



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 by October 25, 2019.

NEA-NEW HAMPSHIRE

WESTERN REGION COUNCIL MEETING

MONDAY, OCTOBER 28, 2019 4:30 Dinner, 5:00 Meeting

FIRESIDE INN, 25 AIRPORT RD, W LEBANON, NH

2019-20 Council Meeting Dates: November 18, January 13, March 23, May 11 @ Lui Lui's (unless otherwise noted) 4:30 Dinner, 5:00 Meeting

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

• AGENDA:

- Minutes
- Executive Board Report
- UniServ Director Report
- ESSA Grants
- ***TRAIN THE TRAINER WORKSHOP WITH CASEY ANTHONY, NEA ORGANIZATIONAL SPECIALIST***
This train-the-trainer style workshop is designed to be utilized by local leaders to enhance their new member conversations/orientations/retention. Leaders will return to their locals with the resources necessary to conduct successful recruitment, retention, and engagement conversations.
- Regional Sharing...What's Going On In Your Local? ..time permitting (Executive Session)
- Raffle (yay!)

- Membership Information:
 - Dropping membership after 12/1 does not release you from your dues responsibility
 - Information for membership numbers: CY = Current Year, PY = Previous Year
 - Fall Instructional Conference information is now available

- Clarification for Regional Council Meetings: 4:30 – 5:00 = Arrive & Socialize, 5:00 start time
 - There are 24 locals: Perhaps representation of no less than 6 in order to hold council meeting
 - Include “Burning Issues” in the invitation
 - Suggestion to hold a raffle to make things a bit more fun

- “Housekeeping”
 - Elections:
 - Regional Chair = Cathy nominated Jen, Peggy seconded. No discussion = Passed
 - Secretary = Tammy nominated Cathy, Teri seconded. No discussion = Passed
 - Treasurer = Teri nominated Shannon, Lisa seconded. No discussion = Passed
 - Vice-Chair = Liz nominated Andrew, Jarrod seconded. No discussion Passed

6:30 Megan, Motion to adjourn, seconded by Liz → Passed!

Travel safely and have a great school year! ☺



UniServ Director’s Report – October 2019

Membership Update

The Western Region is currently down five members over this time last year. Last spring, I set a goal of gaining 33 members by the end of this school year. While some locals reported gains, other reported significant losses. There is always a myriad of reasons for these – staff turnover, staff reductions, household cost increases, etc.

Please use the Membership portion of the website in conjunction with support from NEA-NH to help your local increase members. Set up a training or information session through Kris Fessenden: kfessenden@nhnea.org. Please let me know how I can help support you!

Pro-rated dues start this Friday, November 1st! (See attached dues chart)

Now is a great time to have another conversation with employees who have not yet joined the association.

Negotiations Update

Claremont Association of Maintenance and Transportation Employees: First meeting this week

Claremont Association of Secretaries: Ground rules meeting this week

Franklin EA: Two meetings completed

Lebanon Support Staff: One meeting completed

Lyme EA: Ground rules meeting completed

Mascoma EA: Five meetings completed, one left, then mediation

Newport Support Staff: Close to a TA after two meetings

Para Educators At Kearsarge: Agreement reached and ratified by the parties – Significant increases in salary and benefits, but working longer days. New “intensive needs” rate track.

Sugar River EA: Second meeting this week

Insurance Rates

The Guaranteed Maximum Rates (GMRs) of Districts with HealthTrust have been released for the 2020/21 year:

	2020/21 GMR	2019/20 Final rate increase
Claremont:	12.7%	14.7%
Newport:	7.3%	13.2%
Sunapee:	1.6%	1.5%
Grantham:	0.9%	4.9%
Lempster:	0.9%	4.9%

This is obviously good news that all but one District will see lower rate increases than they experienced this year.

SchoolCare rates are expected to come out next week. As a reminder, SchoolCare does not put out GMRs – the rates received by Districts in the fall ARE the rates for next year.

Reasons to Celebrate!

