

# NEA–New Hampshire educator

May 2015

Volume 96, No. 5

**Bills for food, medicine, insurance and healthcare don't take snow days**

## Bill Aims to Provide Paycheck Stability



NEA-NH ESP members Dawn Gosselin and Stephanie Colvin attend the Senate Education Committee Hearing on HB 347, a bill to allow ESP members to negotiate paycheck stability into their Collective Bargaining Agreements.

**E**ducation Support Professionals are the first and last school employees to see students in the school community. Through their various careers, they touch the lives of every student and ensure student success. Education Support Professionals (ESP) are critical members of the education workforce.

NEA-New Hampshire ESP are hourly employee's who work approximately 30-32 hours per week. They are custodial and maintenance workers, cooks and food servers, nursing aides, paraeducators, classroom aides, recess aides, lunchroom monitors, tutors, secretaries, clerical aides, computer and audiovisual aides, library aides, mechanics, bus drivers, and buildings and grounds personnel. It is safe to say that without education support professionals our schools would be difficult, if not impossible to manage.

For many of our ESP colleagues, the

month of February was the most brutal pay month in years. Not only were there several snow days and a February vacation, but many schools closed to clean heavy snow loads from their roofs. Some ESP were paid a total of 5 days throughout the month of February.

No one is able to pay any of their regular monthly bills while being paid for just 5 days throughout one full month, not to mention paying for groceries or other necessities.

"Please, you have no idea the difficulty this issue of paycheck instability poses for so many of us who work on an hourly basis," wrote one ESP member to her senator. "The economic impact of unexpected cuts to one's weekly paycheck is extremely difficult."

NEA-NH, the largest public employee union in the state, represents approximately 3,000 Education Support Professionals (ESP) in 111 locals. 45 locals have negotiated equalized pay into their

contracts.

ESP who are guaranteed a job the following year are prohibited by law from collecting unemployment over the summer.

Additionally, these same employees that are paid to work only 5 days in one month will not have the pay necessary to fulfill their obligation to the school district for health insurance, dental insurance, or other benefits and thus will have to pay the school district with their first full paycheck when they return, placing them even further behind.

HB 347 would allow ESPs to have their pay distributed in equal paychecks over the course of the calendar or school only year if negotiated into their Collective Bargaining Agreements. This option would be voluntary; no employee would be required to opt for this system.

The final paycheck of the year would be a reconciliation paycheck to correct for any contracted days or hours that an ESP may have missed over the course of the year. Employees will be advised, in writing, that the final reconciliation paycheck of a calendar year could result in a paycheck less than the equal pay amount to a possible zero balance.

If these employees were allowed pay in equal installments throughout the school year, snow days, vacations, and other closures would not affect their paycheck. They would receive payment in equal installments so that they could properly plan.

"Having a consistent paycheck would relieve a great deal of stress and frustration in my financial life. When school is in session, no problem. However, when we have a week off for vacation, almost every other month, making ends meet becomes tenuous. The summer months are more difficult given no work, and it is impossible to afford the COBRA offered by the district. I have gone without health insurance in the summer," wrote another member to her senator.

During public hearings on the bill, no one spoke in opposition. Now the Senate tells us there is a "technical amendment" and the bill will be taken up by the full Senate next week. NEA-New Hampshire will continue to closely monitor this bill's progress. You can add your voice to those calling for its passage by Taking Action on our website.

## NEA-NH Election Results Officers and Board Members Elected in Online Voting

**V**oting in the 2015 NEA-NH Elections closed Sunday, March 22 at 5:00 PM. For the first time in NEA-NH history, all voting was conducted online.

The NEA-NH Elections Committee reviewed the results to determine the winners and released the following results:

### Statewide Officers:

NEA-NH President (3 year term)  
Scott McGilvray

NEA-NH Vice President (3 year term)  
Megan Tuttle

Alternate NEA Director (2 year term)  
Sharry Sparks

Executive Board Positions (2 year term unless noted otherwise):

Capital Region  
Mike Macri

Eastern Region  
Ed Olson

Lakes Region  
Karen McCloud

Monadnock Region  
Melissa Alexander

Monadnock Region (1 year term)  
Diana Griffin

North Country Region  
Jon Dugan-Henriksen

Seacoast Region  
Karen Ladd

South Central Region  
Meg Morse-Barry

Southern Region (Elect 2)  
Carolyn Leite  
Chuck Stohl

Western Region  
Suzanne Martin

State Funded Delegates to the NEA

### Inside

President's Message.....	2
NEA-New Hampshire Works to End 68 Hours of Hunger.....	3
Meet Maureen Mann.....	5
Contract Pass at Record Rate in March.....	5
Educators Welcome Plan to Repeal Excise Tax on High-Cost Health Plans.....	6
Students Need Opportunity, Not Just Tests.....	6
Season of Learning and Growth.....	9
2015 Contract Election Results.....	10
Member Focus: Yvonne Borghetti.....	12

# United We Stand

The profession that we all work in, no matter what your job assignment, is much different today than when you started. No matter how long you have been working in a school; whether you are a newbie in your first year or an experienced veteran, you are faced with a barrage of challenges that impact the work you do.

From tighter and tighter budgets, larger and larger class sizes, new evaluations processes, that in many cases are tied to student growth and student achievement, Common Core State Standards, Smarter Balanced Assessment, to toxic testing, crazy politicians that try and legislate how your school should run, and extending your probationary period to 5 years (really, does an administrator need 900 teaching days to figure out if you have the ability to be an effective teacher?), we have seen it all.

We see districts cutting back on the hours ESP members work to the point where many do not even qualify for Family Medical Leave (FMLA) because they do not work enough hours in a year. We welcome difficult and challenging students each day who are not prepared to learn because many receive all the food they are going to eat that day at school, where we now feed them breakfast, lunch and snacks.

We face a media that only speaks of the negative things going on in our public schools and fails to mention the absolutely incredible and innovative work being done by our members every day.

And those who label us as villains and thugs have already renewed their attacks on us and all that we stand for. Is it wrong to believe that every child in NH deserves a great public school, and caring qualified educators? Is it wrong to want every child to be clothed and fed properly so they can focus on learning? Is it wrong to believe there is greatness in every child and to dedicate our lives to ensuring they each get a chance to prove it? Is it wrong to expect fair treatment and respect from administrators and superintendents? Is it wrong to hope that our elected officials will help us in our mission rather than degrade our profession and defund our efforts?

There is no doubt that there are those out there that truly want you and our public schools to fail. We cannot let that happen. We stand united, because a united team of teachers, secretaries, paraprofessionals, custodians, cafeteria workers and education support professionals cannot fail.

NEA-NH and NEA National are a team that stands tall and proud of the daily work and accomplishments of our members in our schools across the state and nation. It is not easy to bring together differing personalities to create an effective team or a great public school. Each person brings his or her history, perspectives, strengths and weaknesses. But for a team not united, failure awaits.

From team unity comes power, creativity, efficiency, energy, safety, a common vision, motivation, and mutual support.

Unity means team members care more about the team's accomplishments than their own personal agenda and aspirations. In unified teams, any conflict that arises is never personal, but always focused on the issues at hand.

Abraham Lincoln is credited with the saying, "A house divided against itself cannot stand." Those words ring true for our team today.

Effective teams must have a common purpose and be

rowing in the same direction. Without unity, teams are more vulnerable and have a tendency towards unhealthy conflict.

