



PLEASE! Help us protect your dues dollars...RSVP either way (if you can or cannot attend) to Kris Fessenden at NEA-NH 603-715-9309 or [kfessenden@nhnea.org](mailto:kfessenden@nhnea.org) by February 6, 2018.

NEA-NEW HAMPSHIRE

WESTERN REGION COUNCIL MEETING

MONDAY, FEBRUARY 12, 2018 4:30 TO 7:00 PM

**\*\*LUI LUI's, W LEBANON, NH**

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

*2017-18 Meeting Dates: 3/12 (membership), 4/9, 5/14*

- AGENDA:
  - 4:30 PM Light Dinner
  - Executive Board Report
  - NEA NH Presidential Candidates Evan Czyzowski, Megan Tuttle, Deb Hackett
  - UniServ Director Contract Language Examples Installment: Recognition Clause/Certification
    - March Vote/GOTV
    - Election of Secretary
    - March 12 Membership Meeting at Jesse's
  - Regional Sharing...What's Going on in Your Local?

NEA-NH  
Western Region Council Meeting  
Salt Hill Pub & Café'  
Monday, September 18, 2017  
Minutes (approved)

Future dates: October 16, November 13, No December, January 8, February 12, March 12, April 9, May = Membership/Budget Hearing, June – If needed

The following members were in attendance: A total of 23. Probably the largest number of attendees at any of the council meetings!

Carol Ahern – Hanover SS, Rosemary Ayres – Hanover SS, Kathleen Blain – Lebanon SS, Peggy Blaine - Fall Mountain SS, Jennifer Bewersdorf – KREA – Kearsarge, Skip Chalker, MVREA, Margaret Cyphers – Lebanon SS, Steven Dayno – LEA, James Faulkner – Newport TA, Mindy Felch – Lebanon SS, Kris Fessenden – NEA-NH, Andrew Gamble – Lebanon TA, Sue Merrill – Lyme, Guy Patenaude – Lebanon SS, Terrie Scott – Newport SS, Dave Shinnlinger - Mascoma EA, Ann Steller – MVRSS, Cathy Stephens - Fall Mountain TA, Judy Sterndale – Hanover SS, Megan Tuttle – NEA-NH, Pauline Watts – Newport, Mary Wright – KREA, Kearsarge, Mary Wright – KREA, Kearsarge, Tammy Yates – SREA, Claremont, Laura Spratt – Plainfield EA, Mindy Taber – Plainfield EA

- Kris: Began with a brief introduction of new Uniserv Director, Karen Ladd
  
- Karen discussed and briefly touched upon the following topics:
  - Member introductions as an attempt to begin to recognize representatives from the local districts and to help others get to know each other as well
  - Advised that there are 10 negotiating districts at this time. Cornish, Franklin, Newport, Sugar River, Unity, Fall Mountain plus four others (sorry I missed them)
  - Thoughts or suggestions for staying in touch with one another throughout the region, i.e., Twitter, Blog, Edmodo...
  
- Megan Tuttle: Spoke briefly about her newly assigned role as President of NEA
  - Mentioned new Bills
  - (FMLA) Family Medical Leave Act. Currently 1250 hours, hoping to have it reduced to 900)
  - Reducing the number of probationary years from 5 to 3
  - #Edublutwhatdoyoudo
  - Adopt a Legislator “piloting” program with 4<sup>th</sup> grade students
  - New Educator program: Talking 1:1 with those in your building who might be interested in working with this program
  
- Dave Shinnlinger – Executive Board update:
  - Delegate Assembly = March 16<sup>th</sup> @Colby Sawyer
  - EasyPay is in effect – some districts have begun using this dues deduction method
  - Skip Chalker reports that more than 50% of their membership has moved to EasyPay
  - One of the “selling points” for advocating for EasyPay is that membership remains anonymous from the personnel department and they are no longer aware of who is, or is not a member of the association

- Dues deduction as we know it, may become a thing of the past and could become something that is no longer an option for members – Encourage use of EasyPay
  - Governor Sununu still pushing for a post-labor Day start to the school year
  - Voucher Bill is still hanging around
  - Agency Fee – Friedrich’s case
  - There is currently about \$1,800 in Apple Corps and this has got to be added to in order to provide political protection/support. This amount is less than 1 dollar per member in Apple Corps
  - Dues dollars cannot be used for political action. These funds come through Apple Corps only! You might want to consider having the association “purchase” the most recent voters’ list from the town hall in order to have current information in the event that voters will be contacted through mailings or phone banks
  - ESP Conference
  - Bow Conference (Oct. 6) still holding registration. You can register through the website or the e-mail message that came to us from NEA
- Goal Setting:
    - Insight from the NEA about things that we should push for to have in contracts (you can research contracts in an attempt to see how other districts format their contracts or what type of language to include)
    - Local Trainings/Presentations
    - MOM method for mailing and helping associations get their contracts passed
      - Kris reminded the council about the suggestion of sending text messages to members
  - Meeting schedule was set and the dates are listed above
  - Executive Session

