

## Town Meeting Season Underway

NEA-NH ramps up efforts to secure the passage of educator contracts and election of pro-education candidates

Each year across New Hampshire more than 90 communities go to the polls or to Town Meetings to vote on educator contracts and school budgets.

Often called “the purest form of democracy,” the Town Meeting was how New Hampshire local government was conducted for more than 300 years. According to New Hampshire Public Radio, “residents would gather on the second Tuesday in March – a convenient ‘down time’ for farmers and loggers. They’d deliberate for hours on budgets, and do a fair bit of socializing as well.” But as attendance at town meetings steadily waned, the Legislature gave towns a new option called Senate Bill 2. This approach split the traditional process into two parts: first, a “deliberative session” to debate the issues and draft warrant articles on those matters, and then a day-long ballot. SB2 passed in 1995, and since then many towns have adopted it.

“Like all elections, getting your message out, organizing supporters and getting them to vote is the only way to win,” said Megan Tuttle, NEA-NH President. “Our messaging, organizing, and mobilizing resources have been helping local NEA-NH affiliates craft effective messages and cultivate positive community relations and the results have been impressive.”

In an effort to end the cycle of losses and improve member involvement in the election process, NEA-NH launched a Positive Public Relations workshop aimed at helping locals improve their communications skills and initiatives in 2012. After 9 months, the effort was re-made into M.O.M. Training (Messaging, Organizing and Mobilizing).

M.O.M. efforts are not limited to members only, but structured to reach out to community members, parents, potential members and other supportive surrogates.

These efforts led to improved voter turnout, increased membership and member participation, record setting contract passage rates and the estab-



Amherst teachers started the 2017 school year working under a contract that had expired in June of 2016. They coordinated their negotiations and community visibility efforts with NEA-NH. Their efforts paid off with the school board. Now they’re working to secure voter support.

lishment of well-organized local groups capable of continuing the momentum with other community based projects and political efforts in the future.

“The goal of M.O.M. training is to establish positive community relationships and secure the passage of educator contracts and election of pro-education boards,” said George Strout, Communication Director for NEA-NH. “We try to leave a working organization in place to promote community causes and to be activated during future elections at the local, state and national level.”

“Amherst teachers have been working under an expired contract since June of 2016, and returned to the classroom for the second consecutive school year without a contract,” said Larry Ballard, President of Amherst Education Association (AEA). “Something that has never happened in almost forty years of collective bargaining in the Amherst School District.”

Negotiations initially began in September of 2015, but two separate years of negotiations each ended with unsuccessful third-party mediations. “Amherst teachers started the 2017 school year optimistic that the newest round of negotiations would yield a fair contract that recognizes the hard work and dedication

## NEA-NH President Declares School Shootings Cannot Become the ‘New Normal’

It’s time to demand our politicians do more than express sorrow and regret when children are gunned down at school

On Wednesday, February 14, a gunman opened fire at a public high school in Florida. He killed 17 people and injured 14 more. There have been 18 shootings at schools in the first 45 days of 2018, according to the non-profit group Everytown for Gun Safety. Everytown defines a school shooting as “any time a firearm discharges a live round inside a school building or on a school campus or grounds, as documented by the press and, when necessary, confirmed through further inquiries with law enforcement or school officials,” according to its website.



A woman cries during a vigil for the victims of the shooting at Marjory Stoneman Douglas High School, in Parkland, FL. A former student, was charged with 17 counts of premeditated murder on Thursday. (AP Photo/Gerald Herbert)

The Gun Violence Archive, which tracks reports of mass shootings, defined as incidents where four or more people are shot, not including the shooter, reports there have been 30 mass shooting incidents so far in 2018, including this week’s killing spree in Florida.

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## Federal Income Tax Notice

The Revenue Reconciliation Act of 1993 eliminated the individual federal income tax deduction for lobbying expenses paid or incurred as part of membership dues. This affects only those members who itemize deductions and meet the two-percent minimum requirement for additional miscellaneous deductions. Those members will not be able to deduct that portion of the NEA-NH 2016-2017 union dues attributable to lobbying. **The non-deductible portion of the dues for 2016-2017 is 6.33% or \$28.19 for a Full-Time Professional.**

# Helping You Succeed

While you're hard at work doing what you do best for the students in our state, we've been hard at work trying to keep New Hampshire politicians from making your job more difficult.

Keeping an ill-conceived voucher scheme from becoming law, robbing our schools of over \$140 million, has been one of our top priorities this year, and your help is making a difference. Hundreds of our members and supporters have already written letters, sent emails, and signed our petition. But we can still use your help.

Currently SB 193, the voucher bill, is in the House Finance Committee. They held their 8th work session on vouchers, with yet another scheduled for next week.

This follows months of work sessions in the education committee. With every work session, even supporters of this scheme are starting to realize that this is a deeply flawed bill that will both rob schools of millions while increasing state spending and raising property taxes.

An estimate by the legislative budget assistant now indicates that this bill over the next 12 years will rob New Hampshire public schools of \$143 million in funding while increasing state spending by \$36 million over the same period.

The good news is with every work session, more members of the committee are seeing this bill for what it is....an un-workable, un-constitutional, un-traceable give-away of public money to pay private school tuition.

The deadline for acting on this bill is in mid-March, so keep those calls, postcards, and emails coming to members of the Finance Committee. Visit our webpage to find out how you can take action.

Over in the Senate, the Education Committee voted unanimously to pass NEA-New Hampshire's bill that ensures no administrator can go behind an educator's back and change a student's grade.

New Hampshire students, parents, and educators lack the protections many other states provide. In New York, California, Utah, Maine, even Mississippi, state education codes are clear that only teachers can change a grade, unless there is a clerical error or evidence of fraud.

There have been instances in New Hampshire as recent as last year, of school administrators changing final grades given by teachers with no notice given to the teacher. We believe that a teacher's determination of a student's grade as a measure of the academic achievement and proficiency of the student should not be altered or changed in any manner by any school official or employee other than the teacher.

A high school diploma is a summary of performance that attests to the student's successful completion of all supporting standards as evidenced and witnessed by that student's teacher. It is not a prize to be negotiated or bartered. Any student who receives an unearned diploma has learned all the wrong lessons.

When administrators change grades, they demean the effort of hard-working students and decrease both the value and integrity of a diploma.

A number of school districts and NEA-NH local affiliates have already crafted language to prohibit the changing of grades without teacher notification and consent in recognition of the seriousness and scope of the problem. It is our belief that all New Hampshire students deserve the same protection.

The bill now goes to the full Senate, and as it is on the Consent Calendar, it is expected to pass unanimously.

Progress on our Educator Death Benefit Bill has also been positive. The House ED&A Committee voted 11-6 to move HB 1415 forward with a recommendation of Ought to Pass with Amendment. HB 1415 establishes a benefit of \$100,000 for the family of an educator killed in the line of duty.

When I first became a teacher 19 years ago, nobody told me that part of an educator's job description included being expected to put myself in harm's way to face violent situations. But sadly, too many educators around the country have been called to do just that. As we've seen most recently in Florida, when police and firefighters are called to respond to an emergency at a school, the employees at those schools are already deeply involved in the situation "holding the fort" waiting for them to arrive.