As reasonable as all this sounds, we have all had experience with disorganized and dysfunctional teams. And identifying the root causes of the problem is usually quite easy; ego, negativity, complaining about petty and unimportant issues, politics, unhealthy conflict, and selfishness are the most common barriers to team unity and success.

What does unity look like on our NEA-NH team? It looks like local association members joining together to get a contract passed by phone banking pro-education community members. It looks like local members standing outside at the town transfer station on a Saturday morning engaging residents to support the passage of the contract or a warrant article. It looks like a postcard mailing to over 10,000 identified pro-education homes across the state.



NEA-NH President  
Scott McGilvray

When we unify and stay united, we win 58 out of 60 collective bargaining agreements as we did last month during town meetings held across the state. If you batted .900 in a baseball season, you not only would win a whole lot of games, you would be in the hall of fame.

Threats to public education and our profession continue in the form of crazy right-wing politicians and anti-public school citizens trying to legislate us out of existence. As just one ex-

ample, the New Hampshire Legislature has voted in committee to give more money per student to charter schools than public schools. They want the state government to fund charter schools \$3,000 more than the adequacy rate of \$3,450 public schools receive for each child. The fastest way to eliminate public education is to defund it to death.

We face threats to our profession when districts adopt Common Core State Standards, or any new standard for that matter, and do not give you the support, materials and time to develop the curriculum to align to the new standards. Educators get burned out and discouraged.

The best and most effective way we can get through the many barriers put before us is to stand united, support each other, and lead the profession. Become an active participant in your local, state and national NEA association. Get involved in the efforts of the team and not just a spectator. Lend your voice, experience and many talents to the situation. Take advantage of the many professional development and leadership training opportunities that we provide. Tell everyone who will listen of the great successes happening in your classroom, school and community.

You are the trained and experienced expert in your field - never let anyone tell you otherwise or diminish the value of your knowledge or importance of your input.

Sadly, as long as politicians are involved in our classrooms, we must be involved in politics. Become politically active to the level you feel comfortable. Let legislators and school board members know what is really right for our students and schools. Support pro-education candidates at all levels of government and be the voice of public education.

Agree today to get involved and to stand together united as one profession and union. Our more than 150 year history has taught us that a united NEA-New Hampshire cannot fail.

## NEA-New Hampshire Educator

ISSN 0279-3539

Vol. 96, No. 5

Concord, NH

May 2015

Published by  
NEA-New Hampshire  
9 South Spring Street  
Concord, NH 03301

### NEA-NH Officers

President: Scott McGilvray  
Vice President: Megan Tuttle  
Secretary/Treasurer: Debra Hackett  
NEA Director: Bonnie Doherty

### Board Members

Capital: Michael Macri  
Jessica Jordan  
Eastern: Ed Olson  
Linda Royer  
Lakes: Karen McLoud  
Monadnock: Melissa Alexander  
Diana Griffin  
North Country: Jon Dugan-Henriksen  
Seacoast: Evan Czyzowski  
Karen Ladd  
Southern: Jill Owens  
Carolyn Leite  
Chuck Stohl  
South Central: Meg Morse-Barry  
Maxine Mosley  
Western: Suzanne Martin  
Dave Shinnlinger  
ESP: Sharry Sparks  
Retired: Sandra Amlaw

### Educator Staff

Executive Director: Rick Trombly  
Editor: George Strout  
Communications Assistant: Linda Rollins

The NEA-New Hampshire Educator (ISSN 0279-3539), is published six times per year by NEA-New Hampshire, 9 South Spring Street, Concord, NH 03301. Second-class postage paid at Concord, NH, and at additional mailing offices.

Postmaster: Send change of address to:  
NEA-NH Educator  
9 South Spring Street  
Concord, NH 03301-2425  
Phone: 603-224-7751 Fax: 603-224-2648  
E-mail: gstrout@nhnea.org  
Web site: <http://www.neanh.org>

### Advertising rates:

Full page \$1,000  
One-half page \$500  
One-third page \$340  
One-fourth page \$250  
One-sixth page \$170

All advertisement copy should be camera-ready and is subject to approval by NEA-NH. Call or write for specifications.

Circulation to more than 16,000 active, associate, special, student, reserve and retired members of NEA-NH.



# NEA-NH Works To End 68 Hours of Hunger

The program puts nourishing food in the hands of elementary school children to carry them through the weekend

By Maxine Mosley, HCR Committee Chair and Sharry Sparks, ESP Issues Committee Chair.  
Photos by Jeff Kantorowski

At this year's Spring Instructional Conference, one of NEA-NH's main initiatives was to raise attention for the need to feed hungry children in our state. As we all know, childhood hunger is a major social justice issue in our country. The impact on children's school achievement and other lifelong issues continue to be a focus of our collective work.

NEA-NH management, staff, and members came together to support students and other children who go hungry between Friday's school lunch and school breakfast on Monday mornings.

The combined contributions from the 2015 Delegate Assembly and from the Instructional conference in March, resulted in donations of over 600 jars of peanut butter and jelly. In addition to the donations, \$600.00 was collected by staff, members and participants at the conference to purchase additional food items such as cereal, granola bars, cans of soup and tuna fish to add to the bags filled by volunteers each week.

The morning of the conference, jars of peanut butter and jelly began to come in steadily. Participants who contributed peanut butter and jelly were given raffle tickets to win one of four prizes; a \$100.00 Visa card, two Amazon gift cards and a classroom diversity basket filled with teaching tools. The very generous young lady who won the \$100.00 gift card donated it back to the End 68 Hours of Hunger program demonstrating how important it is for all of us to "give back" to the children of our state in need.

At this year's NEA-NH Delegate Assembly, Claire Bloom, the founder and volunteer Director of End 68 Hours of Hunger, was presented with the prestigious Champion of Human and Civil Rights Award. In addition, the Executive Board awarded the program a check for \$1,000 on behalf of all NEA-NH members.

After reading an article in *AARP MAGAZINE NOVEMBER 2014 ISSUE* called, "Saving the World as a Second Career",



"We started feeding 19 local children in October 2011. At the end of 2013, we were serving over 1,300 children per week in New Hampshire and Maine. These are children whose only meals are those they eat at school," said Claire Bloom, founder and volunteer director of End 68 Hours of Hunger.

the chairs of the Human and Civil Rights and the ESP Issues Committees decided to come together on behalf of hungry children in our state. The committees formulated a plan to work together to feed as many children as possible by collecting jars of peanut butter and jelly, two main staples of the program. Dr. Irv Richardson was alerted to the program and suggested that we approach Claire Bloom to be our conference keynote speaker.

"Childhood hunger – or food insecurity – is a national problem. It occurs when children receive insufficient food

on a regular basis and in many cases, missing meals entirely. After a while, these children also experience 'fear of hunger' that affects their behavior as much as physical hunger affects their bodies." (End 68 Hours of Hunger website)

The goal was to inform our members, and to raise awareness of the rapidly growing problem of hungry children in the State of New Hampshire. Not only did she agree to be our keynote speaker but offered to do a presentation on how to start program chapters in schools.

Claire first learned about hungry children at a book club where a teacher talked about some of her students, concerned that they came to school hungry on Monday mornings perhaps some with very little to eat on the weekends. In her keynote, she shared how hunger was the one aspect of poverty that you could not see. Claire is a true champion for hungry children and believes that they cannot learn and grow up to be strong and productive citizens of our communities.

