.01%
Interest Paid	.04 +	Number of Days Interest Earned	31
Current Balance	4,619.75 =	Interest Earned	.04
		Interest Paid this Year	.25

SOUTHERN REGION NEA NH
 Association Checking w/Interest



Previous Balance

4,619.71

TRANSACTION DETAILS

Interest

Date	Amount	Description
07/31	.04	Interest

+ Total Interest Paid .04

= Current Balance 4,619.75

Daily Balance

Date	Balance	Date	Balance	Date	Balance
07/31	4,619.75				



P.O. Box 7000
 ROP450
 Providence, RI 02940



1-800-862-6200
 Call Citizens' PhoneBank anytime for
 account information, current rates and
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Commercial Account
 Statement

Beginning August 01, 2013
 through August 31, 2013

SOUTHERN REGION NEA NH
 C/O PENELOPE ARSENAULT
 18 SPRUCE ST
 MILFORD NH 03055-4549

Commercial Checking

US702

SUMMARY

Balance Calculation		Balance	
Previous Balance	4,619.75	Average Daily Balance	4,619.75
Checks	.00 -	Interest	
Debits	.00 -	Current Interest Rate	.01%
Deposits & Credits	.00 +	Annual Percentage Yield Earned	.01%
Interest Paid	.04 +	Number of Days Interest Earned	31
Current Balance	4,619.79 =	Interest Earned	.04
		Interest Paid this Year	.29

SOUTHERN REGION NEA NH
 Association Checking w/Interest



Previous Balance
 4,619.75

TRANSACTION DETAILS

Interest

Date	Amount	Description
08/30	.04	Interest

+	Total Interest Paid	.04
=	Current Balance	4,619.79

Daily Balance

Date	Balance	Date	Balance	Date	Balance
08/30	4,619.79				

Reconciliation Summary

BANK STATEMENT -- CLEARED TRANSACTIONS:

Previous Balance:			22.50
Checks and Payments	1	Item	-250.00
Deposits and Other Credits	12	Items	4,847.29
Service Charge	0	Items	0.00
Interest Earned	0	Items	0.00
Ending Balance of Bank Statement:			4,619.79

YOUR RECORDS -- UNCLEARED TRANSACTIONS:

Cleared Balance:			4,619.79
Checks and Payments	0	Items	0.00
Deposits and Other Credits	0	Items	0.00
Register Balance as of 9/4/2013:			4,619.79
Checks and Payments	0	Items	0.00
Deposits and Other Credits	0	Items	0.00
Register Ending Balance:			4,619.79

Computer crash. Went back to last reconciliation to balance.

Reconciliation Summary

BANK STATEMENT -- CLEARED TRANSACTIONS:

Previous Balance:			4,619.71
Checks and Payments	0	Items	0.00
Deposits and Other Credits	1	Item	0.04
Service Charge	0	Items	0.00
Interest Earned	0	Items	0.00
Ending Balance of Bank Statement:			4,619.75

YOUR RECORDS -- UNCLEARED TRANSACTIONS:

Cleared Balance:			4,619.75
Checks and Payments	0	Items	0.00
Deposits and Other Credits	0	Items	0.00
Register Balance as of 8/2/2013:			4,619.75
Checks and Payments	0	Items	0.00
Deposits and Other Credits	0	Items	0.00
Register Ending Balance:			4,619.75

Cleared Transaction Detail

Date	Num	Payee	Memo	Category	Clr	Amount
Cleared Checks and Payments						
6/13/2013	531	NHFTL Children's Fund	On Course Four Kids	Donation	R	-250.00
Total Cleared Checks and Payments				1 Item		-250.00
Cleared Deposits and Other Credits						
1/3/2013	DEP	Deposit	See split	Regional Dues	R	2,268.00
1/31/2013	DEP	Interest	Interest	Interest Inc	R	0.02
2/4/2013	DEP	Dues Payments	Dues	Regional Dues	R	1,932.00
2/5/2013	DEP	Deposit	Dues	Regional Dues	R	213.00
2/28/2013	DEP	Interest	Interest	Interest Inc	R	0.03
3/30/2013	DEP	Interest	Interest	Interest Inc	R	0.04
4/2/2013	DEP	Deposit	BedESSA; BedPA, MITA	Regional Dues	R	434.00
4/30/2013	DEP	Interest	Interest	Interest Inc	R	0.04
5/31/2013	DEP	Interest	Interest	Interest Inc	R	0.04
6/28/2013	DEP	Interest	Interest	Interest Inc	R	0.04
7/31/2013	DEP	Interest	Interest	Interest Inc	R	0.04
8/31/2013	DEP	Interest	Interest	Interest Inc	R	0.04
Total Cleared Deposits and Other Credits				12 Items		4,847.29
Total Cleared Transactions				13 Items		4,597.29

Uncleared Transaction Detail up to 9/4/2013

Date	Num	Payee	Memo	Category	Clr	Amount
Uncleared Checks and Payments						
Total Uncleared Checks and Payments				0 Items		0.00
Uncleared Deposits and Other Credits						
Total Uncleared Deposits and Other Credits				0 Items		0.00
Total Uncleared Transactions				0 Items		0.00

PeopleSoft GL
GENERAL LEDGER - DETAIL

Page No. 1
Run Date 08/04/2013
Run Time 07:08:46

Report ID: GLS7002N
Bus. Unit: NHEAL--NEA-NEW HAMPSHIRE
Ledger: ACTUALS -- NEA-NEW HAMPSHIRE
For Fiscal Year 2013 Period 1 to 12
Account: 4326 Cost Cntr: ALL SID: ALL Project ID: ALL Sort Sequence: Account