Adjourned: 6:20

## Western Region Council Meeting/Budget Hearing

January 8, 2018

Salt Hill Pub, Newport, NH

### MINUTES (approved)

PRESENT: Maggie Kyle FMSS, Karen Brown, FMTA, Rosemary Ayres HSS, Judy Sterndale HSS, Carol Ahern HSS, Jen Bewersdorf KREA, Mary Wright KREA, James Faulkner NTA, Robert Mitchler NSS, Karen Ladd, Rick Trombly, Megan Tuttle, Kris Fessenden, Mike Macri, Evan Czyzowski NEA NH

Rick Trombly, introduction of NEA NH Presidential Candidates

Evan Czyzowski

Megan Tuttle

Mike Macri, for VP

Each candidate spoke about their goals, plans and vision for NEA NH.

### Budget Presentation

- Megan Tuttle, explanation of FTE's (full time equivalent)
- Budget Power Point: Reality of proposed budget, \$8 increase, budget challenge of \$316k.
- Increases: Rents for all offices, NHESO contract, other contractual obligations.
- Grants and carryover funds have applied to this budget, similar to previous years.
- Dues increases have been minimal. 2 yrs w/no increase.
- The challenge: was not something that was ignored, not a problem that was kicked down the road, it is a budget issue that we funded in the past with grants, carryovers and through staff transitions. The difference is we have a fully staffed organization now, so it is salary & benefits.
- It is solvable through increased membership, restructuring.
- This is the first hearing, we are seeking feedback.
- Gave history of dues increases beginning 2010.
- Staff salaries went up that was not reflective of dues increases.
- Budget pressures and constraints: Zero increases are not sustainable, continued decline in student enrollments, FTE remains flat, economic reality of operating expenses.
- Budget aligned with strategic initiatives. Focused on increasing membership through: value of membership, meeting needs, making things easier, professional development, being effective leaders.
- Legislative Support: helping to elect education friendly candidates at state and local level and influence on education policy.
- Keep your ears open for people who are interested in running for school boards. We will help them through the process.
- Planning for the future: Funding strategic initiatives, not simply funding based on historic levels. Build association capacity. Keeping an eye on the opportunities and threats (Janus case/loss of agency fee), continue to support locals and members.

- Balancing act: Increasing membership evaluations, train and support, organize and empower, strengthening locals, improving communications, legislative issues, agency payer cases, managing dues increases. We do have an agency fee team.
- Pages of budget discussed.
- Discussion on page 7 salaries & benefits. Staff new hires.

#### **Discussion & questions:**

- Carol Ahern: price of support staff dues.
- Megan: will be forming committee again to discuss SS dues. She will call Carol Ahern for discussion. Of course, by laws would have to be changed at DA. Some dues in different states are based on salaries.
- Huge discrepancies in salaries throughout the state.
- FTE stagnant.
- Possibly get Caitlin our organizer to come to Hanover SS.
- Evan: We are really getting attacked from the Legislature and that is a big part of the problem.
- Vouchers. Choice without accountability. Jan 16 is finance meeting. Only lost by 21 votes.

#### **Regional Council:**

- Kris Fessenden, talked about regional council treasurer duties.
- Karen Brown nominated as Treasurer, motion passed.
- Cathy Stephens is current secretary, we hope she will continue.
- Karen Ladd: NEA NH website. Please sign up to get reaching higher newsletters. They are a nonpartisan organization supporting public education.
- Dave Shinnlinger announced he will not run for Exec Bd again. If interested, must get your name in by Jan. 15. If nobody gets on ballot, possibly write in. This is important and meaningful work.

#### **Executive Session**

Adjourned at 6:54 PM

## CONTRACT LANGUAGE | RECOGNITION CLAUSE

A recognition clause generally appears as the first article in the Collective Bargaining Agreement. At times it may follow a preamble. The recognition clause is critical because it defines who the parties are to the Agreement being developed and signed. This article also should grant exclusive rights to the union in representing the bargaining unit members defined.

Typical disputes arise when a new classification of employment is generated, with part time employment, and temporary or substitute employees. Disputes such as this can be bargained or settled by appealing to the Public Employees Labor Relations Board (PELRB [www.nh.gov/pelrb](http://www.nh.gov/pelrb)) with a Unit Clarification or Modification Petition. If you bargain a change to your recognition clause you must file a Joint Modification Petition with the PELRB for enforcement. Language in your Agreement will not compel the PELRB to enforce what you have bargained without PELRB concurrence.