This program, established in New Hampshire in 2011, puts



More than 600 jars of peanut butter and jelly and \$600 in donations were collected by staff, members and participants at the NEA-NH Delegate Assembly and Spring Instructional Conference.

nourishing food in the hands of elementary school children to carry them through the weekend. Volunteers purchase the food, pack the bags and deliver them to the offices of the selected elementary schools. From there, a school employee delivers the food to the classrooms of the individual participating students. The students take the food home on Friday afternoon. The cycle starts again every week.

Each bag of food costs \$10 each week per child and provides two breakfasts, two lunches and three dinners for a child, with some left over to share!

"The impact on the child is enormous. Teachers tell us that on Friday afternoons the children who are unlikely to have enough food at home become very edgy and are unable to concentrate. After a week in a structured environment where they have at least two full meals, they will leave school and for 68 hours have little to eat. That insecurity can lead to some behavioral disruptions. On Monday mornings they return to school ill, often spending the day in the nurse's office. They are unable to focus and concentrate until they once again are nourished." (End 68 Hours of Hunger website)

The question for us all going forward is, "do we know who the children are in our classrooms, our schools, and our communities that are hungry? And what do we do about it?"

The ESP Issues Committee and the Human and Civil Rights Committee Chairs (Sharry Sparks and Maxine Mosley) would like to thank our members: Jill Owens, Doloris Humiston, Pat Kisselberg, Linda Royer, Carlene Lyndes, Yvonne Borghetti, Ed O'Brien, Nancy Morse, Terry Burlingame, and Jeff Kantorowski for facilitating and overseeing the logistics of this phenomenal and very successful initiative to help feed hungry children. They set up tables, stacked and boxed peanut butter and jelly jars, handed out raffle tickets, collected money tirelessly and are a credit to the work of the committees.

## 2015 NEA-NH Election Results

(Continued from page 1)

Representative Assembly, the *World's Largest Democratic Deliberative Assembly*, were also elected.

NEA's Annual Meeting takes place during the final week of June or the first week of July. Delegates from state and local affiliates gather to set policy and chart the direction of NEA business. It is the primary legislative and policymaking body of the Association and derives its powers from, and is responsible to, the membership. The RA adopts the strategic plan and budget, resolutions, the Legislative Program, and other policies of the Association. Delegates vote by secret ballot on proposed amendments to the Constitution and Bylaws. Those delegates with full voting rights elect the executive officers, Executive Committee members, and at-large members of the NEA Board of Directors, as appropriate.

The RA consists of some 8,000 delegates representing state and local affiliates, student members, retired members, and other segments of the united education profession. The RA is the largest democratic deliberative assembly in the world and adheres to Robert's Rules of Order.

### Capital Region (Elect 2 Delegates)

Rebecca Butler  
Ed Girzone

### Eastern Region (Elect 2 Delegates)

Debra Hackett  
Ed Olson

### Lakes Region (Elect 1 Delegate)

Allison Estes-Browne

### Monadnock Region (Elect 1 Delegate)

Melissa Alexander

### North Country Region (Elect 1 Delegate)

David Olson

### Seacoast Region (Elect 2 Delegates)

Sharry Sparks  
Ed O'Brien

### South Central Region (2 Delegates)

Maxine Mosley  
Judy Godbout

### Southern Region (Elect 3 Delegates)

Greg Paris  
Carolyn Leite  
Kathleen Martin

### Western Region (Elect 1 Delegate)

Dave Shinlinger

### Retirees (Elect 1 Delegate funded by NEA)

Sandy Amlaw

# EDUCATION IS... EMPOWERMENT

Looking for an opportunity to empower yourself?

Northcentral University is regionally accredited and offers a personal experience you'll find nowhere else. As a student, you can complete your graduate degree from the comfort of your own home while learning through one-to-one interaction with our 100% doctoral faculty.

**NEA MEMBERS**  
ask about your  
preferred tuition rate:

**15%**

**less  
than  
current  
rates!\***

LET NCU EMPOWER YOU.

CALL: 855.346.7491

VISIT: [NCU.EDU/NEATODAY](http://NCU.EDU/NEATODAY)



**NCU**  
Northcentral University

\*The NEA Academy and Northcentral University have formed an education alliance to offer NEA Members who enroll as a new student the opportunity to earn a quality online bachelor's, master's, certificate or doctoral degree from Northcentral University at a preferred tuition rate that is 15% less than the current published rate. This tuition reduction offering cannot be combined with any other offer. NC320515

4  
Cyan  
Magenta  
Yellow  
Black



# Meet Maureen Mann

## Retired NEA member running for House in special election

Last November, over thirty NEA-New Hampshire members put their name on the ballot for election, from Executive Council at the top of the ticket, all the way down to County Commission at the bottom, and all the races in between. Many were successful, such as new Senate Minority Leader Jeff Woodburn, and former NEA-NH Executive Director Representative Mel Myler.

Of course, as in any election, not everyone can come out victorious. One of those unfortunate few to lose was retired member Maureen Mann of Deerfield. Fortunately, on May 19th the voters of Candia, Deerfield, Northwood and Nottingham have an opportunity to correct that mistake and send Maureen back to the State House in a Special Election in Rockingham District 32.

The daughter of an elementary school teacher, a thirty-year high school teacher herself, and member of her local contract negotiating team, Maureen is no stranger to the State House. First elected in 2006 in a Special Election, Maureen was re-elected in 2008, and after a two-year hiatus, returned to the legislature in 2012.

Maureen Mann, a former educator and state representative, has been endorsed by NEA-New Hampshire.

"I'm honored to have the support of my fellow educators," Mann said. "As a former public school teacher, I know how important it is to make sure the public's tax dollars are spent on keeping our public schools well-staffed and properly-equipped."

Mann, who has served 2.5 terms in the New Hampshire legislature, has a long record of advocating for properly funding the state's public K-12 schools and universities. If elected, she has pledged to fight for a budget that ensures state dollars are used to fund public schools, rather than religious and private schools.

"Too many educators are forced to pay out-of-pocket for basic supplies that their students depend on, and education cuts will further downshift state responsibilities to our teachers," Mann said. "Our government must properly provide for our public schools, so that they remain some of the best schools in the nation. Students and parents deserve nothing less."

"The voters of Rockingham 32 need to return Maureen to the State House, not because she is a retired NEA member, but because she has a long track record of standing up for the citizens of her district, because she has consistently and firmly

**"The current majority in Concord has made attacking education their number one priority. By helping elect Maureen Mann on May 19, you can help change that."**

**Scott McGilvray,  
NEA-New Hampshire President**

fought for what is best for students, educators, and parents, and because she knows that government works the best when all involved work together to put the interests of our citizens ahead of partisan politics," said Scott McGilvray, President of NEA-New Hampshire.

Over the next year and a half, the New Hampshire Legislature will consider a large number of issues that will directly affect every member of the NEA-New Hampshire. If you are a new teacher who believes that five years is too long for someone to remain on probation with no due process rights to prevent termination, if you are a teacher approaching retirement and you believe that you deserve the pension you were promised, or if you simply believe that Legislators in Concord should not be trying to micro-manage your classroom, then you need to support Maureen Mann.

"While those in the Statehouse in Concord may have disagreed about method, in the past members of both Parties shared the goal of promoting our state, protecting the rights of all our citizens, and safeguarding our environment," said Mann.

