

## 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