Any questions or disputes regarding who is in or outside the defined bargaining unit (covered by the recognition clause) are answered through litigation with the PELRB.

## RECOGNITION CLAUSE CHECKLIST:

1. Does your CBA recognition clause match the certification with the state?
  - a. If yes, well done! Just make sure if you make any recognition clause changes through bargaining, that you file the joint modification petition with the PELRB. Monitor any changes the District makes in positions and titles and make sure your recognition and certification stay relevant.
  - b. If no, go to #2
2. Identify why the language does not match, then ask yourself the following:
  - a. What needs to be changed, the certification or recognition clause?
    - If recognition: Can this wait until the next round of negotiations or do you need a side bar agreement now?
      - Who will be impacted by the change in language?
      - Will the District agree with the change?
    - If certification: Will the District agree with the change?
      - Who will be impacted by the change in language?
3. Make change through the proper channels – either the bargaining process or the PELRB.  
If you need help, please contact your UniServ Director!
4. Other considerations:
  - Are there people that could get added to your recognition clause because they are neither included or excluded from the recognition clause?
  - Could you organize more job classifications into your unit through the recognition or certification process?
  - Are there job classifications that should be moved from one bargaining unit to another?

## RECOGNITION AND CERTIFICATION EXAMPLES

### Mascoma Valley Support Staff:

Certification includes: Food service employees, custodians, aides, secretaries, bus drivers

Certification excludes: None listed

Recognition includes: Custodians, library aides, para-educators, and secretaries

Recognition excludes: None listed

### Mascoma Valley EA:

Certification includes: All professional employees including teachers, librarian, nurses, guidance personnel, reading specialist

Certification excludes: Superintendent, Assistant Superintendent, Principals, Assistant Principals, speech and language therapist, and aides

Recognition includes: All teachers, guidance personnel, school psychologists, speech therapists, librarians, and nurses.

Recognition excludes: Superintendent, Assistant Superintendent, Principals, Assistant Principals, Business Administrator, tutors, temporary help, subs, secretarial or clerical personnel, paraprofessional personnel, food service personnel, custodial maintenance

### Lyme Education Association:

Certification includes: Full and part time professional employees who are required to hold certification from the NH DoE as teachers, guidance counselors, math specialists, reading specialists, or librarians.

Certification excludes: Superintendent, Special Education Director, Principals, Assistant Principals, nurses, and instructional assistants.

Recognition includes: Anyone who has to hold certification with the NH DoE, teachers, guidance counselors, math specialists, reading specialists, librarians.

Recognition excludes: Superintendent, Special Education Director, Principals, Assistant Principals, nurses, and instructional assistants.



## 2018 Western Region Membership Dinner

Monday, March 12, 2018

Jesse's Restaurant

224 Lebanon St. Hanover, NH

**Bring your entire leadership team!!**

- Arrive, Order Dinner and Refresh: 4:00 p.m.
  - Dinner: 4:30 p.m.
  - Meeting: 5:00 p.m.

Please RSVP to Kris Fessenden by March 5, 2018  
at [kfessenden@nhnea.org](mailto:kfessenden@nhnea.org) or 603-715-9309  
(Please include the name of your local in your RSVP)

***\*We will have four dinner selections (beef, poultry, fish, vegetarian) on the menu, please be ready to order your meal shortly after your arrival***

If you are unable to make the above date, rest assured! Membership Dinners are being held throughout the state, and you are more than welcome to attend another event on a different date and location. Please see the attached sheet for other dates and locations, as well as the specific UniServ Assistant to whom to send an RSVP.



## 2018 NEA New Hampshire Membership Dinners

For all meetings: Registration at 4:00 p.m., Dinner at 4:30 p.m. and Meeting at 5:00 p.m.

### March 8, 2018

Puritan Restaurant, 245 Hooksett Rd, Manchester, NH 03104

Please RSVP by February 21, 2018

Linda Rollins, Southern Region UniServ Assistant [lrollins@nhnea.org](mailto:lrollins@nhnea.org)

### March 12, 2018

Jesse's Restaurant, 224 Lebanon Street, Hanover, NH 03755

Please RSVP by March 5, 2018

Kris Fessenden, North Country/Western Regions UniServ Assistant [kfessenden@nhnea.org](mailto:kfessenden@nhnea.org)

### March 13, 2018

The Red Blazer, 72 Manchester Street, Concord, NH 03301

Please RSVP by March 6, 2018

Tara Couture, Capital/Monadnock Regions UniServ Assistant [tcouture@nhnea.org](mailto:tcouture@nhnea.org)