"In the first year of the current biennium, drastic cuts and attention to a rigid social agenda have replaced these goals without regard to the cost to our taxpayers, our businesses, our public servants, our children, and our seniors. These policies, often determined and funded by out-of-state interests, will again lead to costly lawsuits against the state and downshift costs onto local property tax payers, just as they did in the 2010-2012 legislative term," Mann continued.

"I am running to restore balance."

If you live in Candia, Deerfield, Northwood or Nottingham, be sure to turn out on May 19th and cast your vote for Maureen. Even if you don't live in those towns, there are still many ways that you can support Maureen's candidacy. Please take a moment and visit Maureen's website so that you can learn more about her and how you can help her return to Concord.



**"I am running to restore balance and am honored to have the support of my fellow educators"**

**Maureen Mann**

# March Local Election Results Set New Record

## 97% of all contracts presented to local voters pass

Three years ago, 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. After nine months, the effort was re-made into *M.O.M. Training (Messaging, Organizing and Mobilizing)*.

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

"In 2011 NEA-NH decided it had to significantly change member involvement in the state election political process," said Rick Trombly, NEA-New Hampshire Executive Director. "At the same time, the Association headed down a path of educating both members and the public that their involvement was crucial to avoiding a return to Tea Party politics and to the passage of our contracts and budgets. We also specifically implemented a plan that tied the two together as they are related to each other. Association activities around these two processes have been ongoing since then," continued Trombly.

"Our goal was to teach educators how to win com-

munity support for our classrooms and contracts by focusing on messaging, organizing, and mobilizing; MOM's key elements," said Scott McGilvray, NEA-New Hampshire President. This included learning how to effectively package our message and respond to attacks from critics of public education, how to utilize and expand the capacity of local associations, access the resources of NEA-NH in local campaigns, and how to get out the vote more effectively in local and state elections.

Many of our locals had no community or voter outreach efforts in place at all, and those that did were by and large ineffective, and targeted only at members and their families who lived in town. These efforts were not sustained throughout the year and only came into the public eye days before the town meeting or election. In most cases these local efforts and messages were in response to a more well-defined campaign from public school opponents, focused only on educator benefits and costs, and were reactionary, angry and defensive. There was widespread wonder as to why the "teacher message" wasn't being heard, especially given the fact that in almost every town the local association is the largest organized group.

"Public relations is less about conveying information than it is about establishing and promoting partnerships within the community," said George

***Word spreads easily when we are against something. Negativity loves company. But public relations is a profession and it is not in our training. It is not a matter of defending our profession. Rather, it is a matter of being better at sharing what it is we do and inviting conversations with those who do not understand. That is hard work. Some are further ahead than others. But to maintain our successes, and gain the support of the general public, including those who throw stones, new work is required. Getting our message out there and engaging in new conversations has to be higher on our list and we need to get better at it.***

**Berkowitz and Myers, 2014**

Strout, Communications Coordinator for NEA-New Hampshire. An effective public relations plan provides value by giving people information they can use, not just information that we need to convey about the situation. Truly effective public relations means we ask for and receive information just as much as we transmit it.

Today, there are more people than not who see themselves as having no personal stake in the success of public education. But the building blocks for increased public engagement and regaining public support are already in place. With strong leadership and an effective public relations plan, local associations can forge a new and stronger relationship with the public—a partnership where the public is empow-

Legislation comes as new report points to tax liabilities based on a worker's age, gender and place of residence

## Educators Welcome Plan to Repeal Excise Tax on High-cost Health Plans

The National Education Association today supported efforts to fix flaws in the Affordable Care Act that could disproportionately hurt women and older workers. Legislation introduced in the U.S. House of Representatives will make that fix by repealing an impending excise tax on high-cost health plans.

The Middle Class Health Benefits Tax Repeal Act, introduced by U.S. Rep. Joseph "Joe" Courtney (D-Conn.) during a press conference in Washington, would eliminate an excise tax imposed on high-cost health plans beginning in 2018. Without congressional action, a 40 percent tax would be imposed on the cost of health coverage above \$10,200 for an individual and \$27,500 for a family. The proposed bill already has the support of 60 members of Congress.

"While we continue to support the Affordable Care Act, the excise tax will disproportionately hurt women and older workers," said NEA President Lily Eskelsen García. "America's tax policy should not be a game of chance for working families. We should call this tax what it really is—an 'Age-Gender-Geography Tax.'"

Earlier this month, NEA released a report analyzing the excise tax on high-cost health plans. The report, produced by the actuarial firm Milliman, finds that while the excise tax is often referred to as a tax on overly generous health benefits, it's more likely to be a tax on other things, including where health plan members live, their age and their gender. The tax could disproportionately affect women, older employees and workers in high-cost insurance markets.

"In fact, as a new report shows, this tax on high-cost plans can randomly and unfairly cause hardship to women, American workers and their families," added Eskelsen García. "We urge lawmakers to support this essential legislation to improve the Affordable Care Act."

The excise tax wrongly equates high premiums with overly generous health benefits. It is so flawed that some health plans offering moderate benefits will face a steep tax, while plans with better benefits may not face any tax at all. Employers are already preparing to shift health care costs to workers—by cutting benefits or passing the tax liability to employees—even though the law doesn't hold employees responsible for paying the tax.

"This tax will disproportionately hurt women, whose health plans tend to be more expensive than those for their male counterparts," said third-grade teacher Sheila Cohen, who serves as president of the Connecticut Education Association and was on hand for the press conference hosted by Rep. Courtney. "That means more than three-quarters of our educators in Connecticut and across the country will be particularly hurt by any increases in cost-sharing and decreases in coverage."

"Connecticut, like most of the country, still faces a gender wage gap," continued Cohen. "So this tax would be another devastating blow to women working full time. In Connecticut, women's salaries average 22 percent to 24 percent less than those of their male counterparts. This tax would further hurt women who have sacrificed lower salaries because of the gender gap. More to the point, the excise tax would be devastating for educators who have accepted salary freezes or cuts in order to save their health care coverage for themselves and their families. The excise tax would lead to cuts in needed benefits for the dedicated and committed educators who teach Connecticut's children."

To access the full Milliman report, please click [here](#). To view the report in brief, please click [here](#).



**"While we continue to support the Affordable Care Act, the excise tax will disproportionately hurt women and older workers. America's tax policy should not be a game of chance for working families. We should call this tax what it really is—an 'Age-Gender-Geography Tax.'"**

Lily Eskelsen Garcia, NEA President

Proposal would reduce federally mandated tests to ensure greater educational opportunity for all students

## Nation's Educators: Students Need Opportunity, Not Just Tests

Educators are pushing back against high-stakes testing across the nation, and according to a new poll, parents are on their side. The 2014 PDK/Gallup Annual Survey on the Public's Attitude Toward Public Schools finds that an overwhelming majority of parents (68 percent) do not believe that standardized tests help teachers know what to teach.

The survey's message is clear, says NEA President-Elect Lily E. García: "Enough is enough."

Earlier this month, U.S. Sen. Jon Tester (D-Mont.) introduced a bill to bring much-needed reform and relief to students from the federally mandated testing required by No Child Left Behind (NCLB). The Student Testing Improvement and Accountability Act would reduce the amount of federally required high-stakes, standardized tests by more than fifty percent, and instead, restore "grade-span testing." This would occur both in English and Math—once in elementary school, once in middle school and once in high school. This past week, the Senate began in earnest the process to reauthorize the federal law with unanimous passage of the Every Child Achieves Act of 2015 out of its Health, Education, Labor and Pensions Committee.