No one is ever hoping to need this benefit, but should the worst happen, the family of an educator who gives up their life in defense of a student deserves some recognition and compensation for their sacrifice.

We are happy to see that the ED&A Committee agrees that, should the unthinkable happen here, an educator's sacrifice should be recognized just as we recognize the sacrifice of our dedicated police and firefighters.

It is important to remember that educators make the 911 call

to first responders in these situations, and who do the best they can to save lives until more help arrives.

The House is also scheduled to finally vote on a bill banning the deduction of dues from paychecks. This is nothing more than union busting. This bill has been unanimously recommended to be killed by the labor committee.

Everyday, NEA-NH staff and leadership work tirelessly in Concord and around the state so you can have the freedom to do what you do best: educate, nurture, and inspire the children in our public schools. We are thankful for the opportunity.

I know I did not enter the profession because I was motivated by politics. But elected officials decide almost everything about our profession; from class size, curriculum, working conditions, to pay scales and benefits. Public education has become a favorite target for many politicians, not because they want to improve it, but because they want to destroy it. So we get involved. We organize, we lobby, we join coalitions, we use the collective power in our numbers and the shared values in our message to help keep our profession from being further devalued.

Our members have done amazing things in the lives of countless children and families across the Granite State. We provide them the foundation for success and greatness every school day and in every interaction.

There is nothing more rewarding than knowing, as educators, you ignited a curiosity, made a connection, and provided a daily example of service and commitment. By answering the call to teach, you made a difference.

Now, more than ever, it is so important for us to stay informed, engaged, and active in support of public education in our state. Politicians look in your classroom and see ways to save money. You look at the faces in your classroom and see dreams and future accomplishments.

To help keep you informed, we've added podcast updates to our website that you can subscribe to on iTunes. Look for Homeroom 603.

Your involvement makes a difference. So, use every opportunity you can to stand up for education and let your voice be heard.



**NEA-NH President  
Megan Tuttle**

**Everyday, NEA-NH staff and leadership work tirelessly in Concord and around the state so you can have the freedom to do what you do best: educate, nurture, and inspire the children in our public schools.**

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# Proposed Amendments to NEA-NH Bylaws

## To be voted on during the 2018 NEA-NH Delegate Assembly

The following changes to the NEA-NH Bylaws are submitted by the Resolutions and Constitution Revision Committee, according to the procedures established in the Bylaws. Delegates will vote on the proposed amendments at the Assembly of Delegates annual meeting on Friday, March 16, 2018.

Current bylaw language is set in roman type. Proposed new language is set in **boldface italics**. Language to be deleted is ~~struck through~~.

Note: Amendments to the Bylaws must be published in the official journal of the Association (Article XIV).

### 1. ARTICLE II. MEMBERSHIP

Amend paragraph 1.A. of Article II as follows:

A. Active membership shall be open to persons who (1) are employed by a school district, a public academy, institution of higher education or who are on a limited leave of absence (up to 3 years) from such employment, (2) have earned a Bachelor's or higher degree or hold a regular vocational or technical certificate, (3) hold or are eligible to hold a regular legal certificate of any kind, and (4) are members of the National Education Association and the appropriate local Association if such membership is open to them. Active membership is available to any person who is serving as an executive officer of the state or local association. Active members employed for 50 percent or less of the normal schedule for full-time faculty members will pay one-half of the active membership dues. Active members employed for 25 percent or less of the normal full-time schedule for their position

in their District will pay 25 percent of the active membership dues. Active members shall have the right to vote for President, Vice President, NEA Director, NEA Alternate Director, Secretary/Treasurer, regional members of the NEA-NH Executive Board, with the exception of the retired member of the Executive Board, who can only be elected by retired members, and NEA Delegates<sup>1</sup>, ~~to nominate and elect for office to the NEA-NH Executive Board one statewide education support professional member, to be nominated for office, and to hold elective office or appointive positions. (1988) (1994) (1999) (2003) (2004) (2008) (2009) (2011) (2013) (2018)~~

**Rationale:** This amendment removes the ability of teacher members to nominate and to vote for the ESP Board member. Currently there are two dedicated seats on the board that are not officers or regional representatives. They are the ESP seat and the Retiree seat. Only Retirees can vote for their representative and the removal of this sentence, along with the change in Article IX.6., means that only ESP members may vote for the ESP representative. The committee felt making these two voting procedures consistent so that only the members in those categories voted for their representative made sense and maintains the spirit of dedicating those seats to our Retired and ESP members. Teacher and ESP members will continue to be allowed to vote for regional representatives to the board. This article takes effect at the end of the 2018 election cycle.

<sup>1</sup> This change will first be instituted for the NEA-NH 2020 elections. See Article IX.6.

### 2. ARTICLE II. MEMBERSHIP

Amend paragraph 6.B. of Article II as follows:

B. Reserve members shall have the privilege of requesting automatic transfer to active membership at the time they resume or assume active status. Annual dues of reserve members shall be 25 percent of those of active members. They shall have the right to vote and hold appointive positions. They shall not have the right to hold state elective offices. ***They shall have the right to vote for those positions for which they were eligible to vote prior to becoming a Reserve Member. (1999) (2018)***

**Rationale:** Currently Reserve Members are given the right to vote in NEA-NH elections but the candidates for whom they can vote are not defined. This amendment delineates that they can vote for the candidates for whom they were eligible to vote before they became a Reserve Member.

### 3. ARTICLE IV. OFFICERS

Amend paragraph 4.C. of Article IV as follows:

C. Vacancies shall be filled until the next statewide election held in March. The newly-elected ***appointed*** person shall complete the unexpired term of the office. (2001) A vacancy for the office of NEA Director shall be filled by the Alternate NEA Director. If the alternate is unable to serve, the position shall be filled through appointment by the Executive Board. ~~All of the aforementioned ap-~~

P A I D A D V E R T I S E M E N T

## Experienced. Positive. Leadership.



"Megan and I entered the profession together, and she got involved in association leadership right away. Her experience allowed her to quickly step into the role of NEA-NH president. Megan will not need to learn on the job."