- The two associations in Fall Mountain have teamed up to fight the withdrawal of Charlestown from the District. They are constantly in attendance at meetings about the withdrawal and are working in cooperation with NEA-NH to create an action plan for the fall/spring.
- Two pro-education were elected to the Franklin City Council in October! The Association and NEA-NH participated in the process of working to identify and support candidates.

Quote of the Month: Regarding the Dedham, MA Strike

High schooler Jill Scaramuzzo said she felt teachers should have their demands met.

"I think the teachers deserve whatever they're asking for," she said. "I think they should do whatever they need to do to stand up for what they believe in."

Joanne Scaramuzzo, Jill's mom, said she thinks her daughter is learning a valuable lesson, too.

"I think it's an educational opportunity for her, at this stage, to see how people come together — the teachers, the community — when they really believe that something is right," she said. "They do so much for our kids, and we want them to feel like they're being well-taken care of."

<https://www.wbur.org/edify/2019/10/24/dedham-teachers-strike>

Senators Bernie Sanders and Elizabeth Warren and Representative Joe Kennedy all expressed support for the striking educators

CBA Language Tips:

Association Rights - Work to get language that provides the Association with the following:

Time to speak at the beginning of school year to ALL staff – not just members

Time to speak during orientation events for new staff

Time to speak at faculty/staff meetings

Release time (several days) for leaders to attend the NEA-NH delegate assembly or other events

Right to use school facilities and equipment for meetings and events

Right to post notices and information and to use staff mailboxes and bulletin boards

Security against reprisals for membership or lack of membership, or participation in association activities or grievances. – It is important to be able to grieve this in addition to file an Unfair Labor Practice.

Right for NEA-NH staff to conduct business on school property

Association will be provided a bargaining unit list with all applicable information at the beginning of the year and upon request

Association will be provided a seniority list at the beginning of the year and upon request

Association will be provided a list of all new employees, their position and worksite

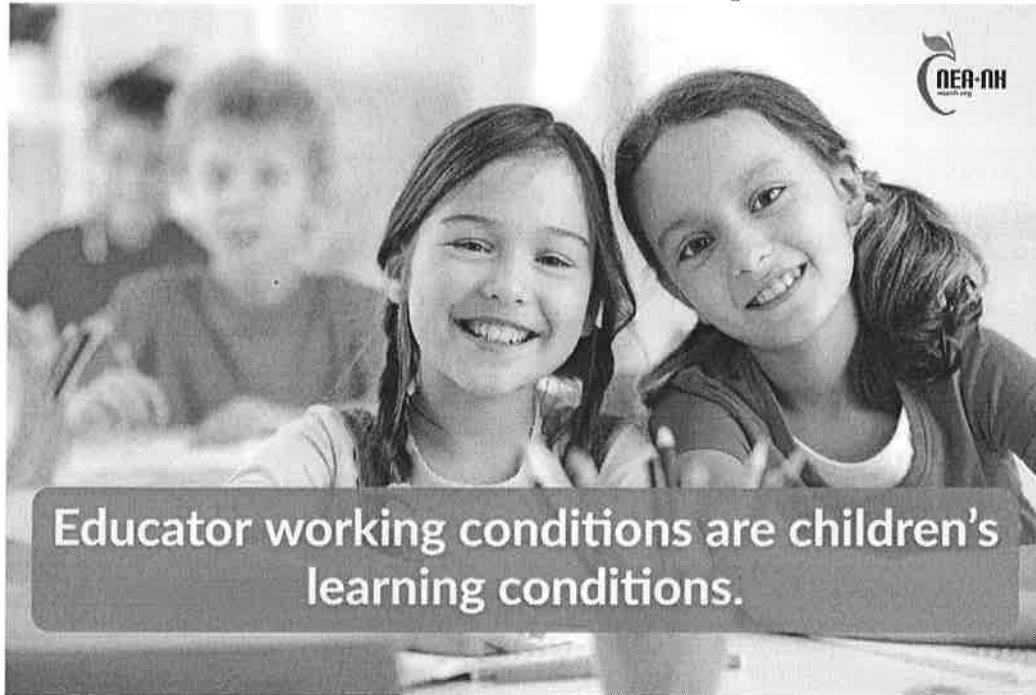
Association will have a right to wear pins or other identification of membership in the union

That no other bargaining agent will be granted these rights

Did you know?