NCLB more than doubled the number of high-stakes tests in reading and math. In these subjects alone, K-12 students now take 14 federally mandated tests, compared to six before enactment of the law. In some cases, more than a month of instructional time is lost to test preparation and administration in a single school year.

"What is clear after years of too much testing is that the status quo isn't working for students, espe-



**An overwhelming majority of parents (68 percent) do not believe that standardized tests help teachers know what to teach.**

cially those in high-poverty areas. We must reduce the emphasis on standardized tests that have corrupted the quality of the education received by children," said Lily Eskelsen García, a sixth grade teacher who was named the 1989 Utah Teacher of the Year and elected president of the 3 million-member National Education Association. "Parents and educators know that the one-size-fits-all annual federal testing structure has not worked and has not sufficiently exposed the reasons for opportunity gaps where they exist. The needs of students will be best served when states and districts are allowed to put into place different kinds of assessments that provide valuable information for students, parents and educators to help find solutions."

"Students and teachers continue to lose more and more class time to testing and test preparation, and that time should be spent teaching and learning a rich, engaging curriculum," explained García. "The serious consequences of these toxic tests will only snowball unless parents, educators and community members push back against lawmakers determined to tie high-stakes decisions to fill-in-the-bubble tests."

Last week we saw progress with the Senate markup of the NCLB reauthorization. This legislation by Sen. Tester keeps us going in the right direction by reducing the emphasis on standardized, one-size-fits-all tests, which have not worked to sufficiently exposed opportunity gaps where they exist. By allowing states and districts to return their focus to providing students with access to a rich variety of courses that encourage creativity and problem solving, we help students reach their full potential.

We have to level the playing field and close the opportunity gaps that persist in our public schools, just as the original law intended. We have to move the needle forward for our most vulnerable students.

"We commend Sen. Tester for stepping up and speaking out for kids with the introduction of this very important legislation. The Student Testing Improvement and Accountability Act recognizes the growing problem with too much testing and proactively putting forward a commonsense proposal that would again allow educators to inspire students and their natural curiosity, imagination, and desire to learn," said García.



ered and given value.

“It is left to us to tell our own story. Many educators are uncomfortable in “selling” their message or their services. But the fact is, schools and locals must promote themselves because in the absence of the facts, people will fill the void with their own information and it won’t be right,” continued Strout.

The goal of MOM Training is to establish positive community relationships and secure passage of contracts and election of pro-education boards and to leave a working organization in place to promote community causes, such as End 68 Hours of Hunger. Such an organized group can also be activated during future elections at the local, state and national level.

Local Associations are usually the largest organized group in their community, but are rarely utilized at full capacity. In addition to members who live in town, we help identify other supporters using the resources of our partner America Votes, and help locals identify and collect names of supporters that may have been missed. Each of these names is a potential “Yes” vote for a contract or warrant article.

MOM training took place across the state this year and resulted in many local associations forming committees, preparing plans, funding budgets, making contacts and forming alliances with like-minded groups in their town. Facebook pages and websites for NEA-NH locals popped-up everywhere. Members conducted phonebanks, designed flyers, spoke at meetings, passed out information at the transfer station and held signs. Many of those that had worked with NEA-NH on developing their plans also sought and received grants and in-kind support from NEA-NH for their efforts. This support came in the form of logo

creation, help in establishing an on-line presence, public relations support, brochure creation, printing and postage.

While many more local associations participated in the training, a summary of the support 18 Associations received this year is shown in the table.

As a tool to engage and mobilize our members, MOM is having a measurable effect. In answer to the question, “did our efforts get more voters to the polls?” we can confidently say “yes”.

In 2010, 4,375 NEA-NH members did not vote. During the 2014 elections, only 2,922 members stayed home. We increased member participation in a non-presidential election year by 33%.

Also noteworthy is the comparison to overall statewide voter participation. From 2010 to 2014 the number of voters statewide that voted increased 7.4%. During that same period, NEA-NH voter participation was up 15.9%, more than twice the statewide average.

At the local contract level, the results are even more astonishing. Fully 97% of all contracts presented to the voters in March passed, including some in districts where all teachers had not been on a salary schedule in 20 years. In all, 76 of 78 towns and districts approved educator wage and benefit warrant articles. A complete list of contracts passed can be found on page 10.

Many of the MOM training resources can be found on the NEA-NH website under Membership, including an introductory video on the importance of communication and how to get started in your district.

If you think your Local could benefit from MOM Training, contact your UniServ Director to arrange a meeting to get the ball rolling.

**NEA-NH Support For Local Association MOM Activity, March 2015**

Association	NEA-NH In-kind and Grant Support	Contract Result
Association Keene Tutors	1500 Postcards, Postage	PASSED
Mascenic Budget Cards	1000 Postcards, Postage	PASSED
Fitzwillam School Board	1500 Postcards, Postage	ELECTED
Monadnock 7 & 8	1200 Postcards, 500 Flyers	PASSED
ConVal Education Association	1650 Postcards, 350 Brochures, 100 Flyers	PASSED
Chichester Education Association	350 Brochures	PASSED
Mascenic ESSA	440 Postcards, Postage	FAILED
Hinsdale	240 Postcards, Postage	PASSED
Winchester	240 Postcards, 500 Flyers, 500 Pickle Hats	PASSED
Northwood	Visibility T-Shirts	PASSED
Prospect Mountain	600 Brochures	PASSED
Mont Vernon EA	300 Postcards	PASSED
Brookline Teachers Association	Postage	PASSED
Chesterfield	350 Postcards, Postage	PASSED
JREA and JRESSA	900 Postcards, Postage	PASSED
Newfound Area Teachers Association	800 Postcards, Postage	PASSED
Brentwood Teachers Association	300 Postcards, Postage	PASSED

**PAID ADVERTISEMENT**

**GIVE YOUR WALLET A BREAK...**

Stop paying out-of-pocket for school supplies and instructional materials.

Win \$2,500 for your classroom with a California Casualty Academic Award.