Account	Description	Cost Cntr	SID	Proj	Jrnl Date	Journal ID	Jrnl Ln	Ref	Source	Voucher ID	Debit	Credit	Balance
4326	REGIONAL TRAINING-SOUTHERN												0
	GRANITE-008 SOUTHERN REGIONAL				10/03/2012	AP00332323			AP	00052830	140.00	0.00	
	STOHL-001 SOUTHERN REGIONAL C				10/08/2012	AP00332770			AP	00052913	26.98	0.00	
	MAITLAND-001				10/08/2012	AP00332770			AP	00052912	13.77	0.00	
	KIRBY-002 SOUTHERN REGIONAL C				10/08/2012	AP00332770			AP	00052911	26.98	0.00	
	IANNUCILL-001				10/08/2012	AP00332770			AP	00052910	8.33	0.00	
	HOBBS-001 SOUTHERN REGIONAL C				10/08/2012	AP00332770			AP	00052909	30.53	0.00	
	GAGNE-003 SOUTHERN REGIONAL C				10/08/2012	AP00332770			AP	00052908	8.88	0.00	
	EPSTEIN-001 SOUTHERN REGIONAL				10/08/2012	AP00332770			AP	00052907	22.20	0.00	
	BELFIORE-001 SOUTHERN REGIONAL				10/08/2012	AP00332770			AP	00052906	18.65	0.00	
	ARSENAULT-001 SOUTHERN REGIONAL				10/08/2012	AP00332770			AP	00052905	24.20	0.00	
	OWENS-001 SOUTHERN REGIONAL C				10/08/2012	AP00332770			AP	00052894	35.52	0.00	
	GRANITE-008 SOUTHERN REGIONAL				10/23/2012	AP00333630			AP	00053016	140.00	0.00	
	ARSENAULT-001 SOUTHERN REGIONAL				10/24/2012	AP00335298			AP	00053084	24.20	0.00	
	BALLARD-001 SOUTHERN REGIONAL				10/24/2012	AP00335298			AP	00053085	20.87	0.00	
	BELFIORE-001 SOUTHERN REGIONAL				10/24/2012	AP00335298			AP	00053086	18.65	0.00	
	CRANDELL-001 SOUTHERN REGIONAL				10/24/2012	AP00335298			AP	00053087	33.30	0.00	
	GAGNE-003 SOUTHERN REGIONAL C				10/24/2012	AP00335298			AP	00053088	8.88	0.00	
	HOBBS-001 SOUTHERN REGIONAL C				10/24/2012	AP00335298			AP	00053089	30.53	0.00	
	HOBBS-001 SOUTHERN REGIONAL C				10/24/2012	AP00335298			AP	00053090	30.53	0.00	
	KIRBY-002 SOUTHERN REGIONAL C				10/24/2012	AP00335298			AP	00053091	26.98	0.00	
	MAITLAND-001 SOUTHERN REGIONAL				10/24/2012	AP00335298			AP	00053092	13.77	0.00	
	MAITLAND-001 SOUTHERN REGIONAL				10/24/2012	AP00335298			AP	00053093	13.77	0.00	
	OWENS-001 SOUTHERN REGIONAL C				10/24/2012	AP00335298			AP	00053095	35.52	0.00	
	OWENS-001 SOUTHERN REGIONAL C				10/24/2012	AP00335298			AP	00053096	35.52	0.00	
	STOHL-001 SOUTHERN REGIONAL C				10/24/2012	AP00335298			AP	00053097	26.98	0.00	
	STOHL-001 SOUTHERN REGIONAL C				10/24/2012	AP00335298			AP	00053098	51.98	0.00	
	PARIS-001 SOUTH CENTRAL REGIO				10/25/2012	AP00335299			AP	00053146	17.76	0.00	
	Monthly SubTotals : Begin Balance =>										885.28	0.00	885.28
	BALLARD-001 SOUTHERN REGIONAL				11/28/2012	AP00336666			AP	00053341	20.87	0.00	
	BELFIORE-001 SOUTHERN REGIONAL				11/28/2012	AP00336666			AP	00053342	18.65	0.00	
	EPSTEIN-001 SOUTHERN REGIONAL				11/29/2012	AP00336666			AP	00053343	22.20	0.00	
	HOBBS-001 SOUTHERN REGIONAL C				11/28/2012	AP00336666			AP	00053344	30.53	0.00	
	MAITLAND-001 SOUTHERN REGIONAL				11/28/2012	AP00336666			AP	00053345	13.77	0.00	
	PARIS-001 SOUTHERN REGIONAL C				11/28/2012	AP00336666			AP	00053346	13.32	0.00	
	STOHL-001 SOUTHERN REGIONAL C				11/28/2012	AP00336666			AP	00053347	26.98	0.00	
	FESSENDEN				11/30/2012	0000349061			JE		20.87	0.00	
	Monthly SubTotals : Begin Balance =>										167.19	0.00	1,052.47

PeopleSoft GL
GENERAL LEDGER - DETAIL

Report ID: GLS7002N
Bus. Unit: NHEAL--NEA-NEW HAMPSHIRE
Ledger: ACTUALS -- NEA-NEW HAMPSHIRE
For Fiscal Year 2013 Period 1 to 12
Account: 4326 Cost Cntr: ALL SID: ALL Project ID: ALL Sort Sequence: Account