Union organizer and anarchist Luisa Capetillo was born in Arecibo, Puerto Rico. She organized tobacco and other agricultural workers in Puerto Rico and later in New York and Florida. In 1916 she led a successful sugar cane strike of more than 40,000 workers on the island. She demanded that her union endorse voting rights for women. In 1919, three years before her death, she was arrested for wearing pants in public, the first woman in Puerto Rico to do so. The charges were dropped. – 1879 (<https://voicesoflabor.com/2019/10/28/today-in-labor-history-october-28th-4-2/>)

How M.O.M Can Help You



Each year across New Hampshire more than 90 communities go to the polls or Town Meetings to vote on educator contracts and school budgets. Like all elections, getting your message out, organizing supporters and getting them to vote is the only way to win.

NEA-NH's M.O.M. Resource Center has been helping local NEA-NH affiliates craft effective messages and cultivate positive community relations and has seen impressive results.

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 9 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.

The goal of MOM Training is to establish positive community relationships and secure passage of contracts and election of pro-education boards; 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.

Everything you need for your MOM campaign in one convenient on-line location:
edvotes.neanh.org

IMPORTANT DEADLINES:

Requests for training and assistance in crafting your campaign plan need to be submitted **AS SOON AS POSSIBLE, BUT NO LATER THAN DECEMBER 20**

Deadlines for Postcards, Flyers, and Brochures Requests: **FEBRUARY 7**

Deadline for Requests for Local Association Reimbursement: **FEBRUARY 21**



**SEA CY/PY Membership Counts by Local
NEA-NEW HAMPSHIRE**

Local Affiliate	CY	PY	Change
CLAREMONT AMTE	14	13	1
CLAREMONT ASSOCIATION OF SECRETARIES	9	10	-1
CORNISH EA	11	13	-2
FALL MOUNTAIN TA	140	139	1
FALL MTN REG SS	38	47	-9
FRANKLIN E A	75	82	-7
GRANTHAM EA	39	36	3
HANOVER EA	149	148	1
HANOVER SUPP STAFF	37	34	3
LEBANON E A	162	152	10
LEBANON SS	62	61	1
LEMPSTER EA	7	10	-3
LEMPSTER EDUCATIONAL SUPPORT PERSONNEL ASSOCIATION	9	7	2
LYME EA	26	25	1
MASCOMA VALL EA	108	109	-1
MASCOMA VALL REG SS	36	36	0
NEWPORT SUPPORT STAFF ASSN	42	37	5
NEWPORT TA	83	83	0
PARA EDUCATORS AT KEARSARGE	17	15	2
PLAINFIELD EA	14	18	-4
PLAINFIELD SUPPORT STAFF ASSN	9	9	0
SUGAR RIVER EA	144	154	-10
SUNAPEE TA	39	40	-1
UNITY EA	2	2	0
TOTAL	1,272	1,280	-8

GOAL

+0 = ✓
 +0 = X
 +0 = X
 +3 = X
 +3 = X
 +0 = X
 +5 = X
 +3 = X
 +5 = X
 +3 = X
 +3 = X
 +0 = X
 +0 = ✓
 +0 = ✓
 +0 = X
 +3 = X
 +0 = ✓
 +0 = X
 +0 = X
 +0 = ✓
 +0 = X
 +0 = X
 +0 = ✓


KEARSARGE

130 | 127 3 +3 = ✓

1402 | 1407 -5

**+33
GOAL**

LET ME KNOW HOW I
CAN HELP!