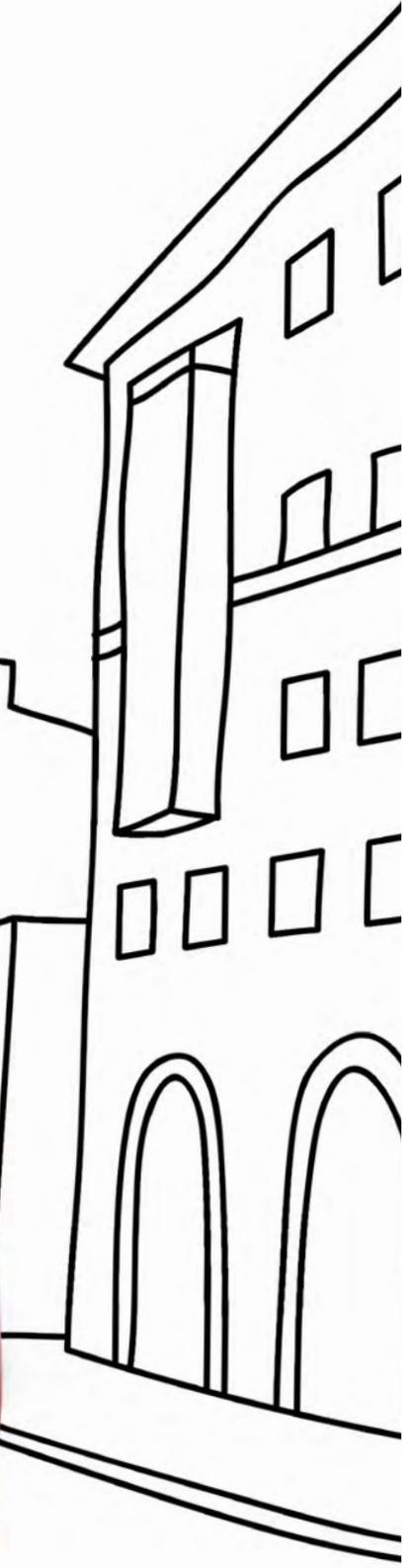
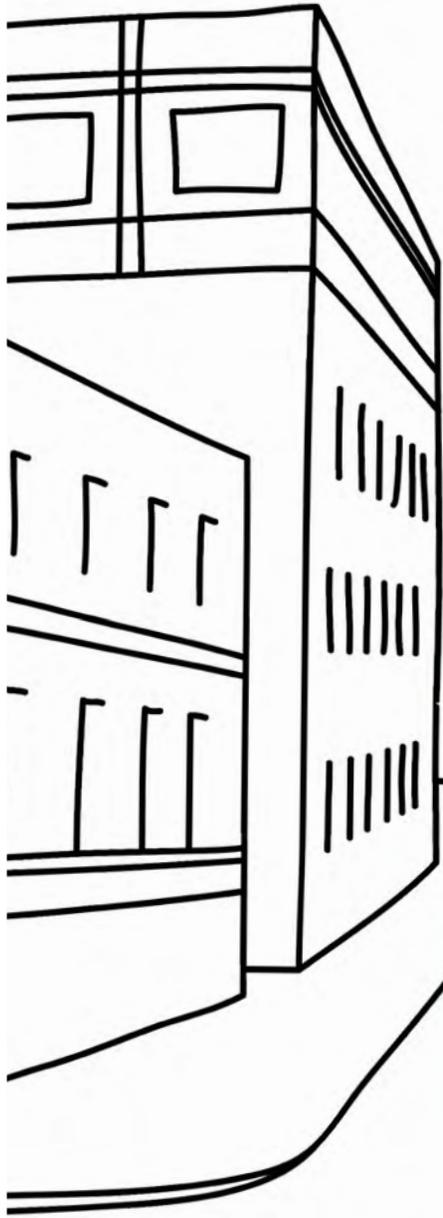
Jen Bewersdorf

Kearsarge Elementary School Teacher; NEA-NH Executive Board Member

Megan is dedicated to changing the narrative about our profession, highlighting the countless, daily, unseen contributions our members make in the lives of families across the state - especially those made after the final bell has rung for the day.

**Megan**  
**Tuttle**  
for NEA-NH PRESIDENT

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in the classroom, while remaining competitive with neighboring school districts in order to continue to attract outstanding educators,” said Ballard.

Members of the AEA worked with their UniServ and Communications team to develop negotiations strategies and a coordinated M.O.M. effort.

“Even before a tentative agreement, TA, was reached, we started ramping up our visibility efforts to put some pressure on the board,” said Ballard.

“Those efforts proved to have some impact - not only did we hear about them at the bargaining table, but one of our board members even referenced some of our signs.”

The AEA created 4x3 foot vinyl banners and placed them on the side of vehicles directly in view of parent pick-up lines, at open houses, and in front of the SAU office. “We’re pretty sure this got their attention,” Ballard offered.

“Even more effective than the signs was the help we received once a tentative agreement was in place,” Ballard said. “I reached out for some assistance and got a wealth of ideas from NEA-NH. These formed the backbone of the press release we drafted announcing the completion of contract negotiations. While we did work together with the Board to craft the release, the message is essentially a pro-teacher statement with some strategic references to help sell the agreement to voters.”

During the deliberative session, both the AEA and ASSA (Amherst Support Staff Association) agreement articles were successfully moved forward. “What was striking to me was during the presentation of the AEA article, how much the Board relied on our press release to tightly script their message,” noticed Ballard. “And then the Board member presenting the contract article went a little ‘free form’ in her praise for teachers, which was nice, too.”

“We are preparing our ‘campaign’ to support the contract based heavily on the M.O.M. training we received, and always with the guidance and support of NEA-NH. Thanks again to our NEA-NH UniServ and Communications team for their continued assistance,” said Ballard.



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NEA-NH’s M.O.M. support is more than just a check to help locals pay for their outreach efforts. “For local associations that get involved with M.O.M. training, we’ve designed logos, provided training and assistance in establishing Facebook pages, websites and Twitter accounts, created custom brochures and flyers, sent supportive voter mailing and contact lists, printed custom designed postcards for get out the vote mailings, helped in Young Voter Registration drives, and collaborated in creating messages, talking points,

press releases, speeches, phone banks, and strategies for deliberative sessions and town meetings,” said Strout.

M.O.M. training helps local associations effectively package their message and respond to attacks from critics of public education, keeping the focus on students and accountability. Organizing helps identify and connect with those people in your community who share your worldview, values, interests and passions - and who vote.

Mobilizing is nothing more than turning the contacts you found through organizing into actual votes - getting your people to the polls and to the meetings.

“Message and organization are meaningless if mobilization fails.”

In any message we release, we must emphasize our vision for what truly great schools give to kids, and show voters what an amazing education looks and feels like for students.

“Our conversation must be about schools, curriculum and classroom tools that foster a desire to learn through curiosity, creativity, critical thinking and problem solving skills,” said Strout.

Effective messages also emphasize our vision of what great educators are and what they can do for students. Great educators are not merely qualified, they are also caring and committed. They are called to teach. We must also ensure that all educators have the resources and training to remain great educators and continually thrive in the classroom.

All of these messages must be woven into what’s most important to the community your local comes from. The messages need to answer the questions: “What’s going on in the district?”, “What will interest parents and voters?”, and most importantly, “How is this good for kids?” ☺

P A I D A D V E R T I S E M E N T

## Leading



## Education

### Experienced Leadership

- President and Lead Contract Negotiator, Sanborn Regional Education Association
- 2013 NH Union Leader “40 Under Forty” Recipient
- Board Chair, Sino-American Bridge for Education and Health, SABEH.org
- Serving a Fourth, Elected Term on the NEA-NH Executive Board, Budget Committee Member and Chair of the Government Relations Committee
- 12 Years Teaching Experience, Including High School English and Theater, UNH, Great Bay Community College, in Poland, and in China

[www.EvanforNEANH.org](http://www.EvanforNEANH.org)

## Together

To NEA-NH:

When I was hired as a high school teacher I was asked, “Why do you want to teach at a public school?” My answer was, “I went to public schools all my life, and I received a great education. I am the product of public schools.” I am a proud graduate of Manchester High School West ’99 and UNH ’03 and ’05. My belief in our public schools is part of who I am.

We have strong public schools in NH where students have incredible opportunities to learn and grow each day. Yet, I hear from educators who are concerned about cuts to budgets, staff, and programs. These concerns are mine as well.