Enter today at:  
**EducatorsAcademicAward.com**



NEA® Auto and Home Insurance Program



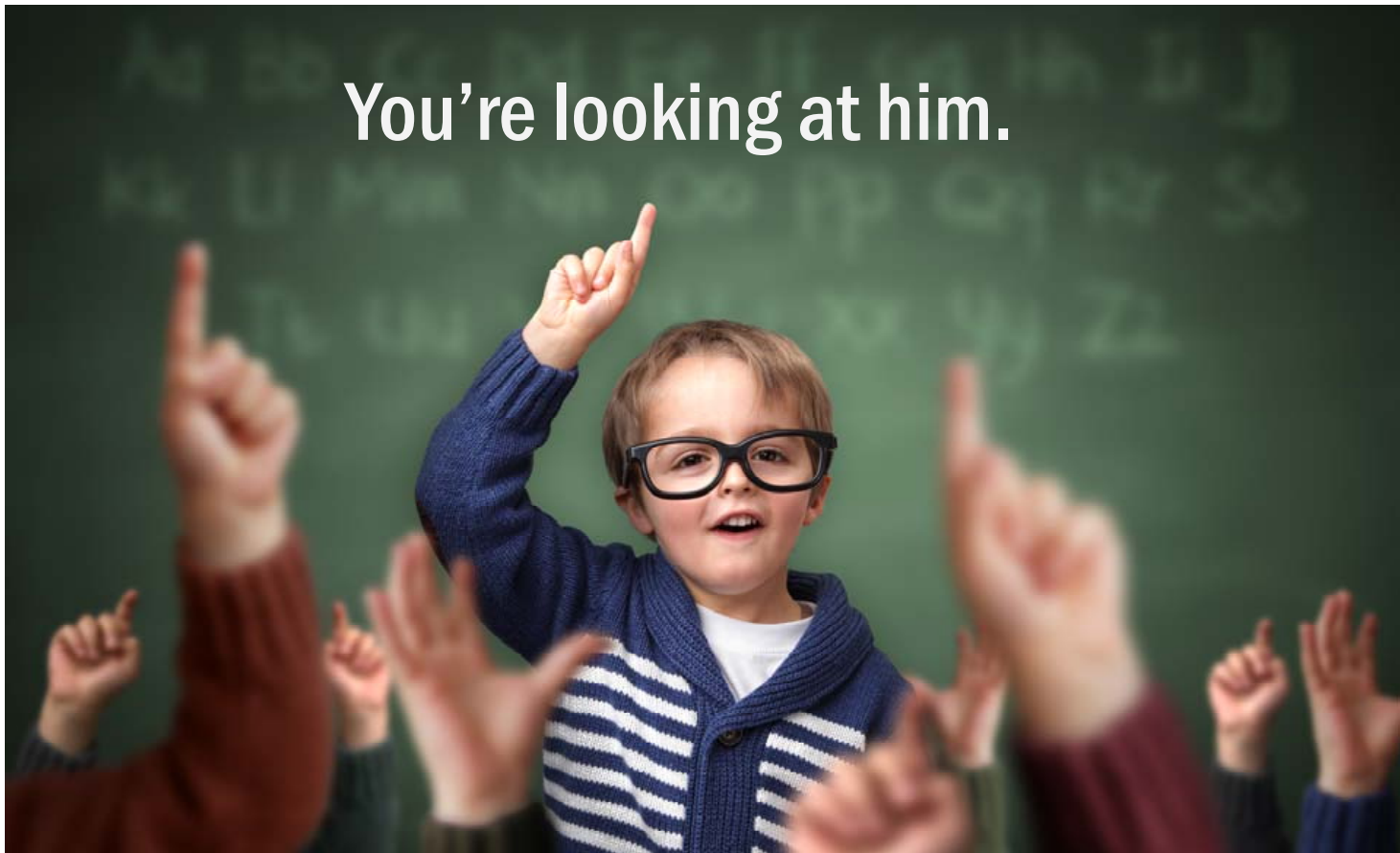
In partnership with

No quote or purchase necessary. Some restrictions apply. See full terms and conditions at [www.educatorsacademicaward.com](http://www.educatorsacademicaward.com)

AH320515

## Why is it so important NEA-New Hampshire has the means to support education friendly candidates?

You're looking at him.



Already this year, the New Hampshire Legislature has killed bills that would have fully funded kindergarten (SB228) and reduced the teacher probationary period from 5 years to 3 (HB116).

Instead, they're working on eliminating renomination protections for librarians and guidance counselors, requested the removal of the Commissioner and Deputy Commissioner of Education, decreasing funding for public schools in favor of charter schools and want to drastically change your pension.



**It's time to help! Here's how...**  
**Contribute to *The Apple Corps*, New Hampshire Educator's PAC**  
 It is voluntary. Members decide how to disburse funds. It funds only state, not federal candidates.

1. From any computer, go to <https://secure.actblue.com/contribute/page/applecorps> and contribute online, or
2. Using your smartphone, scan the QR code and contribute online, or



3. Complete the form and mail it with your check.

### Yes, I want to help! Sign me up for the Apple Corps!

Here is my contribution of:

\$10 (Apple Corps member)  \$25  \$50  \$100  Other \$\_\_\_\_\_

**Make check payable to Apple Corps.**

The following information is required by law for all contributions of \$25 or more:

Name \_\_\_\_\_ Address: \_\_\_\_\_

Occupation: \_\_\_\_\_ Local Association: \_\_\_\_\_

Send this form, along with your check, to:

The Apple Corps, c/o NHEPAC, PO Box 2213, Concord, NH 03302-2213



# Celebrating a Season of Learning and Growth

By Irv Richardson and Ally Snyder

## MARCH COMES IN LIKE A LION AND GOES OUT LIKE A...LION!

Your NEA-NH Public Education and School Support department (PESS) has been busy! On the heels of a successful and energy-charged Delegate Assembly, NEA-NH held its second Spring Instructional Conference (SIC) on March 28, 2015. With a new venue – Concord High School (whose staff were gracious and wonderful to us) – and a fantastic group of helpers and volunteers, we greeted 265 members for a full day of invigorating professional development, including 56 workshops.

We were pleased to host Claire Bloom, Director of End 68 Hours of Hunger, a dynamic, volunteer-run organization working tirelessly to end childhood hunger for New Hampshire school children. Claire provided an inspiring keynote address about how hunger affects a child's ability to learn in the classroom, and she also taught a workshop on how to start an End 68 Hours program in your town. Check out the website: [www.end68hoursofhunger.org](http://www.end68hoursofhunger.org) – you will be amazed at how much can be done with surprisingly little money and time commitment. NEA-NH's Human and Civil Rights (HCR) Committee and ESP Committee organized a conference food drive, collecting jars of peanut butter and jelly to donate, and this too provided a satisfying victory for kids.

Some of the most popular classes at the SIC were Rachael Ramsey's *Student Executive Function*, Cathy Stavenger's K-5 Math workshops, and Christine Landwehrle's exploration into the Smarter Balanced Assessment. Participants also loved learning about the *New Restraint Law* from our own Attorneys Esther Dickinson and Steve Sacks, *Unlocking Your Para Potential* with Chris Hobson, *Classroom Yoga and Mindfulness* from Lisa Flynn of ChildLight Yoga, and Louise Forseze's *Managing Student Behaviors for Paras*. All in all, it was a very successful day, highlighted by a great food donation, vendor giveaways, and a wealth of information sharing – which is what we do best!

## CONGRATULATIONS ARE IN ORDER!

On May 16, twenty-four of your colleagues across the state will complete a rigorous and challenging year of learning and implementing Student Learning Objectives (SLOs). We are very proud of their dedication, hard work, and commitment to becoming educational leaders for you in New Hampshire. Working with the Center for Assessment and the NH Department of Education, the SLO Consortium will now continue into the second year of this grant-funded program. We are currently preparing the application process for Year 2 candidates. Think about whether becoming an expert at SLOs – which enhance student performance and deepen educators' understanding and teaching practices – interests you. Year 1 members earned approximately 45 hours of PD credit, while becoming better educators and making like-minded friends that could last a lifetime. To inquire about applying, contact Irv Richardson at [irichardson@nhnea.org](mailto:irichardson@nhnea.org). More info to come.

## WHAT'S UP, DOC?

Keep an eye out for information later this month on the Jim Sweeney Leaders' Academy, scheduled for Thursday and Friday, June 25 & 26, 2015. If you have new leadership in your association, those folks need to register! And please save the dates for NEA-NH's Summer Leadership Week, August 3-7, 2015. We are planning an awesome association- and leadership-building conference, full of offerings that will challenge you and help you grow.

