



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 December 12, 2019.

NEA-NEW HAMPSHIRE

WESTERN REGION COUNCIL MEETING

MONDAY, DECEMBER 16, 2019 4:30 Dinner, 5:00 Meeting

LUI LUI'S, W LEBANON, NH

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

We hope you will attend the December (re-scheduled November) 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 (read only)
- ESSA Grants
- Western Region Budget
- Western Region By Laws
- Regional Sharing...What's Going On In Your Local? ..time permitting (Executive Session)



UniServ Director's Report – December 2019



HAPPY HOLIDAYS!



Membership:

As of today, we have the same membership number as this time last year. This means we are still 33 members off the goal. Membership is a year-around activity. January is a great time to have another conversation with non-members and encourage them to join at the pro-rated amount – particularly if you're a local that just bargained and settled a contract! Now is also a great time to set up a training for your local: member benefits, building representative, and M.O.M, just to name a few. Contact me or Kris to make plans!

Negotiations Update:

Settled Contracts:

Mascoma VREA: Ratified by the Association and the Board

Newport Support Staff: Ratified by the Association and the Board

Para Educators At Kearsarge: Ratified by the Association and the Board

Sugar River EA: Reached Tentative Agreement – not yet ratified

Claremont Assoc. of Secretaries: Reached Tentative Agreement – not yet ratified

Locals still immersed in the bargaining process:

Claremont Assoc. of Maintenance and Transportation Employees

Franklin EA

Lebanon Support Staff

Lyme EA

Reasons to Celebrate!

NEA-NH member Deb Stevens, from Newport Teachers' Association, was recently on ABC's "Strahan, Sara, and Keke"! She was recognized for her amazing work at the Sugar River Valley Regional Technical Center in the Horticulture Department, specifically the work she and the students do in the community and the support she gives students. She was nominated for recognition by a former student. The show donated \$5,000 to the SRVRTC for repairs to the greenhouse and another \$5,000 in products for the food pantry. Way to go, Deb!! You can read the lovely speech she made at her sendoff:

https://www.eagletimes.com/argus_champion/news/deb-stevens-cheered-on-by-students-national-tv/article_191f7500-113c-11ea-a32c-47f6a6dffa05.html

Campaigns:

Now is the time to set up M.O.M. (Messaging, Organizing, Mobilizing) trainings with your local leaders and/or membership. <http://edvotes.neanh.org/online-application/> - **Deadline is December 20th**

Don't forget there are \$300 grants for communications (postcards, signs, flyers, etc.)! **Apply before February 7th** for this assistance: <http://edvotes.neanh.org/details-and-deadlines/>

Never underestimate the power of positive press and factual information! Community members are far more likely to go to the polls or attend a town meeting and deliberative session if you make contact with them! Locals have seen great success through phone banking, postcards and flyers, participation in local radio programs,

December 2019

letters to the editor, participation in parades, visibility through t-shirts, informational websites and Facebook pages, and more. If you're not sure where to start, let us know! We're experts!

Scott McGilvray Foundation for Teaching and Learning:

As we enter the winter season, I'm sure you see children who don't have access to resources which provide warmth – whether that means heat in their home, blankets on their bed, coats on their back, or boots on their feet. Don't forget that the Scott McGilvray Foundation for Teaching and Learning is available to assist in purchasing items for children in need. Learn more, donate, and/or fill out an application at: <https://www.smcfnh.org/>. **You can also choose this fund as part of the Amazon Smiles program – make all those Amazon purchases really count!**

Did you know?:

NEA-NH can help you with your mentoring program! This has been a hot topic in the region recently. We have sample contract language for both professional and support staff, but you can start off with something simple like this to get things up and running in your CBA:

There shall be a committee established for the purpose of creating a mentor program for new employees. The committee shall consist of at least one administrator designated by the District to be the Mentor Coordinator and at least one employee from each school as designated by the Association. There shall be \$5,000 available for each year of this agreement to pay for training of staff and provide stipends for mentors.