The question we face is this: How do we continue to ensure that NH public schools are the very best that they can be? I believe we do so by empowering educators to be the leading voices for what works best for students in our classrooms each day. I believe all educators deserve respect, fair wages and benefits, and the backing of our community partners and administrators. Students matter. Teachers, paraprofessionals, and all education support staff matter. Education in NH matters. We can lead education by working together.

I will always stand up for educators and for our students. I am asking for your vote for the honor to serve as your president.

Sincerely,

Evan Czyzowski  
EvanforNEANH@gmail.com

# Evan Czyzowski

## For NEA-NH President

# 2018 NEA-NH Candidate Statements

Voting for NEA-NH Director and Executive Board seats will take place between March 8 and 22, 2018. Positions up for election along with candidate statements and photos, when provided by the candidate, are listed alphabetically by position below.

Again this year, voting will be conducted online. It is vital that NEA-NH has a valid, current e-mail address for you if you wish to participate in this year's elections. Voting instructions appear to the right.

Electronic ballots will be made available to members by March 8, 2018. Voting closes at 5:00 p.m. on March 22, 2018.

## Candidates for NEA-NH President:

Three Year Term - Elect one

### Evan Czyzowski, Sanborn EA



"In this critical moment for education, I believe teachers, paraprofessionals, and support staff deserve the respect and support to lead our profession. As educators, we set out to inspire our students each day. For education to succeed we need fair wages, fair benefits, and fair work conditions. With over a decade of leadership experience in the union at the state and local levels, I have the passion and insight to serve as your president. I will work tirelessly with those who seek to improve our schools and stand up to those who want to dismantle public education."

### Debra Hackett, Dover EA



"I think the best example of who I am and what I can offer you as NEA-NH president can be found in my daily teaching. I teach according to the Next Generation Science Standards (NGSS). In my district this means no book or manual. Instead I rely on my own experiences, creativity, and resourcefulness to make these standards. Likewise there is no manual for the next NEA-NH president. As your president I would rely on over twenty-five years of local and state leadership experience to move us forward, together. Remember, vote for Deb, I can Hack It!"

### Megan Tuttle, Pembroke EA



"I became active in NEA-NH when I entered teaching nineteen years ago. I have been active in my locals, at the regional level, and served as NEA-NH secretary/treasurer, vice president and president. If re-elected, I will continue to publicly advocate for teachers, ESPs, and education employees. Through

my leadership positions I have worked with members, coalition allies, and legislators to make NEA-NH the leader in education policy. Whether it's high-stakes testing, fighting vouchers, expanding family/medical leave, or protecting retirement, I will work for you. Please vote to re-elect me your president."

## Candidates for NEA-NH Vice President Three Year Term - Elect one

### Carolyn Leite, Litchfield EA



"As public education continues to face more challenges and attacks, my focus will be on strengthening and building local associations. I will continue to use my experience working with locals to build our core values and to strengthen membership by advocating for programs that meet the needs of all our members. I will continue our fight to ensure that every child receives a world-class public education. As an educator for over thirty years, I will also continue to fight so that every public school is adequately funded and staff with highly qualified professionals. Please elect me as your Vice President."

### Mike Marci, Concord EA



"It has been an honor to represent our members this year as Secretary/Treasurer and for fourteen years as an Executive Board member. I am running for NEA-NH Vice President because our organization will require strategic changes to our operating model if we are to survive the current and

future political and economic pressures that confront our members. My experience and skills at the local and state level will allow me to continue as a positive member of the NEA-NH leadership team, as we work to increase membership and extend the quality of our member services. Vote for experience and results!"

## Candidate for NEA-NH Secretary/Treasurer

Three Year Term - Elect one

### Becky Butler, Pembroke EA



"A financially balanced association is critical to the educators of the state of New Hampshire. Our organization will face inevitable challenges with the JANUS decision later this year. It will be imperative to be fiscally responsible while maintaining the services, assistance, and expertise our members have come to expect.

I believe passionately in the mission of NEA-NH and endeavor to carry out the responsibilities and actions of the Secretary/Treasurer for a strong and sustainable future. I would be honored to serve our membership in this capacity."

## Candidate for Alternate NEA Director

Three Year Term - Elect One

### Terry Burlingame, Gilmanton EA



"I am pleased to announce the submission of my name as candidate for the position of Alternate Director of NEA-NH. It is my belief that one should be actively involved in one's community and profession as a political activist. To that end, I am and have been a very active member of the Human Rights

Committee and the Hispanic Caucus. I am also currently co-president of my local and serve as a representative to the Delegate Assembly. I would consider it an honor to further serve my fellow educators at the state level. Thank you."

## Candidate for Capital Region NEA-NH Executive Board

One Year Term - Elect One

### Muriel Hall, Bow EA



"I have served Bow EA and NEA-NH for the past thirty-one years in numerous leadership capacities. I welcome the opportunity to represent the Capital Region on the board as we fight for public education, protect member rights, and shape our Organization for the future. I would appreciate your vote!"

## Candidates for Monadnock Region NEA-NH Executive Board

Two Year Term - Elect One

### Patrick Cogan, ConVal EA



"Please support me for election to the Executive Board representing the Monadnock region. I have worked with many staff and committee members of NEA-NH and am president of the Monadnock Region and ConVal Education Association. I am committed to supporting educators and solidarity."

### Diana Griffin, Mascenic EA



"I have been privileged to serve the members of the Monadnock region for the past three years and wish to serve another term on behalf of our members. I serve on several committees for NEA-NH as well as Secretary for our region attending all regional and state meetings."

# 2018 NEA-NH Candidate Statements

## Candidate for South Central Region NEA-NH Executive Board

Two Year Term - Elect One

### Maxine Mosley, Manchester EA



"I want to continue to represent you on the Executive Board. I bring honesty, fiscal responsibility, and the willingness to ask questions that others may not. I have the background and knowledge to represent you. Please vote for me! Thank you for everything you do for students and public education!"

## Candidates for Retired Region NEA-NH Executive Board

Two Year Term - Elect One

### Sandy Amlaw



"I am running for the retired seat on the NEA-NH Executive Board. I want to continue advocating for retired members. I will work closely with other public groups to protect the benefits of our members. It is important to keep retirees informed on pending legislation that affects their benefits."

## Candidates for Monadnock Region RA Delegate

Two Year Term - Elect One

### Patrick Cogan

"Please support me for election to the 2018 RA representing the Monadnock region. I have a strong commitment to support educators and solidarity."

### Diana Griffin

"I would be honored to represent NEA-NH in Minneapolis. I have a lot to offer, having attended several RAs as a cumulative learning experience."

## Candidates for Southern Region NEA-NH Executive Board

Two Year Term - Elect One

### Sue Harden, Pelham EA



"I currently serve as vice president and a member of the negotiations team. I am a past president, a delegate to the Delegate Assembly and to the RA last year. I am a passionate advocate for public education, students and educators. It would be a privilege to serve."

### Sam Giarrusso



"Since 2011 the Consumer Price Index rose 11.8 %, your pension rose 0%. Retired members need a strong voice to accomplish change. My forty years of labor experience is a proven track record of making significant changes on behalf of members. I am that voice. Vote for change. Vote Sam Giarrusso."