## ARE YOU IN THE HABIT?

Meanwhile, the Habit of Mind (HOM) grant is coming to an end (though we are working on funding to continue the project). This grant allowed NEA-NH, in coordination with several other agencies, to create



Jessica Jordan & baby Alice, a real celebrity, address the Spring Instructional Conference attendees.

an enormous research database that is currently available to all NEA members nationwide. The database provides educators with instant access to an extensive, research-based library of educational practices at a low cost. Right now, under the HOM grant, you can access the Habit of Mind EBSCO database for free! We really want you to please go online and try it out – you will be blown away by all the pertinent and practical articles that could help you with your students every day. Go to [www.digitalopportunityforall.org/library.html](http://www.digitalopportunityforall.org/library.html) and use this password (case sensitive): EBSCO. Scroll down to click on "EBSCO portal here." Choose "EBSCOhost Research Database" and start your search. [Ally typed in American sign language and then put in the second field elementary school and got 99 related articles!] The more educators who use the database,

the cheaper it will be for an annual subscription once the grant runs out. Contact Irv Richardson with your feedback.

## KEEPIN' THE LIGHT ON FOR YOU

Please stay in touch. We always want to hear from you, and are also looking for great recommendations of training topics and presenters you want us to host. Contact Irv Richardson, PESS Coordinator at [irichardson@nhnea.org](mailto:irichardson@nhnea.org) or Ally Snyder, PESS Assistant at [asnyder@nhnea.org](mailto:asnyder@nhnea.org), or call (603) 224-7751.



Human & Civil Rights (HCR) and Education Support Professionals (ESP) Committees with Claire Bloom at the Spring Instructional Conference.

## Stay in touch with NEA-NH



The NEA-NH App is the best way to stay in touch. Conference schedules and calendars, registration links, legislative bill tracking, info on elected officials, voting recommendations, organization tools and links to all our social media can be found in the app. Download it today at the App Store for iPhone and on Google Play for Android. Search for NEA-New Hampshire.



Visit our new website at [neanh.com](http://neanh.com). 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).

NHFTL's 7th Annual Golf Outing

**On Course Fore Kids**

Thursday, July 23, 2015  
Canterbury Woods  
Canterbury, NH.

To become a sponsor or to register as a golfer visit [www.neanh.org](http://www.neanh.org) or contact Nancy Bricchi [nbricchi@nhnea.org](mailto:nbricchi@nhnea.org) (603) 224-7751, Ext 350.

Cyan Magenta Yellow Black



# 2015 NEA-New Hampshire Contract Election Results

Region	Local Association	Election Result	Contract Term
Capital	Chichester EA	Passed	2
Capital	Deerfield PA	Passed	2
Capital	New Boston SSA	Passed	3
Eastern	Barrington Paras	Passed	2
Eastern	Chester EA	Passed	3
Eastern	Milton EA	Passed	2
Eastern	Northwood ESP	Passed	1
Eastern	Northwood TA	Passed	1
Eastern	Nottingham TA	Passed	2
Eastern	Raymond EA	Passed	1
Eastern	Rollinsford TA	Defeated	3
Eastern	Wakefield Paras	Passed	2
Lakes	Inter-Lakes EA	Passed	2
Lakes	Moultonborough SSA	Passed	1
Lakes	Plymouth Reg EA	Passed	2
Lakes	Plymouth EA	Passed	3
Lakes	Plymouth Reg ESS	Passed	3
Lakes	Prospect Mtn TA	Passed	2
Lakes	Shaker Regional EA	Passed	2
Lakes	Thornton EA	Passed	2
Lakes	Waterville Valley TA	Passed	2
Monadnock	Association of Keene Tutors	Passed	4
Monadnock	Chesterfield EA	Passed	3
Monadnock	Con-Val EA	Passed	3
Monadnock	Hinsdale Support Staff	Passed	3
Monadnock	Jaffrey-Rindge EA	Passed	1
Monadnock	Jaffrey-Rindge Support Staff	Passed	1
Monadnock	Keene State College Education Association	Passed	3
Monadnock	Marlborough EA	Passed	2
Monadnock	Mascenic Support Staff	Defeated	1
Monadnock	Monadnock Support Staff	Passed	3
Monadnock	Specialists of Monadnock (First CBA)	Passed	3
Monadnock	Wilton-Lyndeborough Support Staff	Passed	3
Monadnock	Winchester TA	Passed	2
North Country	Bartlett EA	Passed	2
North Country	Bethlehem	2	
North Country	Littleton SS	Passed	2
North Country	Conway EA	Passed	1
North Country	Gorham RS TA	Passed	2
North Country	Gorham RS SS	Passed	2
North Country	Groveton SS	Passed	3
North Country	Lafayette EA	Passed	2
North Country	Lin-Wood EA	Passed	2
North Country	Monroe SS	Passed	2
North Country	Pittsburg EA	Passed	2
North Country	White Mtns EA	Passed	2
North Country	White Mtns SS	Passed	1
Seacoast	ACT Rye	Passed	5
Seacoast	Asn. Portsmouth Tchrs-City	Passed	4

Region	Local Association	Election Result	Contract Term
Seacoast	Brentwood TA	Passed	3
Seacoast	Epping PA	Passed	3
Seacoast	Exeter Coop PA	Passed	3
Seacoast	Fremont EA	Passed	2
Seacoast	Newfields PA	Passed	4
Seacoast	Portsmouth PA-City	Passed	3
Seacoast	Sanborn SS	Passed	2
Seacoast	Seacoast ESPA SAU 21	Passed	3
Seacoast	Seacoast ESPA SAU 90	Passed	4
Seacoast	Stratham TA	Passed	3
Southern	Amherst SSA	Passed	2
Southern	Bedford EA	Passed	2
Southern	Bedford EPA	Passed	2
Southern	Brookline TA	Passed	2
Southern	Brookline ESSA	Passed	3
Southern	Merrimack ESSA	Passed	3
Southern	Milford TA	Passed	3
Southern	Mont Vernon EA	Passed	3
Southern	Salem Paras	Passed	2
South Central	Londonderry EA	Passed	2
Western	Fall Mountain ESSA	Passed	2
Western	Lebanon EA	Passed	1
Western	Lebanon SS	Passed	2
Western	Lyme EA	Passed	2
Western	Mascoma EA	Passed	2
Western	Newfound Area TA	Passed	2
Western	Newport TA	Passed	1
Western	Newport SS	Passed	1
Western	Paras at Kearsarge	Passed	2

10  
Cyan  
Magenta  
Yellow  
Black



Members of Monadnock United demonstrate for transparency.



Winchester Support Staff and Teachers at the Winchester Pickle Festival.



Manchester Education Association "Red Out" at the Mall of New Hampshire.





# WIN a \$5,000 Trip Giveaway\*

Sign-up today for the NEA Travel Newsletter and you'll be automatically entered to win a \$5,000 travel credit\* toward a Trafalgar guided vacation.

Escape the everyday for a lot less than you'd expect. NEA Member Benefits has partnered with leading travel brands to bring you special travel offers and exclusive savings, like 10%<sup>†</sup> off Trafalgar's more than 250 worldwide guided vacations.

ENTER NOW AT: [www.neamb.com/wintravel](http://www.neamb.com/wintravel)



NEA Members Save 10%<sup>†</sup>



As the experts in guided travel for nearly 70 years, Trafalgar delivers unique Insider insights, travel without the usual hassles and the perfect balance of free time and flexibility on each guided vacation. From Europe and the Americas to Asia, Australia and New Zealand, here are a few favorites:

Country Explorer  
**Italy Bellissimo**, 12 days  
**NEA Price From \$2,903<sup>^</sup>**  
Discover Italy's beauty and grace from ancient Rome to the sunsoaked Isle of Capri.