Our Public Education and School Support Coordinator, Irv Richardson, is a mentoring guru! He can provide training to members for free! Further, he can help you and your district design a process for implementing the mentoring program and give general guidance. Just recently, Irv met with some members of the Lebanon Support Staff and a few of their administrators to discuss beginning a program.

Labor News:

A new carpenter's union training facility was opened in Manchester, NH. Surprisingly, there was a great article in the Union Leader about the new facility that included the following quotes:

“Unions are all about making sure people have access to the middle class,” said Sen. Jeanne Shaheen at the opening. **“That’s what this training center is really all about.”**

New England Carpenters Apprenticeship Training Fund President Richard Petty said he hoped the more convenient training center will encourage more workers to train as carpenters— and encourage experienced carpenters to come back to hone their skills. **“That’s what puts us above the non-union, is the training and education,”** Petty said. With the new facility, he said, New Hampshire carpenters have access to the same programs as carpenters in Boston and New York.

https://www.unionleader.com/news/business/union-sees-carpenters-training-center-in-manchester-as-a-stepping/article_5e0d9cfc-3552-5e4b-bffc-354af8028e7d.html

HAVE A WONDERFUL HOLIDAY BREAK!



Browse Federal Grants

Browse federal education grants by topic, intended use, and more as you advocate for great public schools for all students.

[FIND FUNDING](#)



Start a Conversation

Do you want to talk to others at your school about the changes that are coming to education? Bring these conversation starter cards to your community meeting.

[MORE](#)

Sign up for email updates:

[SUBMIT](#)



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Fill Out Your School Checklist

Think through what your school needs to inspire students' natural curiosity, imagination, and desire to learn.

GET STARTED



Account Description	Cost Cntr	SID	Proj	DOLcode	Jrnl Date	Journal ID	Jrnl In	Ref	Source	Voucher ID	Debit	Credit	Balance	
4329 REGIONAL TRAINING-WESTERN		0												
LADD-001 EXP VOU 9/9-9/22/19					10/02/2019	AP00187295			AP	00071553	481.86	0.00		
LADD-001 EXP VOU 10/21-11/3/					11/13/2019	AP00190823			AP	00071869	481.86	0.00	481.86	
Monthly SubTotals : Begin Balance =>												0.00		
Monthly SubTotals : Begin Balance =>												481.86	0.00	983.38
4329 REGIONAL TRAINING-WESTERN		0												
Account 4329 Totals :												983.38	0.00	983.38
Begin Balance =>												0.00		
Beginning Balance:														0.00
Total Activity:														983.38
Ending Balance:														983.38

**NATIONAL EDUCATION ASSOCIATION-NEW HAMPSHIRE
WESTERN REGION
CONSTITUTION AND BYLAWS**

ARTICLE I

MEMBERSHIP

Active membership on the Regional Council shall be open to members acting as representatives from all local Associations in the Western Region which are unified and affiliated with NEA-NH.

ARTICLE II

OFFICERS

The officers of the Association shall be Chairperson, Vice Chairperson, Secretary and Treasurer. They shall be members of the Regional Council. The officers shall be elected by the Regional Council on an annual basis at the June meeting. State Executive Board Representative from Region is not required to be Chairperson.

ARTICLE III

VOTING MEMBERS OF THE REGIONAL COUNCIL

SECTION 1 The voting members of the Regional Council shall consist of the NEA-NH Elected Regional Representative(s) to the NEA-NH Executive Board and up to a maximum of one representative from each local within the region.

SECTION 2 Whenever a majority of the Regional Council shall agree that a Council Member has been consistently negligent of his/her duties, the Council shall have the power to remove that individual by a 2/3 majority vote.

SECTION 3 All Regional Council Members shall have unified membership and come from a dues paying local.