## Candidates for Retired Region Unfunded RA Delegate

Two Year Term - Elect One

### No Candidates Filed

### Chuck Stohl, Hollis ESSA



"I am asking for your support of my candidacy for the Executive Board representing the Southern Region. As an eleven year past board member, I would like to once again serve the members and our public schools as we face the ongoing challenges and attacks facing public education."

## Candidate for ESP Region NEA-NH Executive Board

Two Year Term - Elect One

### Jill Owens, Hampstead Assoc. SS

"I am seeking your vote to serve as the ESP representative on the Executive Board. As a long time ESP activist, I want to focus on the issues and concerns of ESP members and locals as our organization wrestles with the many issues facing public education, education employees, and NEA-NH."

## Candidate for Capital Region NEA-NH Executive Board

Two Year Term

### Paul Bourassa, Concord EA

## Candidate for Eastern Region NEA-NH Executive Board

Two Year Term

### Julie Doiron, Northwood ESP

## Candidates for Western Region NEA-NH Executive Board

Two Year Term - Elect One

### No Candidates Filed

## Candidate for Seacoast Region NEA-NH Executive Board

One Year Term - Elect One

### Ed O'Brien, Rye ESP

"Hello members! I'm Edward O'Brien, I live in Portsmouth, and work in Rye. For the past few years I have been involved in NEA-NH as a member of the HCR and ESP committees, as well as a representative for the Seacoast to the National RA. I ask for your continuing support."

## Candidate for Seacoast Region NEA-NH Executive Board

Two Year Term - Elect One

### No Candidates Filed

## 2018 Online Election Questions

### When is the election?

The 2018 NEA-NH elections will be conducted online from March 8 through March 22.

### How do I vote?

To vote, members must login to the voting website. Once logged-in, the system will present you with your slate of candidates. Members will only see the ballot selections for which they are eligible to vote.

After making your choices, the system will allow you to review your selections then submit your ballot. You will then be given the option to print a ballot receipt. The system will automatically email you a ballot receipt as well.

### How do I find the voting website and my credentials?

To both announce the election and provide members with their voting credentials, an email will be sent to all members of record with a valid email address on file. The email will also contain a link to the voting site.

The election site address will also be published in all Insiders during the election, be posted on our website and added to the NEA-NH app. Voting and help instructions will also be posted on our website.

### What if I lose my credentials or do not receive the email that contains them?

Using the Help section on the Election website, members who have lost their notification email, or did not receive one, can request their login credentials.

If your request includes a valid email address that matches the one we have on file, your voting credentials will be emailed to you within minutes. If the email address you provide does not match, your voting credentials may take up to a day to be sent to you.

dmsatty

# Start Investing Now? Uh, Yeah

## Take advantage of one of your greatest assets: time.

By Ryan Ermev

Washington, D.C., where I live, is a “So, what do you do?” kind of town—no conversation at a party is complete until someone details his or her résumé. When I tell people that I write about investing, I usually end the conversation with a friendly, “Let me know if you ever need help with your 401(k).” An alarming number of people in my age group (I’m 27) say, “Yeah, I should probably get on that, huh?” Uh, yeah. You really should.

If you are procrastinating, you’re not alone. In a recent study from Ally Bank, 61% of Americans said they found investing scary or intimidating, and more than half said they planned to invest, or invest more, in the stock market—“but not right now.” Among respondents, millennials were most likely to report feeling intimidated, and their biggest fear was losing money on investments.

Why so much angst? We’re the generation that came of age during the worst financial crisis since the Great Depression. We watched markets implode and the economy follow suit, shrinking our post-college job options in the process. As the bull market approaches its 10th year, we know another downturn is lurking somewhere around the corner.

### Invest Early and Often

The recent market peaks seem like the top of a cliff. But here’s the thing. Every second you wait to take the leap, you’re giving up one of your greatest assets as an investor: time. “The further from retirement you are, the more time your assets have to recover from big losses,” says Dave Nash, a certified financial planner in San Antonio. Generally, he says, that gives you leeway to take a little more risk with your investments for a potentially bigger reward. And the earlier you invest, the more time there is for compound interest to work its magic. You’ll hear a lot about the “magic” of compounding from financial planners (and this magazine). And sure, it can feel magical. But it’s just math.

So let’s crunch some numbers. Say one of my fellow 27-year-olds starts contributing \$100 per month toward retirement and earns a return of 8% per year. She would have \$350,000 by age 67. Not bad, but had she started five years earlier, she would retire with nearly \$530,000. As a young person, time is on your side.



What if you were the unluckiest investor in the world and you invested in a broad stock market index fund at the very top of the market in October 2007—just before stocks, as measured by that index and including dividends, tumbled 55.3%? If you hadn’t touched your money from then until now, you’d have earned 7.6% per year, on average, on your initial investment, for a total gain of 111.1%. You’d have more than doubled your money.

A quick-and-dirty calculation to keep in mind, says Nash, is the rule of 72. To find how long it will take your money to double, divide your portfolio’s rate of return into 72. Even if you earn a conservative 6%, your money will double about every 12 years. Boost that to 10% (the average return for stock portfolios dating back to 1926), and you’ll double your investment about every seven years.

Still, you may ask, wouldn’t it be better to wait to invest until stock prices are lower? Sure, theoretically, but good luck guessing when that’s going to happen. “If it was easy to time the market and know which asset classes will outperform, then we’d all be millionaires,” says Elaine Lee, a CFP in Summit, N.J. You’re better off diversifying your investment dollars among various asset classes, such as stocks, bonds and cash, to ensure your eggs aren’t all in one basket. A strategy known as dollar-cost averaging takes the emotion out of timing your investments. Rather than fret over what the market is doing, you invest, say, the same portion of each paycheck in your 401(k). You’ll buy more shares when prices are low and fewer when they’re high, driving down the average price you pay per share.

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Vote for Deb, She can Hack it!

## Deb Hackett for NEA NH President

*The Strength and Leadership to  
Carry All of Us Forward, Together*

### Exceptional Leadership:

- Elected three times as Eastern Region Executive Board
- Elected three times as NEA-NH Secretary/Treasurer
- Currently serving as NEA-NH Vice-President
- Chaired budget committee, finance committee and dues review committees for five years
- New Hampshire Retirement Committee - one term
- NEA-NH/NHESO Negotiations Team three times - once as chair
- NEA Representative Assembly Delegate eighteen years
- Executive Committee evaluation team member
- Numerous NEA-NH hiring committees



### The Experience to Lead:

- Entering 41st year of teaching in September
- 2014 New England League of Middle Schools Master in the Middle Award

### Committed At the Local Level:

- Twenty-five years of service including Building Representative, former Treasurer, current President
- Negotiations Team member for six years, twice as chair

### Training to Get the Job Done:

- Secretary/Treasurer trainings at NEA Headquarters, Washington, DC
- NEA Leadership Conferences
- NEA Summer Leadership training for both Secretary/Treasurers and Vice -Presidents
- Organizing Institute



Deb Hackett for NEA NH President



@debcanhackett

pointments will end as soon as the election results have been officially announced **All of the aforementioned elected terms shall start on the 1st day of July immediately following the statewide election held in March as required by this section.** In the event a vacancy occurs during the third year of a term, the Executive Board shall appoint a successor for the remainder of the term. (1982) (2003) **(2018)**

**Rationale:** Current bylaws provide that when certain NEA-NH offices are vacant, they are filled until the next election. Under our bylaws the person winning the election takes that office immediately. That is not practical as a member could be elected NEA-NH President on March 22 and would then take office on March 23. There would be no time for the person to arrange leave time, make a decision about their career if they are not granted leave, for their district to find a replacement, or address a host of other issues the current bylaws present. The Committee felt it made more sense to allow for a transition from one officer to the other as we do with other NEA-NH elected officials. The bylaw, if adopted, will provide for the new person taking office on July 1 of the year of their election thus allowing for a smooth and orderly transition.