Page No. 2
Run Date 08/04/2013
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Account Description	Cost Cntr SID	Proj	Jrnl Date	Journal ID	Jrnl Ln Ref	Source	Voucher ID	Debit	Credit	Balance	
GRANITE-008 SOUTHERN REGIONAL			12/05/2012	AP00337476		AP	00053454	150.00	0.00		
CIRELLI-001 SOUTHERN REGIONAL			12/18/2012	AP00338719		AP	00053551	8.33	0.00		
BELFIORE-001 SOUTHERN REGIONAL			12/18/2012	AP00338719		AP	00053550	18.65	0.00		
ARSENAULT-001 SOUTHERN REGIONAL			12/18/2012	AP00338719		AP	00053549	24.20	0.00		
RORDAM-001 SOUTHERN REGIONAL C			12/18/2012	AP00338719		AP	00053557	35.30	0.00		
OWENS-001 SOUTHERN REGIONAL C			12/18/2012	AP00338719		AP	00053556	35.52	0.00		
MAITLAND-001 SOUTHERN REGIONAL			12/18/2012	AP00338719		AP	00053555	13.77	0.00		
KIRBY-002 SOUTHERN REGIONAL C			12/18/2012	AP00338719		AP	00053554	27.53	0.00		
HOBBS-001 SOUTHERN REGIONAL C			12/18/2012	AP00338719		AP	00053553	30.53	0.00		
EPSTEIN-001 SOUTHERN REGIONAL			12/18/2012	AP00338719		AP	00053552	22.20	0.00		
PARIS-001 SOUTHERN REGIONAL C			12/19/2012	AP00338720		AP	00053623	13.32	0.00		
GRANITE-008 RECLASS REGIONAL E			12/31/2012	AP00342257		AP	00053926	187.50	0.00		
Monthly SubTotals : Begin Balance =>								1,052.47	566.85	0.00	1,619.32
GRANITE-008 SOUTHERN REGIONAL			01/15/2013	AP00339936		AP	00053719	150.00	0.00		
WALKER-001 SOUTHERN REGIONAL C			01/23/2013	AP00339985		AP	00053739	22.60	0.00		
SCADOVA-001 SOUTHERN REGIONAL			01/23/2013	AP00339985		AP	00053738	18.45	0.00		
OWENS-001 SOUTHERN REGIONAL C			01/23/2013	AP00339985		AP	00053737	36.16	0.00		
KIRBY-002 SOUTHERN REGIONAL C			01/23/2013	AP00339985		AP	00053736	24.30	0.00		
GAGNE-003 SOUTHERN REGIONAL C			01/23/2013	AP00339985		AP	00053735	9.04	0.00		
EPSTEIN-001 SOUTHERN REGIONAL			01/23/2013	AP00339985		AP	00053734	22.60	0.00		
BALLARD-001 SOUTHERN REGIONAL			01/23/2013	AP00339985		AP	00053733	23.47	0.00		
ARSENAULT-001 SOUTHERN REGIONAL			01/23/2013	AP00339985		AP	00053732	24.60	0.00		
Monthly SubTotals : Begin Balance =>								1,619.32	331.22	0.00	1,950.54
ARSENAULT-001 SOUTHERN REGIONAL			02/14/2013	AP00342222		AP	00053910	24.60	0.00		
BALLARD-001 SOUTHERN REGIONAL			02/14/2013	AP00342222		AP	00053911	24.60	0.00		
DESNOYERS-001 SOUTHERN REGIONAL			02/14/2013	AP00342222		AP	00053912	22.60	0.00		
GAGNE-003 SOUTHERN REGIONAL C			02/14/2013	AP00342222		AP	00053913	9.04	0.00		
HOBBS-001 SOUTHERN REGIONAL C			02/14/2013	AP00342222		AP	00053914	31.08	0.00		
KIRBY-002 SOUTHERN REGIONAL C			02/14/2013	AP00342222		AP	00053915	27.43	0.00		
OWENS-001 SOUTHERN REGIONAL C			02/14/2013	AP00342222		AP	00053916	37.29	0.00		
PAPPALARDO-001 SOUTHERN REGIONAL			02/14/2013	AP00342222		AP	00053917	13.56	0.00		
RORDAM-001 SOUTHERN REGIONAL C			02/14/2013	AP00342222		AP	00053918	35.90	0.00		
WALKER-001 SOUTHERN REGIONAL C			02/14/2013	AP00342222		AP	00053919	24.86	0.00		
PLATINUM-001 1414 SHEPARD			02/20/2013	AP00342445	J OWENS	AP	00053964	150.00	0.00		
PARIS-001 REGIONAL COUNCIL			02/26/2013	AP00343409		AP	00053986	16.95	0.00		
Monthly SubTotals : Begin Balance =>								1,950.54	417.91	0.00	2,368.45

Report ID: GLS7002N
 Bus. Unit: NHEAL--NEA-NEW HAMPSHIRE
 Ledger: ACTUALS -- NEA-NEW HAMPSHIRE
 For Fiscal Year 2013 Period 1 to 12
 Account: 4326 Cost Cntr: ALL SID: ALL Project ID: ALL Sort Sequence: Account

PeopleSoft GL
 GENERAL LEDGER - DETAIL

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Account	Description	Cost Cntr	SID	Proj	Jrnl Date	Journal ID	Jrnl Ln Ref	Source	Voucher ID	Debit	Credit	Balance
STOHL-001	SOUTHERN REG COUNCI				03/26/2013	AP00345012		AP	00054134	30.25	0.00	
RORDAM-001	SOUTHERN REG COUNCI				03/26/2013	AP00345012		AP	00054133	18.95	0.00	
OWENS-001	SOUTHERN REG COUNCI				03/26/2013	AP00345012		AP	00054132	37.29	0.00	
KIRBY-002	SOUTHERN REG COUNCI				03/26/2013	AP00345012		AP	00054131	27.43	0.00	
HOBBS-001	SOUTHERN REG COUNCI				03/26/2013	AP00345012		AP	00054130	31.08	0.00	
GAGNE-003	SOUTHERN REG COUNCI				03/26/2013	AP00345012		AP	00054129	9.04	0.00	
EPSTEIN-001	SOUTHERN REG COUNCI				03/26/2013	AP00345012		AP	00054128	22.60	0.00	
EPSTEIN-001	SOUTHERN REG COUNCI				03/26/2013	AP00345012		AP	00054127	22.60	0.00	
CIRELLI-001	SOUTHERN REG COUNCI				03/26/2013	AP00345012		AP	00054126	6.78	0.00	
SELFIORE-001	SOUTHERN REG COUNCI				03/26/2013	AP00345012		AP	00054125	18.95	0.00	
BALLARD-001	SOUTHERN REG COUNCI				03/26/2013	AP00345012		AP	00054124	21.78	0.00	
ARSENAULT-001	SOUTHERN REG COUNCI				03/26/2013	AP00345012		AP	00054123	28.00	0.00	
Monthly SubTotals : Begin Balance =>										2,368.45	0.00	2,643.20
FESSENDEN-001	SOUTHERN REG TRA				04/02/2013	AP00345811		AP	00054196	297.37	0.00	
TUTTLE-001	SOUTHERN REGIONAL T				04/03/2013	AP00345812		AP	00054210	100.00	0.00	
TUTTLE-001	SOUTHERN REGIONAL T				04/03/2013	AP00345812		AP	00054210	41.55	0.00	
MUNDAHL-001	SOUTHERN REGIONAL				04/03/2013	AP00345812		AP	00054204	250.00	0.00	
MOSLEY-001	SOUTHERN REGIONAL T				04/03/2013	AP00345812		AP	00054203	150.00	0.00	
MCKENNEY-001	SOUTHERN REGIONAL				04/08/2013	AP00345884		AP	00054252	24.96	0.00	
MUNDAHL-001	SOUTHERN REGIONAL				04/08/2013	AP00345884		AP	00054256	250.00	0.00	
MUNDAHL-001	SOUTHERN REGIONAL				04/08/2013	AP00345884		AP	00054256	79.10	0.00	
MCKENNEY-001	SOUTHERN REGIONAL				04/08/2013	AP00345884		AP	00054252	200.00	0.00	
MUNDAHL-001	SOUTHERN REGIONAL				04/08/2013	AP00345887		AP	00054204	0.00	250.00	
MCKENNEY-001	SOUTHERN REG TRAI				04/15/2013	AP00346458		AP	00054277	200.00	0.00	
MCKENNEY-001	SOUTHERN REG TRAI				04/15/2013	AP00346458		AP	00054277	21.70	0.00	
MCKENNEY-001	SOUTHERN REGIONAL				04/15/2013	AP00346823		AP	00054252	0.00	200.00	
MCKENNEY-001	SOUTHERN REGIONAL				04/15/2013	AP00346823		AP	00054252	0.00	24.96	
OWENS-001	NAT'L ESP CONF REIM				04/16/2013	AP00346459		AP	00054297	319.72	0.00	
HOBBS-001	NAT'L ESP CONF REIM				04/16/2013	AP00346459		AP	00054288	500.00	0.00	
BALLARD-001	SOUTHERN REGIONAL				04/16/2013	AP00346821		AP	00054340	24.60	0.00	
EPSTEIN-001	SOUTHERN REGIONAL				04/16/2013	AP00346821		AP	00054341	13.00	0.00	
HOBBS-001	SOUTHERN REGIONAL C				04/16/2013	AP00346821		AP	00054342	31.08	0.00	
KIRBY-002	SOUTHERN REGIONAL C				04/16/2013	AP00346821		AP	00054343	27.43	0.00	
STOHL-001	SOUTHERN REGIONAL C				04/16/2013	AP00346821		AP	00054344	30.25	0.00	
GRANITE-008	SO REG COUNCIL/SO				04/23/2013	AP00347464		AP	00054371	100.00	0.00	
Monthly SubTotals : Begin Balance =>										2,643.20	474.96	4,829.00
FESSENDEN-001	SOUTHERN REGION				05/13/2013	AP00348577		AP	00054493	18.95	0.00	
STOHL-001	SOUTHERN REG MEMBER				05/29/2013	AP00350213		AP	00054569	54.85	0.00	