ARTICLE IV

MEETINGS

SECTION 1 The Regional Council shall meet in September and schedule at least five meetings during the school year, exclusive of the Membership Dinner.

SECTION 2 The officers of the Regional Council and the budget shall be voted on at the June meeting, as well as all other issues it determines.

SECTION 3 Officers of the Regional Council may call special meetings at any time.

ARTICLE V

QUORUM

A quorum shall be six (6) members of the regional executive council.

ARTICLE VI

POWERS OF OFFICERS

SECTION 1 The chairperson shall preside over all meetings of the Regional Council, appoint the chairpersons and members of committees, approve expenditures of money by the Treasurer and perform all other functions usually attributed to this office.

SECTION 2 The Vice Chairperson shall perform all functions usually attributed to the office. She/he shall become the Chairperson if the Chair becomes vacant.

SECTION 3 The Secretary shall carry out all duties customarily performed by a secretary, including providing minutes of the meetings, to be emailed to Chairperson.

SECTION 4 The Treasurer shall carry out all functions customarily performed by a Treasurer. She/he shall: (1) authorize the payment of all expenditures approved by the Regional Council (2) be responsible for receiving and banking all fees and other Council moneys; and (3) disburse such funds in payment of bills and other council transactions approved by the Regional Council. A financial report shall be made annually by the Treasurer.

SECTION 5 Terms and Succession

- A. The officers shall serve for one (1) year and may be reelected without an intervening term.
- B. The Regional Representative(s) to the NEA-NH Executive Board should serve for terms concurrent with their state terms. The NEA-NH Constitution will determine the number of representatives to the Western Region.
- C. Terms of office shall commence at the September meeting of each year.

ARTICLE VII

POWER OF REGIONAL COUNCIL

SECTION 1 The Regional Council shall be the governing body of the region. It shall approve the budget, establish policies on funding regional programs, act on reports of committees, and approve resolutions and other policy statements. All appropriate powers

not delegated to the officers or other groups of the region shall be vested in the Regional Council.

SECTION 2 The Regional Council shall make recommendations in the hiring of a UniServ Director subject to agreement with NEA-NH.

ARTICLE VIII

COMMITTEES

The Chairperson may appoint committees which are necessary to carry out the business of the Association.

ARTICLE IX

AUTHORITY

Robert's Rules of Order shall be the parliamentary authority for the Association on all questions not covered by Articles of Agreement and Bylaws and such standing rules as the Council Members may adopt.

ARTICLE X

FUNDING

Subject to these bylaws, the funding of regional programs and stipends for Regional Council Officers shall be determined by the Regional Council by a majority vote of those present and voting at any duly called meeting.

ARTICLE XI

AMENDMENTS

These bylaws may be amended at any meeting of the Regional Council by a two-thirds (2/3) vote of the voting members of the council present, provided that such proposed amendments shall have been presented at a hearing at least fifteen (15) days prior to the meeting or provided that notice and proposed amendments shall have been sent to each local president or designee.

Regional Council Constitution and Bylaws established November 6, 2017.