This amendment addresses a problem that did not come to light until the executive board had to address it this past year due to the passing of President Scott McGilvray.

**4. ARTICLE V. EXECUTIVE BOARD**

Amend paragraph 3.B. of Article V as follows:

B. The Executive Board shall have the power to ~~appoint~~ **hire** and dismiss the Executive Director and determine the salary. **(2018)**

**Rationale:** This amendment simply changes the word “appoint” to “hire” when discussing the Executive Board’s powers to replace the Executive Director.

**5. ARTICLE V. EXECUTIVE BOARD**

Amend paragraph 3.C. of Article V as follows:

C. The Executive Board shall have the power to fill a vacancy in the position of Alternate NEA Director, in the position of Education Support Professional representative, and in the position of the Retired Teacher representative on the Executive Board. These vacancies shall be filled until the next statewide election to be held in March. The newly elected person shall complete the

unexpired term of the office. ~~All appointed persons’ terms will end as soon as the election results have been officially announced.~~ In the event a vacancy occurs during the third year of a term of the Alternate NEA Director, during the second year of a term of the ESP representative or the Retired Teacher representative on the Executive Board, the Executive Board shall appoint a successor for the remainder of the term. The successor to the ESP representative must be employed in an educational support position. **The Executive Board shall have the power to fill the position of Alternate NEA Director in accordance with the NEA Bylaws, rules and procedures for filling said vacancy. The Executive Board shall have the power to fill a vacancy in the position of Education Support Representative, and in the position of Retired Teacher Representative on the Executive Board. As a result of a subsequent election, the newly elected person shall take office starting on the 1st day of July immediately following the statewide election in March as required in this section and shall complete the unexpired term of office.** (1982) (1994) (2001) (2013) **(2018)**

**Rationale:** This amendment is another instance of the need to correct a problem which arose this past year. Our bylaws give authority to the NEA-NH Executive Board to fill a vacancy in the office of NEA Alternate Director. Since that is an NEA position, NEA sets the procedure for doing that, not NEA-NH. The proposed amendment reflects the NEA procedure so that we conform to NEA Bylaws. The amendment also provides for when a board member takes office following the election of a person to fill a vacancy. That date is July 1 of the year when the election is held. This amendment also brings this bylaw in conformance with the change made in Article IV Officers and regarding the term of those filling the vacancies.

**6. ARTICLE V. EXECUTIVE BOARD**

Amend paragraph 3.D. of Article V as follows:

D. The Executive Board shall have the power to fill all vacancies of regional representatives to the Executive Board. Any vacancy shall be filled by a member from the region affected, until the next statewide election to be held in March. The newly-elected **appointed** person shall complete the unexpired term of the office. ~~All appointed persons’ terms will end as soon as the election results have been officially announced.~~ In the event a

vacancy occurs during the second year of a term, the Executive Board shall appoint a successor from the region affected for the remainder of the term. **All elected persons’ terms shall start on the 1st day of July immediately following the statewide election held in March as required by this section.** (1996) **(2018)**

**Rationale:** This amendment to paragraph (D) in this section relates to the taking of office and has the same rationale as in paragraph (C).

**7. ARTICLE IX. ELECTIONS**

Re-number paragraph 5 to paragraph 6 and paragraph 6 to 5. Amend the new numbered paragraph 6 of Article IX as follows:

6. Members of the NEA–New Hampshire Executive Board shall be elected regionally at the ratio of 1:875 or major fraction thereof. The Education Support Professional members and retired members shall each have the right to one guaranteed seat on the NEA–NH Executive Board, at large, as set forth in Article II.2 and Article V.1. The retired member on the Executive Board will only be elected by retired members **and following the 2018 NEA-NH elections, the Education Support Professional member of the Executive Board will only be elected by Education Support Professional members.** The number of members elected within a region shall be based upon NEA–New Hampshire membership as of the end of the membership year prior to the elections. (1979) (1994) (2003) (2005) (2009) (2011) (2013) (2016) **(2018)**

**Rationale:** This amendment provides for the election of the ESP Board by ESP members only. The rationale is the same for the proposed change in Article II. Membership. If adopted it will take effect after the 2018 NEA-NH elections.



9

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Paid distribution outside the mails including sales through dealers and carriers, street vendors, counter sales and other paid distribution outside USPS	0	0
Paid distribution by other classes of mail through the USPS	0	0
Total paid distribution	15,702	15,687
Free or nominal rate outside-county copies included on PS Form 3541	0	0
Free or nominal rate in-county copies included on PS Form 3541	0	0
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Total free or nominal rate distribution	0	0
Total distribution	15,702	15,687
Copies not distributed	283	63
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I certify that the statements made by me above are true and complete.

  
 Rick Trombly, Executive Director, NEA–New Hampshire

# 5 Keys to Keeping Your Data Secure

Protect yourself from would-be identity thieves.

By Lisa Gerstner

Chances are, you may have been swindled at some point in your life, or you know someone who has. Nearly half of consumers surveyed recently by Stanford University's Center on Longevity and the Finra Investor Education Foundation reported being a victim of financial fraud in the previous year—a far higher tally than earlier surveys indicated. No socioeconomic or demographic group is immune. “Men and women, college students and retirees, rich and poor—all are potential targets,” the report's authors found. Nearly 40% of victims never told anyone about the fraud.

Estimates are problematic, but Americans are thought to lose some \$50 billion a year to financial scams. And there are indirect costs: bounced checks, late fees, trouble meeting monthly expenses and even bankruptcy. So it's not surprising that the emotional cost of fraud is also high, with 50% of victims reporting severe stress and more than one-third citing depression. The toll is compounded for senior victims, who have little time to make up for lost resources. “When elderly people lose their life savings, they lose hope,” says Ricky Locklar, an investment fraud investigator at the Alabama Securities Commission. “To me, those crimes are worse than someone robbing the corner drugstore at gunpoint.”

Here's how to keep your data secure:

- 1. Play it safe at the ATM.** Cover the keyboard with your hand when you enter your PIN—a camera may be recording your keystrokes, which thieves can later match with your payment-card data.
- 2. Check bank and credit card accounts.** At least once a week, look for suspicious charges. Sign up to receive alerts when your bank account balance falls below a threshold you specify, say, or when a charge higher than a certain amount goes through on your card.
- 3. Head off ID thieves.** Go to [www.annualcreditreport.com](http://www.annualcreditreport.com) to get free yearly reports from each of the three major credit bureaus. Check for accounts you don't recognize and other red flags. Or enroll in a service that monitors your credit reports. If you're worried about a breach, consider placing a freeze on your reports with each bureau. New creditors will be unable to view them, minimizing the chances that thieves will be able to open new credit accounts in your name.
- 4. Watch for tax and medical ID theft.** Fight tax ID theft by filing your tax return as early as possible. Doing so may block any thieves who want to use your Social Security number to file a return in your name and collect a refund. Signs of medical ID theft include treatments or services you never used appearing on bills or explanations of benefits.
- 5. Don't fall for phishing expeditions.** Be on guard for phone calls or e-mails from fraudsters posing as representatives from your bank, the IRS or other entities. If you're unsure of an e-mail or text message, don't click on links within it, which could install malware on your device or lead to a scam website.