PeopleSoft GL
GENERAL LEDGER - DETAIL

Report ID: GLS7002N
 Bus. Unit: NHEAL--NEA-NEW HAMPSHIRE
 Ledger: ACTUALS -- NEA-NEW HAMPSHIRE
 For Fiscal Year 2013 Period 1 to 12
 Account: 4326 Cost Cntr: ALL SID: ALL Project ID: ALL Sort Sequence: Account

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 Run Date 08/04/2013
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Account Description	Cost Cntr	SID	Proj	Jrnl Date	Journal ID	Jrnl Ln	Ref	Source	Voucher ID	Debit	Credit	Balance	
Monthly SubTotals : Begin Balance =>										4,829.00	73.80	0.00	4,902.80
GRANITE-008 ITALIAN SUFFET FOR				06/24/2013	AP00352160			AP	00054762	264.00	0.00		
ARNFIELD-001 SOUTHERN REGIONAL				06/26/2013	AP00352162			AP	00054870	14.13	0.00		
OSULLIVAN-001 SOUTHERN REGIONA				06/26/2013	AP00352162			AP	00054869	28.25	0.00		
ARSENAULT-001 SOUTHERN REGIONA				06/26/2013	AP00352162			AP	00054868	24.60	0.00		
CIRELLI-001 SOUTHERN REGIONAL				06/26/2013	AP00352162			AP	00054867	10.17	0.00		
BELFIORE-001 SOUTHERN REGIONAL				06/26/2013	AP00352162			AP	00054866	18.95	0.00		
RORDAM-001 SOUTHERN REGIONAL C				06/26/2013	AP00352162			AP	00054865	35.90	0.00		
STOHL-001 SOUTHERN REGIONAL C				06/26/2013	AP00352162			AP	00054864	30.25	0.00		
OWENS-001 SOUTHERN REGIONAL C				06/26/2013	AP00352162			AP	00054863	36.16	0.00		
GAGNE-003 SOUTHERN REGIONAL C				06/26/2013	AP00352162			AP	00054862	9.04	0.00		
EPSTEIN-001 SOUTHERN REGIONAL				06/26/2013	AP00352162			AP	00054861	22.60	0.00		
PARIS-001 SOUTHERN REGIONAL C				06/26/2013	AP00352162			AP	00054860	14.69	0.00		
CRANDELL-001 SOUTHERN REGIONAL				06/26/2013	AP00352162			AP	00054859	35.60	0.00		
REGIONAL TRAINING-SOUTHERN				06/30/2013	0000353668			JE		0.00	1.00		
Monthly SubTotals : Begin Balance =>										4,902.80	544.34	1.00	5,446.14
4326 REGIONAL TRAINING-SOUTHERN												Beginning Balance: 0.00	
												Total Activity: 5,446.14	
												Ending Balance: 5,446.14	
Account 4326 Totals :													
Begin Balance =>										0.00	5,922.10	475.96	5,446.14

Report ID: GLS7002N
Bus. Unit: NHEA1--NEA-NEW HAMPSHIRE
Ledger: ACTUALS -- NEA-NEW HAMPSHIRE
For Fiscal Year 2013 Period 1 to 12
Account: 4326 Cost Cntr: ALL SID: ALL Project ID: ALL Sort Sequence: Account

PeopleSoft GL
GENERAL LEDGER - DETAIL

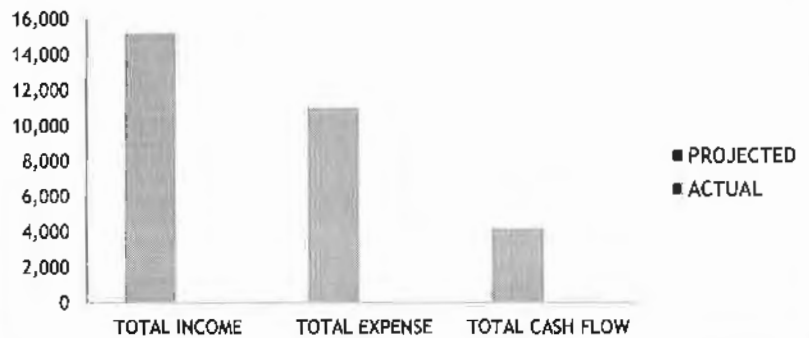
Page No. 5
Run Date 08/04/2013
Run Time 07:08:52

<u>Account</u>	<u>Description</u>	<u>Cost Cntr</u>	<u>SID</u>	<u>Proj</u>	<u>Jrnl Date</u>	<u>Journal ID</u>	<u>Jrnl Ln</u>	<u>Ref</u>	<u>Source</u>	<u>Voucher ID</u>	<u>Debit</u>	<u>Credit</u>	<u>Balance</u>
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SOUTHERN REGION