2019-2020 NEA AND NEA-NH DUES PRORATED

Membership Type	Type	Nov'19 NEA Dues	Nov'19 NEA-NH Dues	Nov'19 Total	Dec'19 NEA Dues	Dec'19 NEA-NH Dues	Dec'19 Total	Jan'20 NEA Dues	Jan'20 NEA-NH Dues	Jan'20 Total	Feb'20 NEA Dues	Feb'20 NEA-NH Dues	Feb'20 Total
Active Professional 100%	AC-1-100	\$156.80	\$373.53	\$530.33	\$137.20	\$268.84	\$406.04	\$117.60	\$286.15	\$403.75	\$98.00	\$233.46	\$331.46
Active Professional 100% (First step)	AC-1-50	\$156.80	\$224.12	\$380.92	\$137.20	\$196.11	\$333.31	\$117.60	\$188.09	\$305.69	\$98.00	\$140.08	\$238.08
Active Professional 100% (Second step)	Ac-1-50	\$156.80	\$298.82	\$455.62	\$137.20	\$261.47	\$398.67	\$117.60	\$224.12	\$341.72	\$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
Active Professional 50% (First step)	AC-1-30	\$87.60	\$112.06	\$199.66	\$76.65	\$98.06	\$174.71	\$65.70	\$84.95	\$149.75	\$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	\$98.39	\$149.14
Active Professional 25%	AC-1-25	\$53.20	\$63.38	\$116.58	\$46.55	\$81.71	\$128.26	\$39.90	\$70.04	\$109.94	\$33.25	\$56.37	\$91.62
Active Professional 25% (First step)	AC-1-15	\$53.20	\$58.03	\$111.23	\$46.55	\$74.93	\$121.48	\$39.90	\$65.03	\$104.93	\$33.25	\$52.02	\$87.17
Active Professional 25% (Second step)	AC-1-20	\$53.20	\$74.71	\$127.91	\$46.55	\$85.37	\$131.92	\$39.90	\$56.03	\$95.93	\$33.25	\$46.70	\$79.95
Active ESP 100% (> 1700 hrs)	ES-0-100	\$95.60	\$224.12	\$319.72	\$63.65	\$196.11	\$259.76	\$71.70	\$188.09	\$259.79	\$59.75	\$140.08	\$199.93
Active ESP 100% (> 1700 hrs, First year)	ES-0-FT8	\$95.60	\$179.30	\$274.90	\$63.65	\$156.88	\$220.53	\$71.70	\$134.47	\$206.17	\$59.75	\$112.06	\$171.81
Active ESP 100% (> 1700 hrs, Second year)	ES-0-FT9	\$95.60	\$201.71	\$297.31	\$63.65	\$176.49	\$240.14	\$71.70	\$151.28	\$222.98	\$59.75	\$125.07	\$185.82
Active ESP 75% (751 to 1700 hrs)	ES-0-75	\$95.60	\$168.10	\$263.70	\$63.65	\$147.08	\$210.73	\$71.70	\$126.07	\$197.77	\$59.75	\$105.06	\$164.81
Active ESP 75% (751 to 1700 hrs, First year)	ES-0-308	\$95.60	\$134.48	\$230.08	\$63.65	\$117.67	\$179.32	\$71.70	\$100.86	\$172.56	\$59.75	\$84.05	\$143.80
Active ESP 75% (751 to 1700 hrs, Second year)	ES-0-309	\$95.60	\$151.29	\$246.89	\$63.65	\$132.38	\$216.03	\$71.70	\$118.45	\$185.16	\$59.75	\$94.55	\$154.30
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
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	\$91.79
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
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	\$36.02	\$58.77
Active ESP 25% (400 and less hrs, First year)	ES-0-OT8	\$38.00	\$44.83	\$82.83	\$33.25	\$39.22	\$72.47	\$28.50	\$33.62	\$62.12	\$23.75	\$28.02	\$51.77
Active ESP 25% (400 and less hrs, Second year)	ES-0-OT9	\$38.00	\$50.43	\$88.43	\$33.25	\$44.13	\$77.38	\$28.50	\$37.82	\$66.32	\$23.75	\$31.52	\$55.27