### March 19, 2018

Holiday Inn, 300 Woodbury Avenue, Portsmouth, NH 03801

Please RSVP by March 9, 2018

Liz Schieble, Eastern/Seacoast Regions UniServ Assistant [eschneible@nhnea.org](mailto:eschneible@nhnea.org)

### March 20, 2018

Puritan Restaurant, 245 Hooksett Rd, Manchester, NH 03104

Please RSVP by March 2, 2018

Karen Heavener, South Central UniServ Assistant [kheavener@nhnea.org](mailto:kheavener@nhnea.org)

### March 22, 2018

Hart's Restaurant, 233 Daniel Webster Hwy, Meredith, NH 03253

Please RSVP by March 15, 2018

Ally Snyder, Lakes Region UniServ Assistant [asnzyder@nhnea.org](mailto:asnzyder@nhnea.org)

### March 29, 2018

Inn at Whitefield, 381 Lancaster Road, Whitefield, NH 03598

Please RSVP by March 22, 2018

Kris Fessenden, North Country/Western Regions UniServ Assistant [kfessenden@nhnea.org](mailto:kfessenden@nhnea.org)

### April 3, 2018

Granite Steak and Grill, 11 Farmington Road, Rochester, NH 03867

Please RSVP by March 23, 2018

Liz Schieble, Eastern/Seacoast Regions UniServ Assistant [eschneible@nhnea.org](mailto:eschneible@nhnea.org)

### April 10, 2018

NEA-NH, 310 Marlboro Street, Keene, NH 03431

Please RSVP by April 3, 2018

Tara Couture, Capital/Monadnock Regions UniServ Assistant [tcouture@nhnea.org](mailto:tcouture@nhnea.org)

MOCN3021

## NEA-NEW HAMPSHIRE Monthly/Annual Membership Comparison

Last day of current month: 2/28/18

Last day of prior month: 1/31/18

Last day of prior year: 8/31/17

**CPESS CENTRAL 11**

Local	Current Month	Prior Month	Change CM/PM	Prior Year	Change CY/PY
KEARSARGE REG EA	120	120	0	126	-6

**WESTERN-06**

Local	Current Month	Prior Month	Change CM/PM	Prior Year	Change CY/PY
CLAREMONT AMTE	12	12	0	14	-2
CLAREMONT ASN SECY	15	15	0	7	8
CORNISH EA	11	11	0	12	-1
FALL MOUNTAIN TA	139	141	-2	140	-1
FALL MTN REG SS	38	40	-2	44	-6
FRANKLIN E A	73	73	0	67	6
GRANTHAM EA	31	32	-1	35	-4
HANOVER EA	140	140	0	137	3
HANOVER SUPP STAFF	22	22	0	24	-2
LEBANON E A	152	152	0	149	3
LEBANON SS	59	59	0	61	-2
LEMPSTER EA	11	11	0	10	1
LEMPSTER SS	12	12	0	12	0
LYME EA	23	23	0	23	0
MASCOMA VALL EA	111	111	0	109	2
MASCOMA VALL REG SS	39	39	0	40	-1
NEWPORT SS	49	51	-2	52	-3
NEWPORT TA	89	89	0	89	0
PARA EDUCATORS AT KEARSARGE	14	15	-1	17	-3
PLAINFIELD EA	20	20	0	20	0
PLAINFIELD ESP	8	10	-2	9	-1
SUGAR RIVER EA	167	167	0	166	1
SUNAPEE TA	33	33	0	36	-3
UNITY EA	2	2	0	2	0
<b>Summary</b>	<b>1,390</b>	<b>1,400</b>	<b>-10</b>	<b>1,401</b>	<b>-11</b>

Data as of: 2/11/2018

Page 1 of 1

Run Date: 2/12/2018

Uniserv(s): CPESS CENTRAL 11, WESTERN-06 Local(s): CLAREMONT AMTE, CLAREMONT ASN SECY, CORNISH EA, FALL MOUNTAIN TA, FALL MTN #60 SS, FALL MTN REG SS, FRANKLIN E A, GRANTHAM EA, HANOVER EA, HANOVER SUPP STAFF, KEARSARGE REG EA, LEBANON E A, LEBANON SS, LEMPSTER EA, LEMPSTER SS, LYME EA, MASCOMA VALL EA, MASCOMA VALL REG SS, NEWPORT SS, NEWPORT TA, PARA EDUCATORS AT KEARSARGE, PLAINFIELD EA, PLAINFIELD ESP, SUGAR RIVER EA, SUNAPEE TA, UNITY EA Chapter(s): All

Confidential Data – Protect the use and storage of this data