DIFFERENCE OF 38
MEMBERS BETWEEN
CURRENT MEMBERSHIP
+ GOAL FOR THE YEAR

2019-2020 NEA AND NEA-NH DUES PRORATED

Membership Type	Type	Nov'19		Nov'19		Dec'19		Jan'20		Jan'20		Feb'20		Feb'20		
		NEA Dues	NEA-NH Dues	Total	NEA Dues	NEA-NH Dues	Total	NEA Dues	NEA-NH Dues	Total	NEA Dues	NEA-NH Dues	Total	NEA Dues	NEA-NH Dues	Total
Active Professional 100%	AC-1-100	\$156.80	\$373.53	\$530.33	\$137.20	\$326.84	\$464.04	\$117.60	\$280.15	\$397.75	\$98.00	\$233.46	\$331.46	\$98.00	\$233.46	\$331.46
Active Professional 100% (First step)	AC-1-60	\$156.80	\$224.12	\$380.92	\$137.20	\$196.11	\$333.31	\$117.60	\$168.09	\$285.69	\$98.00	\$140.08	\$238.08	\$98.00	\$140.08	\$238.08
Active Professional 100% (Second step)	Ac-1-80	\$156.80	\$298.82	\$455.62	\$137.20	\$261.47	\$398.67	\$117.60	\$224.12	\$341.72	\$98.00	\$186.77	\$284.77	\$98.00	\$186.77	\$284.77
Active Professional 50%	AC-1-50	\$87.60	\$186.77	\$274.37	\$76.65	\$163.42	\$240.07	\$65.70	\$140.08	\$205.78	\$54.75	\$116.73	\$171.48	\$54.75	\$116.73	\$171.48
Active Professional 50% (First step)	AC-1-30	\$87.60	\$112.06	\$199.66	\$76.65	\$98.06	\$174.71	\$65.70	\$84.05	\$149.75	\$54.75	\$70.04	\$124.79	\$54.75	\$70.04	\$124.79
Active Professional 50% (Second step)	AC-1-40	\$87.60	\$149.42	\$237.02	\$76.65	\$130.74	\$207.39	\$65.70	\$112.06	\$177.76	\$54.75	\$93.39	\$148.14	\$54.75	\$93.39	\$148.14
Active Professional 25%	AC-1-25	\$53.20	\$93.38	\$146.58	\$46.55	\$81.71	\$128.26	\$39.90	\$70.04	\$109.94	\$33.25	\$58.37	\$91.62	\$33.25	\$58.37	\$91.62
Active Professional 25% (First step)	AC-1-15	\$53.20	\$56.03	\$109.23	\$46.55	\$49.03	\$95.58	\$39.90	\$42.02	\$81.92	\$33.25	\$35.02	\$68.27	\$33.25	\$35.02	\$68.27
Active Professional 25% (Second step)	AC-1-20	\$53.20	\$74.71	\$127.91	\$46.55	\$65.37	\$111.92	\$39.90	\$56.03	\$95.93	\$33.25	\$46.70	\$79.95	\$33.25	\$46.70	\$79.95
Active ESP 100% > 1700 hrs	ES-0-100	\$95.60	\$224.12	\$319.72	\$83.65	\$196.11	\$279.76	\$71.70	\$168.09	\$239.79	\$59.75	\$140.08	\$199.83	\$59.75	\$140.08	\$199.83