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# Pay Less to Get Fit

You'll feel even better about working to improve your health if you're doing so for free.

By Kaitlin Pitsker

If your goals for the new year include getting into better shape, you'll find plenty of free and low-cost ways to shed a few pounds without thinning out your wallet.

Start by looking for free fitness events and classes in your community. The November Project ([www.november-project.com](http://www.november-project.com)) holds free public workout events for people of all fitness levels in about two dozen cities across the country. Runners (and aspiring runners) can log some mileage during Parkrun's free, timed and noncompetitive Saturday morning runs (see [www.parkrun.us](http://www.parkrun.us) for locations). You'll also find free workout classes at some retailers; Lululemon stores, for example, have free yoga classes.



If gym workouts are more your speed, take advantage of free trials to find a gym you like. Once you do, ask the manager if the club will match a competitor's price. If you're just starting a fitness routine, consider a month-to-month membership. You'll usually earn a discount by signing a contract, but that won't save you any money if you give up partway through the year.

You may also be able to get someone else to foot the bill—or at least part of it. Many employers and health insurance plans (including some supplemental Medicare plans) offer discounts or reimbursements for gym memberships.

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# Borrow Free E-Books with Libby App

App gives readers free, on-the-go access to a trove of titles from multiple libraries.

By Thomas H. Blanton

With Libby, the latest app from digital-content distributor OverDrive, readers get free, on-the-go access to a trove of titles from multiple libraries. All you need is a smartphone, a reading device and a library card (or three).

For several years, OverDrive has helped bookworms borrow and download content from their local library on their e-readers. Libby incorporates the same features, including a ledger to place holds on unavailable titles, and adds some new ones. Libby allows access to multiple library systems if you have a valid card for each—if, say, your main residence is up north but you spend winters in the Sunbelt. And soon, you'll even be able to get a new library card through the app if you live within a participating library's area of service.

Libby is available for Apple and Android devices. Select your local library when prompted, enter your card number and then browse what's available. Step four: Get lost in an e-book.

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# Share Your Journey and Enter to Win a Journey from California Casualty

California Casualty is giving educators a chance to win a new Dodge® Journey.

NEA members are invited to share where they are in their life's journey and enter the "Wherever Your Journey Takes You...We'll be There" sweepstakes.

The giveaway kicks off the new "Life is a Journey" campaign, reminding educators of the importance of having the right insurance coverage for their stage in life. Whether they're an excited new teacher, the nervous parent of a new driver, or about to retire, NEA members can explore the various insurance solutions offered through California Casualty.

## The journey begins when a member enters to win at [www.winajourney.com](http://www.winajourney.com).

There is a very important message behind the sweepstakes. A new insurance industry survey estimates that 42 percent of consumers have not taken steps to check and upgrade their coverages. Having adequate insurance is essential; a lesson learned when many people were unable to rebuild following this summer's hurricanes and fires because they purchased policies that left them severely underinsured.

The Journey initiative hopes to reinforce the importance of comprehensive, personalized and proactive auto, home and renters insurance that protects policyholders in their greatest time of need. While the definition of insurance may vary by company, California Casualty helps educate and guide consumers to the best approach for their individual insurance needs.

California Casualty has partnered with NEA to offer auto and home insurance with unique benefits for educators that include:

- Waived or reduced deductibles for damage to vehicles parked at school
- Personal property protection for non-electronic property, including instructional materials stolen from a vehicle
- Excess liability coverage that follows into the classroom
- \$500 fundraising money coverage
- Flexible payment plans including summer or holiday skips

"We have been proud to serve educators for more than 66 years," said Sr. VP Mike McCormick. "We're there to protect them through the good times and when there are a few bumps in the road."

Educators – active and retired – can share their journey and enter to win by visiting [www.winajourney.com](http://www.winajourney.com).

Founded in 1914, California Casualty has been serving the needs of educators for 66 years and is the only auto and home insurance company to earn the trust and endorsement of the NEA. As a result, NEA members qualify for exceptional rates, deductibles waived for vandalism or collisions to your vehicle parked at school, holiday or summer skip payment plans and free Identity Defense protection – exclusive benefits not available to the general public. Learn how to save by getting a quote at [www.neamb.com/autohome](http://www.neamb.com/autohome), or by calling 1.800.800.9410.

## School Shootings Cannot Become the 'New Normal' .....from page 1

"On behalf of our 17,000 members, I want to express our profound sympathies to the families of those killed in the school shooting in Florida" said NEA-NH President, Megan Tuttle.

She continued, "Some news commentators have said the killing of students and school employees is the 'new normal.' We cannot allow this to happen. Sadly, if nothing is done to address the issues that lead people to deliberately shoot school children and those who dedicate their lives to educating them, then this will become the 'new normal.'"

"Our elected officials have the power and the resources to stop this epidemic in its tracks. It is no mystery why these events occur. Unaddressed mental health issues and bullying are only two of the well-known reasons why people turn our schools into places of untold grief and violence. It is time for us to demand our politicians take action to provide services which eliminate these risks."

"Professions of regret and sympathies, while heartfelt, do not constitute a policy, or program, or take even one step towards a solution to the mass killings in our schools. Enough is enough. If those professions are serious, then so must be the response, otherwise this will keep happening."

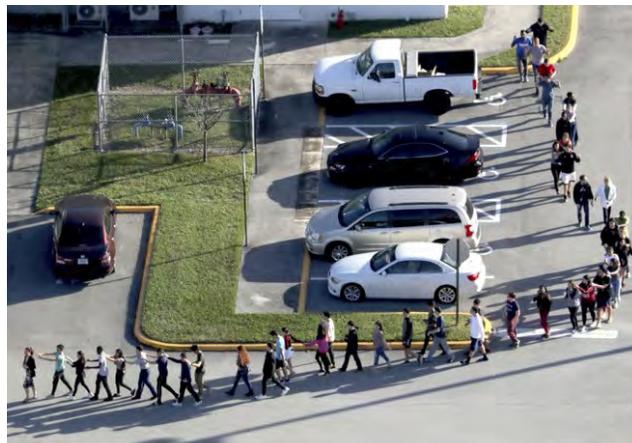
"The time to do something is now, not after the next one, or the next one, or the next one. We've had enough of that."

Tuttle is calling on Governor Sununu and the Legislature to pass and fund legislation that would provide additional mental health resources; fund training at the local level for educators, education employees, and administrators to help identify at-risk students and get them the help they need; and fund long-term security measures in schools. This legisla-

tion must include stable and reliable funding and not rely only on state surpluses.