Budget Planner

FISCAL YEAR 2013-2014



Cash Flow

Cash Flow	Projected	Actual	Variance
Total Income	15,195	0	-15,195
Total Expense	11,000	0	11,000
TOTAL CASH FLOW	4,195	0	-4,195

ANNUAL INCOME

Annual Income	Projected	Actual	Variance
Regional Dues	4,760	0	-4,760
NEA NH Regional Payment	6,000	0	-6,000
Income from FY 2012-2013	4,435	0	-4,435
Other		0	0
TOTAL INCOME	15,195	0	-15,195

Annual Expenses

Training Expense	Projected	Actual	Variance
Training	2,800	0	2,800
Fall- Negotiations	0	0	0
	0	0	0
	0	0	0
	0	0	0
SUBTOTAL	2,800	0	2,800

Scholarships	Projected	Actual	Variance
Scholarships	3,600	0	3,600
ESP		0	0
NLT		0	0
RA		0	0
		0	0

			<input type="radio"/>	0
SUBTOTAL	3,600	0	<input type="radio"/>	3,600

Council Meetings	Projected	Actual	Variance
Council Meetings	3,350		<input checked="" type="radio"/> 3,350
Mileage			<input type="radio"/> 0
Meals			<input type="radio"/> 0
			<input type="radio"/> 0
SUBTOTAL	3,350	0	<input type="radio"/> 3,350

NHFTL	Projected	Actual	Variance
NHFTL Golf Tournament	250		<input checked="" type="radio"/> 250
			<input type="radio"/> 0
			<input type="radio"/> 0
SUBTOTAL	250	0	<input type="radio"/> 250

Grants	Projected	Actual	Variance
Grants	1,000		<input checked="" type="radio"/> 1,000
			<input type="radio"/> 0
			<input type="radio"/> 0
			<input type="radio"/> 0
			<input type="radio"/> 0
SUBTOTAL	1,000	0	<input type="radio"/> 1,000

Column1	Projected	Actual	Variance
			<input type="radio"/> 0
			<input type="radio"/> 0
			<input type="radio"/> 0
			<input type="radio"/> 0
			<input type="radio"/> 0
SUBTOTAL	0	0	<input type="radio"/> 0

Column1	Projected	Actual	Variance
			<input type="radio"/> 0
			<input type="radio"/> 0
			<input type="radio"/> 0
			<input type="radio"/> 0

BARGAINING AND NEGOTIATIONS

Session Type: Optional ?

Code:

Start Date: 9/26/2013

Start Time: 5 :00 PM

End Date: 9/26/2013

End Time: 7 :30 PM

Data Tag ?
Code:

Description: Come learn the basic principles, resources and strategies for successful contract negotiations with your employer. This training will begin with basic preparations for bargaining, and then will address selecting and training a team of negotiators, negotiations timelines, and scope of bargaining. Other topics include communicating with members; and successful ratification of the new agreement.

BUILDING REPRESENTATIVE TRAINING

Session Type: Optional ?

Code:

Start Date: 9/26/2013

Start Time: 5 :00 PM

End Date: 9/26/2013

End Time: 7 :30 PM

Data Tag ?
Code:

Description: One of the most important and overlooked roles in NEA-New Hampshire is the role of the building representative. This workshop will provide current and potential building representatives with information and strategies for ensuring you know how to access NEA and NEA-NH resources and represent your colleagues well.

UNISERV Director's Report

September, 2013

Lorri Hayes, Southern Region

UNISERV DIRECTOR'S REPORT

Welcome Everyone, to the Southern Regional Council Meeting .Thank you for joining us this evening.

We are really looking forward to Regional Council meetings this year. Our plan is to discuss a new topic at each council meeting. Our scheduled topics include:

September: Negotiations
October: Member Benefits
November: Common Core (Performance evaluation)
December: Holiday Celebration
January: Communicating with your Community about your CBA
February: Legislative Roundup
March: IT (Tammy Davis)
April: Retirement Boot Camp
May: Membership Meeting
June: Affordable Health Care

If you have an interest in any of these topics or would just like to learn more about them, please join us .

I do hope that you have received the "Health Insurance Premium Holiday" survey. So far, we have received a total of 10 responses. Please take the time to respond to the short survey. If you need further information, please contact me.

We will provide training on September 26th, here at the Manchester office. The two training topics are *NEA NH Building Representatives and Collective Bargaining training*. You are welcome to attend, free of charge, either one of these trainings. Our decision to offer these two courses is based upon the responses we received from the training survey we sent to all southern regional members last year. We have a limit of 20 students per course. Please sign up, the courses are filling up fast.

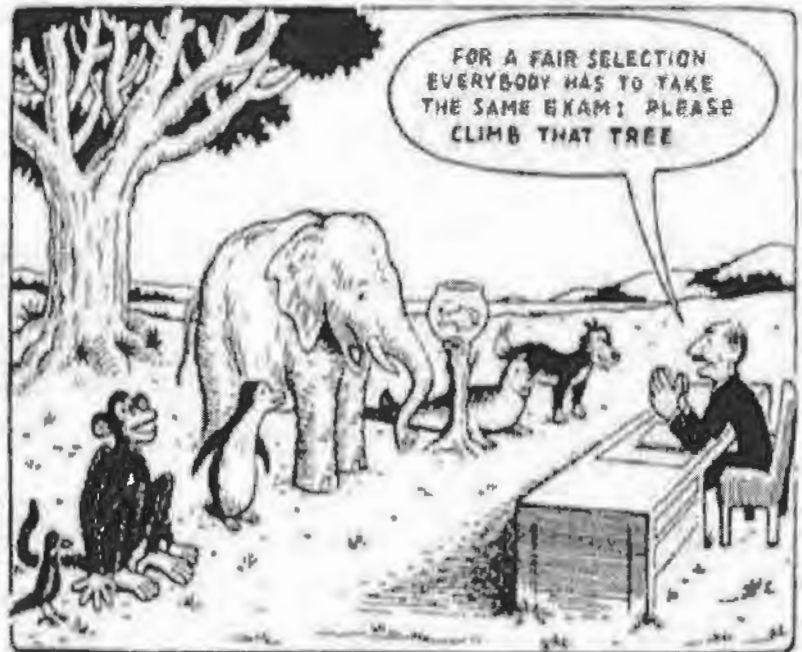
Lorri Hayes

Unit	Negotiations	SB2/ Traditional
Amherst EA	2013-2014	SB2
Bedford ESSA	2013-2014	SB2
Brookline ESSA	2013-2014	Traditional
Brookline TA	2013-2014	Traditional
Hollis EA (Elementary)	2013-2014	Traditional
Hollis EA (Coop)	2013-2014	Traditional
Hollis ESSA (Elementary)	2013-2014	Traditional
Litchfield EA	2013-2014	SB2
Milford TA	2013-2014	SB2
Pelham EA	2013-2014	SB2
Pelham ESPA	2013-2014	SB2
Salem EA	2013-2014	SB2
Salem Custodians	2013-2014	SB2
Salem Food Service	2013-2014	SB2
Salem ESPA	2013-2014	SB2
Salem Secretaries	2013-2014	SB2
Windham	2013-2014	SB2

The Southern Region will sponsor two leadership training programs on **September 26, 2013**. The next Southern Regional Council Meeting will take place on **October 10, 2013**. We hope to see you all there.