Membership Type	Type	Mar'20 NEA Dues	Mar'20 NEA-NH Dues	Mar'20 Total	Apr'20 NEA Dues	Apr'20 NEA-NH Dues	Apr'20 Total	May'20 NEA Dues	May'20 NEA-NH Dues	May'20 Total	Jun'20 NEA Dues	Jun'20 NEA-NH Dues	Jun'20 Total
Active Professional 100%	AC-1-100	\$79.40	\$186.76	\$266.16	\$58.80	\$140.07	\$198.87	\$39.20	\$93.93	\$132.98	\$19.60	\$46.89	\$66.29
Active Professional 100% (First step)	AC-1-50	\$78.40	\$112.06	\$190.46	\$58.80	\$84.05	\$142.85	\$39.20	\$56.03	\$95.23	\$19.60	\$28.02	\$47.62
Active Professional 100% (Second step)	Ac-1-50	\$78.40	\$145.41	\$223.81	\$58.80	\$112.06	\$170.86	\$39.20	\$74.71	\$113.91	\$19.60	\$37.35	\$56.95
Active Professional 50%	AC-1-50	\$43.80	\$93.38	\$137.18	\$32.95	\$70.04	\$102.89	\$21.90	\$46.69	\$68.59	\$10.95	\$23.35	\$34.30
Active Professional 50% (First step)	AC-1-30	\$43.80	\$56.03	\$99.83	\$32.95	\$42.02	\$74.87	\$21.90	\$28.02	\$49.92	\$10.95	\$14.01	\$24.96
Active Professional 50% (Second step)	AC-1-40	\$43.80	\$74.71	\$118.51	\$32.95	\$56.03	\$88.98	\$21.90	\$37.35	\$59.25	\$10.95	\$18.66	\$29.63
Active Professional 25%	AC-1-25	\$26.60	\$46.69	\$73.29	\$19.95	\$35.02	\$54.97	\$13.50	\$23.35	\$36.85	\$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	\$13.50	\$14.01	\$27.51	\$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	\$13.50	\$18.68	\$31.99	\$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
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
Active ESP 100% (> 1700 hrs, Second year)	ES-0-FT9	\$47.80	\$100.86	\$148.66	\$35.85	\$75.61	\$111.49	\$23.90	\$50.43	\$74.33	\$11.95	\$25.21	\$37.18
Active ESP 75% (751 to 1700 hrs)	ES-0-75	\$47.80	\$94.06	\$141.86	\$35.85	\$63.04	\$98.89	\$23.90	\$42.02	\$65.92	\$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
Active ESP 75% (751 to 1700 hrs, Second year)	ES-0-309	\$47.80	\$75.64	\$123.44	\$35.85	\$56.73	\$92.58	\$23.90	\$37.82	\$61.72	\$11.95	\$19.91	\$30.65
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
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
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
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
Active ESP 25% (400 and less hrs, First year)	ES-0-OT8	\$19.00	\$22.41	\$41.41	\$14.25	\$16.81	\$31.06	\$9.50	\$11.21	\$20.71	\$4.75	\$5.60	\$10.35

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

Local Affiliate	CY	PY	Change
CLAREMONT AMTE	14	13	1
CLAREMONT ASSOCIATION OF SECRETARIES	11	10	2 1
CORNISH EA	13	13	0
FALL MOUNTAIN TA	140	139	1
FALL MTN REG SS	38	47	-9
FRANKLIN E A	72	82	-10
GRANTHAM EA	38	36	2
HANOVER EA	152	148	4
HANOVER SUPP STAFF	37	34	3
LEBANON E A	162	152	10
LEBANON SS	63	61	2
LEMPSTER EA	7	10	-3
LEMPSTER EDUCATIONAL SUPPORT PERSONNEL ASSOCIATION	10	7	3
LYME EA	26	25	1
MASCOMA VALL EA	108	109	-1
MASCOMA VALL REG SS	35	36	-1
NEWPORT SUPPORT STAFF ASSN	46	37	9
NEWPORT TA	81	83	-2
PARA EDUCATORS AT KEARSARGE	16	15	1
PLAINFIELD EA	14	18	-4
PLAINFIELD SUPPORT STAFF ASSN	9	9	0
SUGAR RIVER EA	144	154	-10
SUNAPEE TA	38	40	-2
UNITY EA	1	2	-1
	1,275	1,280	5 0

Kearsarge

131 127 + 4

*Change from 12/18 = 0
GOAL IS +33!*