"Sadly, every school must now have an active shooter response plan in place. It's time for the Governor to initiate meaningful discussions with educators, school employees, administrators, community leaders, and mental health workers on what can be done to prevent such violence in the first place."

Tuttle concluded, "We cannot afford to wait until we experience this type of violence here. We cannot listen to the voices that encourage us to postpone finding solutions or engaging in meaningful dialogue to stop these incredible horrors. We must do everything we can now to ensure our children and the people who educate them are safe every day they enter a school. NEA-NH is ready and willing to work with our elected officials to ensure New Hampshire schools are a place where children's laughs are not drowned out by the sound of gunshots and sirens." ☺



### NEA Click & Save "Buy-lights"

Our most popular discount program for NEA members and their families. This exclusive shopping service offers savings on brand name merchandise from hundreds of top retailers, online stores, and local merchants. Save on clothing, electronics, restaurants, jewelry, movie tickets and more!

Enjoy an active winter season! NEA Click & Save, the online discount buying service for NEA members, highlights select retailers and merchants each month. Check out these featured "Buy-lights"

**LLBean:** Find quality apparel and reliable equipment for all your outdoor pursuits. Enjoy up to 50% off and 1X WOWPoints, plus get free shipping and free returns.

**Best Buy:** Get your fitness on with a Samsung Gear Fit2 Pro Fitness Watch from Best Buy. Features include Bluetooth functionality to receive texts and calls, music storage for workout playlists, and water resistant in pool and shower! Earn 300 WOWPoints on your purchase.

**Movie Tickets:** Save up to 30% off on movie tickets to Regal, AMC, LOEWS, United Artists and other theaters, plus earn 1X WOWPoints.

**Keds:** This icon of casual footwear (since 1916) now offers substantial savings on Taylor Swift-designed shoes. You'll also get 4X WOWPoints on your purchase!

**Jump-start Your Taxes:** Get ahead of the game this year with deals on tax preparation software from companies like H&R Block and Turbo Tax. Offers will vary throughout tax season.

Be sure to check C&S often for unadvertised, limited time offers, including discount dining certificates from **Restaurant.com**. Join the 412,100 NEA members already registered for NEA Click & Save. Go to [www.neamb.com/clickandsave](http://www.neamb.com/clickandsave) and start saving today!



### Stay in touch with NEA-NH



Visit our website at [neanh.org](http://neanh.org). Updated regularly, you will find our latest news releases, member updates, and news clippings. Think of it as a live, electronic version of the Educator!



To receive news and information updates text "follow NEANHNews" to 40404 from your cell phone. You can also follow us on Twitter if you have an account at @NEANHNews.



The extra photos, links, and discussions on the NEA-NH Facebook page keep you informed and up-to-the-minute accurate. Look for NEA-New Hampshire on Facebook.



NEA-NH's YouTube channel contains videos from conferences, workshops and meetings. Check out the latest content at [www.youtube.com/nhnea](http://www.youtube.com/nhnea).



# Member focus

## Gaining Experience and Proficiency Step-by-Step Explaining the difference between steps and raises

It is common practice across the country to determine a teacher's compensation based on a Salary Schedule, but far too many voters don't understand the difference between steps and pay increases. Too often, educators have a difficult time explaining steps to supporters, budget committee members, and even parents. We've put together a quick explanation of steps, where they came from, and why they should never be confused with cost of living increases.

A Salary Schedule contains steps and lanes. Steps reflect a teacher's classroom experience while lanes are based on a teacher's academic achievements.

proficient. That proficiency is reflected in movement up the step scale.

Teachers and Districts have also agreed on the process, requirements, and timing of performance assessments and reviews throughout the year to assure that a teacher's skills are indeed expanding along with their experience.

Teachers in New Hampshire must also complete an average of 25 hours each year of professional development to maintain their state certification.

Every district also provides incentives and compensation for teachers to shift lanes by providing resources and reimbursement for



Teachers have, with the use of a stepped salary schedule, agreed to a school district's assertion that a fully qualified teacher has both the background and actual experience required to obtain the full pay as outlined at the top of any salary schedule. In many cases, teachers are agreeing that it can take up to 12 years to reach the full pay rate for their position.

When hired by a district, a teacher is assigned a salary schedule "lane" based on their academic achievement, for example a bachelor's degree, and a starting step based on their years of experience, say step 4.

Both the District and the teacher agree that, as long as the teacher maintains good employment status in the district, they will move up the step level as they complete each year of experience. Moving up steps each year is recognition of the teacher becoming more proficient in their abilities as they gain more and more classroom experience.

A first-year teacher just starting out has the academic background required but has limited classroom experience. As they complete each school year, their abilities become much more

advanced degree coursework. Districts recognize the value advanced academic achievement has in the classroom and on student success. Salary schedules provide lanes as incentives for teachers to continue their education, assuring the latest and most effective teaching methods and curricula are brought to the students of the district.

All of these factors contribute to a teacher continuously improving their proficiency, maintaining employment in the district and successfully completing an academic year of teaching.

To put it another way, a teacher entering a district knows that it will take them up to 12 years to reach the full rate of pay for their position. They agree to take the discounted rate of pay, to teach, attend professional development, maintain their certification, submit to performance assessments, and take on non-teaching duties in order to gain the experience required each year to move up a step on the schedule.

Moving up a step each year is recognition of the mutual agreement the teacher made with the district and has nothing to do with cost of living increases. ☺

# Calendar

## March 2018

- 8 Southern Region Membership Dinner, Puritan Restaurant, Manchester, 4:00 p.m.
- 12 Western Region Membership Dinner, Jesse's Restaurant, Hanover, 4:00 p.m.
- 13 Capital Region Membership Dinner, The Red Blazer, Concord, 4:00 p.m.
- 14 North Country Educators and Free Speech Training, Littleton, 4:30 p.m.
- 19 Seacoast Region Membership Dinner, Holiday Inn, Portsmouth, 4:00 p.m.
- 20 South Central Region Membership Dinner, Puritan Restaurant, Manchester, 4:00 p.m.  
Eastern Regional Council Meeting, Granite Steak and Grill, Rochester, 4:30 p.m.
- 22 Lakes Region Membership Dinner, Harts Restaurant, Meredith, 4:00 p.m.
- 29 North Country Membership Dinner, Inn at Whitefield, Whitefield, 4:00 p.m.

## April 2018

- 3 Eastern Region Membership Dinner, Granite Steak and Grill, Rochester, 4:00 p.m.
- 9 Western Regional Council Meeting, 4:30 p.m.
- 10 Monadnock Region Membership Dinner, NEA-NH Keene Office, 4:00 p.m.  
Capital Regional Council Meeting, NEA-NH Concord Office, 4:30 p.m.
- 12 Southern Regional Council Meeting, NEA-NH Manchester Office, 4:30 p.m.
- 16 Seacoast Regional Council Meeting, Old Salt Restaurant, Hampton, 4:15 p.m.
- 17 Eastern Regional Council Meeting, Granite Steak and Grill, Rochester, 4:30 p.m.  
South Central Regional Council Meeting, NEA-NH Manchester Office, 4:45 p.m.
- 19 Lakes Regional Council Meeting, Patrick's Pub and Eatery, Gilford, 4:30 p.m.

For event updates, check the NEA-NH Web site:  
[www.neanh.org](http://www.neanh.org)



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