Teacher Performance Evaluations

NEA NH can be a resource to assist your school district in preparing a new teacher performance evaluation plan. Please contact me, Lorri Hayes at 224-7751 for further information.



Our Education System

"Everybody is a genius. But if you judge a fish by its ability to climb a tree, it will live its whole life believing that it is stupid." - Albert Einstein

September 5, 2013

TO: State Communicators
 FROM: Steven Grant, NEA Communications
 RE: Three Education- and Labor-Related Films Worth Checking Out This Fall

This memo provides guidance to association staff and leaders related to the release this fall of "Inequality for All," and "Go Public." The films are worth checking out.

1. Robert Reich's "Inequality for All," an examination of the widening income gap in America, opens in theaters Friday, September 27

<http://inequalityforall.com>

"Inequality for All" is a documentary that follows former U.S. Labor Secretary Robert Reich as he looks to raise awareness of the country's widening economic gap. As an instructor, Reich is spirited and passionate. At times he speaks directly to the camera; at others he's addressing the huge lecture hall of undergrads taking his Wealth and Poverty class at UC-Berkeley. With the help of animated info graphics he lays out the disheartening/enraging figures, quantifying what's already clear to anybody who can remember the way things were before they stopped adding up: Middle-class wages are stagnating or falling while the cost of living keeps rising.

2. "Go Public," a day in the life of an American school district—in time for American Education Week—is an "antidote" to the war on public schools

gopublicproject.org

<https://www.facebook.com/GoPublicProject>

"Go Public" a day in the life of an American school district" is a 90-minute documentary of one entire day in the Pasadena Unified School District (PUSD). Pasadena is a racially and economically diverse community in Southern California with 28 public school campuses. "Go Public" tells the story of one full day from sun up to long after sundown. The film provides a window into the world of one urban school district, the many dedicated people, the myriad of opportunities available, and the complexity of effectively serving the needs of all students. This film is a great opportunity to galvanize support for public schools and public education. Be sure to check out "Go Public"

NEA-NH and NEA Member Benefits invites you to a FREE and helpful Retirement Planning Seminar. We will offer several seminars this year - seven between October and November, 2013, and others in March and April, 2014. Each seminar is open to NEA members and one guest of their choosing.

The seminars will run from 4-6 pm, with light refreshments provided. Each meeting is first come first serve, so REGISTER ASAP!

For information on the Fall 2013 seminars, choose one of the links below:

October 3 - Concord. REGISTER FOR CONCORD: <http://www.cvent.com/d/r4qjyk/1Q>

October 16 - Lincoln. REGISTER FOR LINCOLN: <http://www.cvent.com/d/y4qjyk/1Q>

October 24 - Manchester. REGISTER FOR MANCHESTER: <http://www.cvent.com/d/84qjyk/1Q>

October 30 - Milford. REGISTER FOR MILFORD: <http://www.cvent.com/d/z4qjy9/1Q>

November 6 - Dover. REGISTER FOR DOVER: <http://www.cvent.com/d/g4qjy9/1Q>

November 13 - Laconia. REGISTER FOR LACONIA: <http://www.cvent.com/d/74qjy9/1Q>

November 20 - Concord. REGISTER FOR CONCORD: <http://www.cvent.com/d/h4qjyl/1Q>

[Spring 2014 seminars will tentatively be held in Concord, Manchester, Exeter, Laconia and Lebanon. Details to come later this year.]

A NOTE ABOUT INCLEMENT WEATHER: If public schools in the town hosting the seminar are closed on the day of your seminar, then the event will automatically be cancelled. Check WMUR.com or your local news radio for school closure information. We will email you about rescheduling.

We hope to see you at one of these FREE seminars!



NEWS RELEASE



Transmission of material in this release is embargoed until
8:30 a.m. (EDT) Thursday, August 15, 2013

USDL-13-1626

Technical information: (202) 691-7000 • Reed.Steve@bls.gov • www.bls.gov/cpi
Media Contact: (202) 691-5902 • PressOffice@bls.gov

CONSUMER PRICE INDEX – JULY 2013

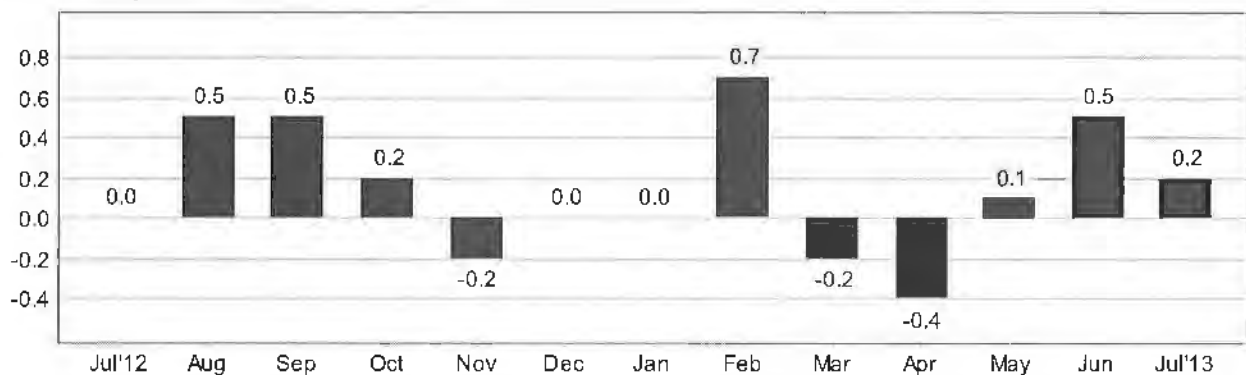
The Consumer Price Index for All Urban Consumers (CPI-U) increased 0.2 percent in July on a seasonally adjusted basis, the U.S. Bureau of Labor Statistics reported today. Over the last 12 months, the all items index increased 2.0 percent before seasonal adjustment.