Active ESP 100% (> 1700 hrs, First year)	ES-0-FT8	\$95.60	\$179.30	\$274.90	\$83.65	\$156.88	\$240.53	\$71.70	\$134.47	\$206.17	\$59.75	\$112.06	\$171.81	\$59.75	\$112.06	\$171.81
Active ESP 100% (> 1700 hrs, Second year)	ES-0-FT9	\$95.60	\$201.71	\$297.31	\$83.65	\$176.49	\$260.14	\$71.70	\$151.28	\$222.98	\$59.75	\$126.07	\$185.82	\$59.75	\$126.07	\$185.82
Active ESP 75% (751 to 1700 hrs)	ES-0-75	\$95.60	\$168.10	\$263.70	\$83.65	\$147.08	\$230.73	\$71.70	\$126.07	\$197.77	\$59.75	\$105.06	\$164.81	\$59.75	\$105.06	\$164.81
Active ESP 75% (751 to 1700 hrs, First year)	ES-0-308	\$95.60	\$134.48	\$230.08	\$83.65	\$132.38	\$216.03	\$71.70	\$100.86	\$172.56	\$59.75	\$84.05	\$143.80	\$59.75	\$84.05	\$143.80
Active ESP 75% (751 to 1700 hrs, Second year)	ES-0-309	\$95.60	\$151.29	\$246.89	\$83.65	\$147.08	\$230.73	\$71.70	\$126.07	\$197.77	\$59.75	\$105.06	\$164.81	\$59.75	\$105.06	\$164.81
Active ESP 50% 401 to 750 hrs	ES-0-50	\$57.20	\$112.06	\$169.26	\$50.05	\$98.06	\$148.11	\$42.90	\$84.05	\$126.95	\$35.75	\$70.04	\$105.79	\$35.75	\$70.04	\$105.79
Active ESP 50% (401 to 750 hrs, First year)	ES-0-HT8	\$57.20	\$89.65	\$146.85	\$50.05	\$78.44	\$128.49	\$42.90	\$67.24	\$110.14	\$35.75	\$56.03	\$91.78	\$35.75	\$56.03	\$91.78
Active ESP 50% (401 to 750 hrs, Second year)	ES-0-HT9	\$57.20	\$100.86	\$158.06	\$50.05	\$88.25	\$138.30	\$42.90	\$75.64	\$118.54	\$35.75	\$63.04	\$98.79	\$35.75	\$63.04	\$98.79
Active ESP 25% (400 and less hrs)	ES-0-25	\$38.00	\$56.03	\$94.03	\$33.25	\$49.03	\$82.28	\$28.50	\$42.02	\$70.52	\$23.75	\$35.02	\$58.77	\$23.75	\$35.02	\$58.77
Active ESP 25% (400 and less hrs, First year)	ES-0-QT8	\$38.00	\$44.83	\$75.23	\$33.25	\$39.22	\$72.47	\$28.50	\$33.62	\$62.12	\$23.75	\$28.02	\$51.77	\$23.75	\$28.02	\$51.77
Active ESP 25% (400 and less hrs, Second year)	ES-0-QT9	\$38.00	\$50.43	\$84.63	\$33.25	\$44.13	\$77.38	\$28.50	\$37.82	\$66.32	\$23.75	\$31.52	\$55.27	\$23.75	\$31.52	\$55.27