Discoveries  
**Scenic Parks Explorer**, 14 days  
**NEA Price From \$3,195<sup>^</sup>**  
From the Grand Canyon, Bryce and Zion, get an inside look at our National Parks.

Country Explorer  
**Highlights of Peru**, 8 days  
**NEA Price From \$2,166<sup>^</sup>**  
Embark on a deeper experience of iconic places like Machu Picchu, Cusco and Lima.

Visit [www.neamb.com/wintravel](http://www.neamb.com/wintravel) now to enter  
To learn more about Trafalgar, call our experts at **800-380-1377**

\*No Purchase Necessary. A purchase will not increase your chances of winning a prize. Odds of winning depend on number of eligible entries received. Visit [www.neamb.com/wintravel](http://www.neamb.com/wintravel) to enter (must complete newsletter subscription form) and for Official Rules. Prize is valued up to \$5,000. Sweepstakes period is Wednesday, March 18 at 12:00am ET through Monday, July 6 at 11:59pm ET. Sponsor is NEA Member Benefits. Offer only open to NEA members. Restrictions apply. †NEA Members save 10% on the land-only price (excludes surcharges, taxes, government fees, etc.) of Trafalgar guided vacations when NEA Members call the toll-free number and provide the promotional code 15NEA10 at time of booking. Combinable with other promotional offers and discounts. ^Prices are per person, land only, based on double occupancy, subject to availability and reflect 10% NEA Member discount. All offers and promotions: subject to availability and may be withdrawn at any time without notice. Other conditions apply. CST#2077132-20

nea Member Benefits  
in partnership with

**TRAFALGAR**  
see the world from the inside<sup>®</sup>



# Member focus

2015 Conference Theme ESP: Meeting the Needs of the Whole Child

## Borghetti Honored at National ESP Conference

By Sharry Sparks

If you enjoy your career as an ESP, celebrate what you do for students, or embrace the value of ESP in the school community, you'll be interested in learning more about the National ESP Conference. The Conference is a national event that seeks to improve your leadership skills, enhance your professional development and enlighten you about ESP issues across the nation.

This year's conference was held in New Orleans and the theme was **ESP: MEETING THE NEEDS OF THE WHOLE CHILD**. The ESP Quality Department showcased the new ESP Digibook, a document that is the result of the partnership between NEA and ASCD Learn. Teach. Lead.

The ESP Digibook consists of dozens of interviews and stories about how ESP plays an important and vital role in the support, education and nurturing of students in public schools across the United States. The NEA ESP Digibook can be found on the NEA-New Hampshire website, and on the NEA ESP website. The Digibook makes for interesting reading as well as celebrates how much ESP contribute to public education each and every day.

This year, NEA-New Hampshire was represented by five attendees at the national conference including Rachel Hawkinson - UniServ Director Monadnock, and our New Hampshire ESP of the Year, Yvonne Borghetti. Yvonne was nominated by her peers for the NEA-NH Jo Campbell ESP Award because of her dedication and diligence in championing ESP and devotion to her students. This award is given yearly by NEA-NH in memory of Jo Campbell, a UniServ Director who recognized the struggles of, and championed ESP in public education. When Yvonne received the award she became eligible to be entered by our state to compete at the national level for National ESP of the Year.

Yvonne is an employee at Dr. Lewis F. Soule Elementary School where she enjoys her job as a library assistant and is President of the Salem Educational Support Personnel Association. She demonstrated her devotion to her students and their learning by securing a renewable grant for \$500 that has put over two hundred book titles on the shelves of the school library. She also wrote a grant to develop an after-school program for students to explore and learn about live theatre. She is a member of her school's Children in Crisis team (CHIC), Chairperson of the Scholastic Book Fair, as well as Chairperson for the Scholarship

committee that has given \$1500 in student scholarships this year.

Yvonne has also been grievance chair and chief negotiator of her local association. She successfully negotiated additional pay for paraeducator II paras, reduction in force language, improved health insurance coverage and successfully stopped the reduction in hours by the district that would end retirement and cut benefits for paraprofessionals.

With all those wonderful accomplishments, it's no surprise that Yvonne was able to attract ten new members to her association this year. Yvonne is truly a champion to her profession and a credit to support staff, her school district and students.

Our emerging and advanced leaders attending the conference this year were Carol Scopa and Kathy Martin from Merrimack ESSA. Their district honored them with a luncheon and took up a collection to assist with unexpected travel expenses.

After attending her first conference this year Carol was excited to

share her thoughts, "My trip to the NEA-ESP Conference was an experience of a lifetime. Not only did I learn strategies for my association in gaining respect for ESPs, building community support, addressing student needs, and receiving great professional development, but I also met ESP from around the United States. I learned so much in talking with others about how their locals and districts work. I brought back so much knowledge to share with my local and my region. Thank you NEA for this opportunity."

The conference was also attended by Jill Owens, President of Hampstead Association of School Staff and an Executive Board member from the Southern Region, Brenda Hobbs, President of Pelham Education Support Personnel Association and longtime member of the NEA-NH Conference and Awards Committee and Sharry Sparks, ESP Executive Board member and Alternate NEA Director.

This annual event provides great professional development opportunities for leadership development and networking with fellow ESP across the country. We often find that ESP have the similar issues regarding working conditions, compensation, respect and responsibilities no matter what their zip code is.

Next year's conference will be held March 11-13, 2016 in Orlando, Florida.



Yvonne Borghetti received her certificate from NEA President Lilly Garcia Ekelson at the 2015 National ESP Conference in New Orleans.

# Calendar

## May 2015

- 12 Capital Regional Council Meeting  
NEA-NH Offices, 9 South Spring St.  
Concord, NH 4:30 pm to 6:30 pm
- 12 North Country Region Membership Dinner  
The Inn at Whitefield, 381 Lancaster  
Road, Whitefield, NH 4:30 pm to 7:30 pm
- 12 Monadnock Regional Council Meeting  
Audrey's Cafe, 13 Main Street,  
Marlborough, NH 4:30 pm to 7:00 pm
- 14 South Central and Southern Region  
Membership Dinner, The Yard, 1211  
Mammoth Road, Manchester, NH 4:30  
pm to 7:30 pm
- 14 North Country Regional Council Meeting  
The Inn at Whitefield, 381 Lancaster  
Road, Whitefield, NH 5:00 pm to 7:00 pm
- 18 Seacoast Regional Council Meeting  
Old Salt Restaurant, 490 Lafayette Road,  
Hampton, NH 4:15 pm to 5:45 pm
- 19 Eastern Regional Council Meeting  
Granite Steak and Grill, 11 Farmington  
Road, Rochester, NH 4:30 pm to 6:30 pm

## June 2015

- 1 Western Regional Council Meeting  
Salt Hill Pub, 2 West Park Street,  
Lebanon, NH 4:30 pm to 7:00 pm
- 2 Capital Regional Council Meeting  
NEA-NH Offices, 9 South Spring St.  
Concord, NH 4:30 pm to 6:30 pm
- 2 South Central Regional Council Meeting  
Brady Sullivan Tower, 1750 Elm Street,  
Manchester, NH 4:45 pm to 6:00 pm
- 11 Southern Regional Council Meeting  
Brady Sullivan Tower, 1750 Elm Street,  
Manchester, NH 4:30 pm to 7:00 pm

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



Check page 10 inside for a list of all the local contracts that passed this March. PMTA's is on the list!