The rise in the seasonally adjusted all items index was the result of increases in a broad array of indexes including shelter, gasoline, apparel, and food. Despite the gasoline increase, the energy index rose only 0.2 percent as the natural gas and electricity indexes declined. The increase in the food index was caused by a sharp rise in the fruits and vegetables index; other food indexes were mixed.

The index for all items less food and energy rose 0.2 percent in July, the third straight such increase. Along with the advances in the shelter and apparel indexes, the indexes for medical care, tobacco, and new vehicles all rose. In contrast, the indexes for household furnishings and operations, airline fares, and used cars and trucks all declined in July.

The all items index increased 2.0 percent over the last 12 months. The index for all items less food and energy has risen 1.7 percent over the last year; this compares to 1.6 percent for the 12 months ending June. The energy index has risen 4.7 percent over the last 12 months, its largest increase since the 12 months ending February 2012. The food index has risen 1.4 percent, the same figure as in May and June.

Chart 1. One-month percent change in CPI for All Urban Consumers (CPI-U), seasonally adjusted, July 2012 - July 2013
Percent change



U-46

Book Bus connects transportation local with the students they care for



It was meant to be a one-time thing.

Paulette Walsh and others in the District U-46 Transportation Union in Elgin came up with an idea in the spring of 2012 that they thought could better connect their local association with the community at large.

"We were in the middle of negotiations and that can always be stressful and I was thinking that I wanted to do something that would alleviate the stress a little bit, give back to the community a little bit and make us really show our worth to the district," Walsh said.

So, she came up with the idea of doing a book drive. The intent was to collect books from other drivers and give them away. But the idea quickly spread. School staff donated books. Parents did, too. A couple of stores joined in, as well.

"Before we knew it, we had so many books that we didn't know what to do with them," she said.

They sorted through an estimated 2,500 books, categorizing them by age and weeding out those that were inappropriate. They took a 68-passenger bus and filled it front to back with two to three boxes per seat full of books.

The giveaway was set for June 5, 2012.

It was so successful that the transportation local decided to keep carrying on. To date, they've participated in 10

Book Bus giveaways. Retiring teachers are donating books, a local Catholic school gave them 500 and the United Way sent 10 to 12 boxes their way.

They paired up with the local library, which has a summer reading challenge. Every place the Book Bus went, someone from the library was there encouraging kids to sign up for the library's summer reading program.

Then, Walsh said, the Book Bus paired up with Elgin Parks and Recreation. Parks and Rec had a free lunch program at lower income sites in Elgin. They provided a free, boxed lunch, activities and games and the Book Bus came along to provide free books. They've also been to the Streamwood Fest.

"This has been such positive exposure for our department and the district. We don't want to look like we're just bus drivers. We're employees of the district. We're not a third party. We want people to know how much we care about our students. This was a great way to do it," Walsh said.

"Our community is very varied and has been affected greatly by the economy, so little stresses can seem huge when you're affected financially in one place or another. To have a program like this that is free and good for kids and gives parents a chance to build relationships with their bus drivers, can make a big difference."

The program could be poised to grow even more.

For a year, mechanics at the garage would unload all the books from the bus after each outing, load them on pallets and use a forklift to put the pallets up into storage.

Recently, Elgin decided to buy new buses and the district agreed to give a wheelchair accessible bus to the Book Bus program to use permanently. It's roomier, accessible and allows the books to be stored on the bus year round.

Walsh is looking forward to the new school year and to new relationships the drivers in her local have made through the Book Bus.

"The first two weeks of school are crazy. It's not perfect. There's a lot of tweaking to the routes," she said. "But when you talk to someone person to person, you get a different feel for them. We don't just drive our kids to school. We're counselors, nurses, substitute parents, EMTs. We're not just driving a bus. When you talk to people, they understand that."

Walsh said she hopes the idea catches on elsewhere. She said the biggest compliment to the Elgin Book Bus program would be if transportation locals in other districts started Book Bus programs of their own.

"Let's face it: We have competition out there and if we don't do more and do it better, then they're not going to think we're worth it. We have to do more."



Why Should I Support Our Association?



Hampstead Association of School Staff

Without the **Hampstead Association of School Staff** you would **not** be guaranteed:

- The ability to resolve employment issues through the grievance process.
- Required posting of open positions
- Medical, dental, disability and life insurance for full time employees
- Medical insurance buy-out for full time employees.
- The current paid sick leave and sick leave redemption
- The ability to use a disability bank in case of serious illness.
- **2** personal days
- **3** bereavement days
- Personal leave up to 12 months upon approval
- **1** day's **pay** for each **year** of service up to **15** days at the end of the school year.
(formerly vacation pay)
- **10** **paid** holidays – **11** for year round employees
- **\$325** per person towards professional development
- College tuition reimbursement up to a 3-credit course cost at UNH
- The ability to review your file and the requirement that you sign anything being put in your file and our progressive discipline language.
- Para 1 (**\$0.35**) and Para 2 (**\$0.50**) Certification Hourly Differential
- **\$0.30** per hour increase in salary for recognition of service after 15 and 20 years of service
- **Guaranteed** yearly increases:
 - 2012/2013 - \$0.30
 - 2013/2014 - \$0.40
 - 2014/2015 - \$0.50
 - 2015/2016 - \$0.60
- That the Hampstead School Board or Administration would involve you in any determination of your wages, benefits or working conditions.

Windham is a great place to live because of its.....

- Location, location, location
- Great parks and recreation
- Great school systems



http://money.cnn.com/magazines/moneymag/bestplaces/2013/snapshots/CS3385780.html?iid=BPL_fl_list

Everybody knows that.....

- A good school system helps to increase property values. Windham's that kind of town!
- A good school is more than just reading, writing, and arithmetic. It offers opportunities for kids to grow through sports, music, arts, and social/academic clubs.
- At the heart of every good school district are highly qualified, dedicated, caring teachers who work longer than the school day and care about their students as if they were their own children. Windham has great teachers like that!

Anything worthwhile needs to be maintained and school districts are no different!

In 2008 a contract was negotiated and passed *to attract and maintain* highly qualified teachers in Windham. ***Windham has not approved a new contract since then.***

In that time.....