Membership Type	Type	Mar'20		Mar'20		Apr'20		Apr'20		May'20		May'20		Jun'20		Jun'20	
		NEA Dues	NEA-NH Dues	Total	NEA Dues	NEA-NH Dues	Total	NEA Dues	NEA-NH Dues	Total	NEA Dues	NEA-NH Dues	Total	NEA Dues	NEA-NH Dues	Total	
Active Professional 100%	AC-1-100	\$78.40	\$186.76	\$265.16	\$58.80	\$140.07	\$198.87	\$39.20	\$93.38	\$132.58	\$19.60	\$46.69	\$66.29	\$19.60	\$46.69	\$66.29	
Active Professional 100% (First step)	AC-1-60	\$78.40	\$112.06	\$190.46	\$58.80	\$94.05	\$142.85	\$39.20	\$56.03	\$95.23	\$19.60	\$28.02	\$47.62	\$19.60	\$28.02	\$47.62	
Active Professional 100% (Second step)	Ac-1-80	\$78.40	\$149.41	\$227.81	\$58.80	\$112.06	\$170.86	\$39.20	\$74.71	\$113.91	\$19.60	\$37.35	\$56.95	\$19.60	\$37.35	\$56.95	
Active Professional 50%	AC-1-50	\$43.80	\$93.38	\$137.18	\$32.85	\$70.04	\$102.89	\$21.90	\$46.69	\$68.59	\$10.95	\$23.35	\$34.30	\$10.95	\$23.35	\$34.30	
Active Professional 50% (First step)	AC-1-30	\$43.80	\$56.03	\$99.83	\$32.85	\$42.02	\$74.87	\$21.90	\$28.02	\$49.92	\$10.95	\$14.01	\$24.96	\$10.95	\$14.01	\$24.96	
Active Professional 50% (Second step)	AC-1-40	\$43.80	\$74.71	\$118.51	\$32.85	\$56.03	\$88.88	\$21.90	\$37.35	\$59.25	\$10.95	\$18.68	\$29.63	\$10.95	\$18.68	\$29.63	
Active Professional 25%	AC-1-25	\$26.60	\$46.69	\$73.29	\$19.95	\$35.02	\$54.97	\$13.30	\$23.35	\$36.65	\$6.65	\$11.67	\$18.32	\$6.65	\$11.67	\$18.32	
Active Professional 25% (First step)	AC-1-15	\$26.60	\$28.02	\$54.62	\$19.95	\$21.01	\$40.96	\$13.30	\$14.01	\$27.31	\$6.65	\$7.00	\$13.65	\$6.65	\$7.00	\$13.65	
Active Professional 25% (Second step)	AC-1-20	\$26.60	\$37.36	\$63.96	\$19.95	\$28.02	\$47.97	\$13.30	\$18.68	\$31.98	\$6.65	\$9.34	\$15.99	\$6.65	\$9.34	\$15.99	
Active ESP 100% > 1700 hrs	ES-0-100	\$47.80	\$112.06	\$159.86	\$35.85	\$84.05	\$119.90	\$23.90	\$56.03	\$79.93	\$11.95	\$28.02	\$39.97	\$11.95	\$28.02	\$39.97	
Active ESP 100% (> 1700 hrs, First year)	ES-0-FT8	\$47.80	\$89.65	\$137.45	\$35.85	\$67.24	\$103.09	\$23.90	\$44.82	\$68.72	\$11.95	\$22.41	\$34.36	\$11.95	\$22.41	\$34.36	
Active ESP 100% (> 1700 hrs, Second year)	ES-0-FT9	\$47.80	\$100.86	\$148.65	\$35.85	\$75.64	\$111.49	\$23.90	\$50.43	\$74.33	\$11.95	\$25.21	\$37.16	\$11.95	\$25.21	\$37.16	
Active ESP 75% (751 to 1700 hrs)	ES-0-75	\$47.80	\$84.05	\$131.85	\$35.85	\$63.04	\$98.89	\$23.90	\$42.02	\$65.92	\$11.95	\$21.01	\$32.96	\$11.95	\$21.01	\$32.96	
Active ESP 75% (751 to 1700 hrs, First year)	ES-0-308	\$47.80	\$67.24	\$115.04	\$35.85	\$50.43	\$86.28	\$23.90	\$33.62	\$57.52	\$11.95	\$16.81	\$28.76	\$11.95	\$16.81	\$28.76	
Active ESP 75% (751 to 1700 hrs, Second year)	ES-0-309	\$47.80	\$75.64	\$123.44	\$35.85	\$65.73	\$92.58	\$23.90	\$37.82	\$61.72	\$11.95	\$18.91	\$30.86	\$11.95	\$18.91	\$30.86	
Active ESP 50% 401 to 750 hrs	ES-0-50	\$28.60	\$56.03	\$84.63	\$21.45	\$42.02	\$63.47	\$14.30	\$28.02	\$42.32	\$7.15	\$14.01	\$21.16	\$7.15	\$14.01	\$21.16	
Active ESP 50% (401 to 750 hrs, First year)	ES-0-HT8	\$28.60	\$44.83	\$73.43	\$21.45	\$33.62	\$55.07	\$14.30	\$22.41	\$36.71	\$7.15	\$11.21	\$18.36	\$7.15	\$11.21	\$18.36	
Active ESP 50% (401 to 750 hrs, Second year)	ES-0-HT9	\$28.60	\$50.43	\$79.03	\$21.45	\$37.82	\$59.27	\$14.30	\$25.21	\$39.51	\$7.15	\$12.61	\$19.76	\$7.15	\$12.61	\$19.76	
Active ESP 25% (400 and less hrs)	ES-0-25	\$19.00	\$28.02	\$47.02	\$14.25	\$21.01	\$35.26	\$9.50	\$14.01	\$23.51	\$4.75	\$7.00	\$11.75	\$4.75	\$7.00	\$11.75	
Active ESP 25% (400 and less hrs, First year)	ES-0-QT8	\$19.00	\$22.41	\$41.41	\$14.25	\$16.81	\$31.06	\$9.50	\$11.21	\$20.71	\$4.75	\$5.60	\$10.35	\$4.75	\$5.60	\$10.35	