- WHS is ranked in the top 5% of NH schools for NECAP Math and Language state testing
- WHS students performance on AP exams are well above NH and Global averages
- 70% of WHS students graduate as part of the NH Scholars Program
- 88% of WHS student body are involved in extra-curricula activities
- 70 coaching/advisor positions are held by Windham School District Teachers
- 75% of Windham teachers possess a Master's Degree or higher

Award Winning Teachers

- Ryan O'Connor - NH Teacher of the Year Finalist 2013
- Bethany Bernasconi - NH Teacher of the Year 2012
- Jill Bartlett - NHAHPERD Outstanding Professional 2012
- Jared Cassedy - NH Young Band Director of the Year 2010-11
- Kay Shoubash - NH FACS Teacher of the Year 2010-11

FIRST Robotics Team

- 2012 Motorola Quality Award - Granite State Regional
- 2012 Motorola Quality Award - FIRST Conn. Regional
- 2011 NH Rookie All Star Award
- 2013 Competed at FIRST World Championship St. Louis, MO

Science and Math Teams

- 2013 Science Nor'Easter Bowl – Gold Medal First Place
- 2013 Science Nor'Easter Bowl Sportsmanship award
- 2013 Science National Ocean Science Bowl Finals
- 2013 NH Class I Math State Champions - Gold

Latin

- 2013 Perfect Score National Latin Exam (1 student)
- 2013 NH State Latin Exam – 3rd place (1 student)

Concert Band

- 2011 New Hampshire Large Group Festival - "A" Rating
- 2012 New Hampshire Large Group Festival - "A" Rating
- 2012 Heritage Festival: New York City – Gold Medal First Place
- Gold Medal First Place
- 2013 Heritage Festival of Gold: Chicago, Illinois -
- Highest Scoring Instrumental Ensemble of Festival

NHIAA State Champions

- 2011 DII Golf Individual State Champion
- 2012 DII Golf Individual State Champion
- 2011 DII Golf State Finalist
- 2012 DII Golf State Finalist
- 2010 DIII Wrestling Individual Weight Class Champions (2)
- 2011 DIII Wrestling Individual Weight Class Champions (4)
- 2012 DIII Wrestling Individual Weight Class Champions (3)
- 2011 DIII Wrestling State Champions
- 2012 DIII Wrestling State Champions
- 2011 DV Football State Finalist
- 2012 DII Field Hockey State Finalist
- 2012 DII Boys Soccer State Champions
- 2012 DIII Girls Lacrosse State Champions
- 2013 DIII Girls Lacrosse State Champions
- 2013 DII Girls Slalom and Giant Slalom Alpine Skiing State Champion

Teachers, the of  any school district, have worked like true professionals.

Going forward we hope that the town recognizes and continues to support the education professionals of Windham School District.

Duty of Fair Representation

The statutory right of exclusive representation mandates fair representation of all members of a bargaining unit. This obligation emanates from RSA 273 A.

The duty requires that the Union represent the interests of all employees fairly and impartially. The Union may refuse to file or process a grievance for any number of reasons so long as they are valid; it may not arbitrarily refuse to process a meritorious grievance because the employee is not a dues paying member.

Basically, an exclusive representative may not treat non-union members differently than dues paying union members in matters over which the union has exclusive control. An exclusive representative's responsibilities will be analyzed "in the context of whether or not the union's representational activities on behalf of employees are grounded in the union's authority to act as exclusive representative."

Standard of Conduct

The exclusive agent's statutory authority to represent all members of a designated unit includes a statutory obligation to serve the interests of all members without hostility or discrimination toward any, to exercise its discretion with complete good faith and honesty, and to avoid arbitrary conduct.

Neither negligence nor a mistake in judgment on the part of the Union will support a claim that a Union breached the duty of fair representation.

A breach of duty of fair representation occurs when the Union acts based on improper motivation or in a manner which is arbitrary, perfunctory or inexcusably neglectful. Since a Union will often be required to represent different and conflicting interest, it is allowed a wide range of reasonableness in fulfilling its statutory duties.

Negotiations

The Union is allowed a wide range of reasonableness in serving the bargaining unit it represents, subject to good faith in the exercise of its discretion. Although ordinary negligence doesn't amount to a breach, a lack of a rational basis for Union decision and egregious unfairness or reckless omissions or disregard for individual employees' fights may constitute a breach.

Grievance Summary Seven Golden rules for Unions:

- 1) Consider all grievances solely on the merits;
- 2) Investigate each grievance promptly and vigorously;
- 3) Do not miss time limits;
- 4) Keep a record;
- 5) Keep the grievant informed;
- 6) Have a valid reason for any action;

7) If the grievance lacks merit, drop it.

Arbitration Summary

Avoid the following:

- 1) Failure to make a decision on whether or not to arbitrate;
- 2) Failure to notify the grievant of a decision not to arbitrate in time for the grievant to pursue other available remedies;
- 3) Refusing to arbitrate solely because of expense to the Association or hostility toward the grievant;
- 4) Poor quality of presentation (extreme negligence in investigating, extreme passivity in presenting the case);
- 5) Perfunctory handling of an arbitration case which effectively prevents any factual proof of the grievant's position.

When an employee alleges a duty of fair representation charge against the exclusive representative because that unit employee does not belong to the union, it must initially be determined whether the activities at issue were undertaken by the labor organization in its role as the exclusive representative.

In determining whether or not there is a violation, the PELRB will determine if the following criteria have been met:

- 1). The matter which is the subject of the allegation is grounded in the union's role as the exclusive representative; i.e.,
 - a). the matter concerns a topic over which the union has exclusive control because it is contained in the union's collective bargaining agreement; and
 - b). the employee had no other choice for representation other than the union;and
- 2). the union treated the employee differently from dues paying union members.

If these criteria are met, the PELRB will decide if:

- 1). The union acted in an arbitrary manner and/or in bad faith; i.e.,
 - a). the union's conduct amounted to more than mere negligence or ineptitude, but rather was outside the range of reasonableness, and
 - b). that treatment was deliberate and unjustified; and
- 2). the union's action resulted in the treatment of a unit employee different from other unit employees.

Whether your grievant or grievance fits into any particular category or not, there is one important thing to remember: Your course of action in any grievance case will be determined by the merits of the grievance, and not by the merits of the grievant. It is when the latter becomes a determining

factor in grievance handling that a breach of the duty of fair representation (DFR) suit can occur.