

NEA-NEW HAMPSHIRE

ASSEMBLY OF DELEGATES

The Ware Student Center
Colby-Sawyer College, New London, NH

MARCH 18, 2016

MINUTES

Agenda Items

President Scott McGilvray called the meeting to order at 9:10 a.m.

- 1) **Salute to the Flag** - led by Megan Tuttle, Vice President
National Anthem - played by Carolyn Leite, Executive Board Member.
Welcome – Scott McGilvray, President NEA-NH

- 2) **Adoption of the Rules**

MOTION: Scott McGilvray, President, NEA-NH/Richard Baker, Linwood EA, moved to adopt the Rules as printed.

MOTION CARRIED

- 3) **Introduction of the NEA-NH Judicial Board Members in Attendance**
Regis Roy

- 4) **Ratification of Judicial Board Appointees**

MOTION: Lisa Dillingham, Dover TU/Sonja Witkowski, Manchester EA, moved to ratify the nomination of Terry Burlingame and Ed Girzone to the Judicial Board for a three-year term as presented by the President.

MOTION CARRIED

- 5) **Introduction of Executive Board**

Introduction of the NEA-NH Executive Board members
Introduction of Parliamentarian, Scott McGuffin

- 6) **Introduction of NEA-NH Staff and Vendors**

Introduction of the NEA-NH Staff by Executive Director, Rick Trombly
Introduction of Vendors

APPLECORPS (NEA NH PAC)
ATT
COMCAST
GRANITE STATE COLLEGE SCHOOL OF EDUCATION
HORACE MANN COMPANIES
NEA AUTO & HOME INSURANCE PROGRAM – CALIFORNIA
CASUALTY
NEA MEMBER BENEFITS/SECURITY BENEFITS
NEA-NH MEMBERSHIP COMMITTEE
NEW HAMPSHIRE CHILDREN'S TRUST
NHFTL (NH FOUNDATION FOR TEACHING AND LEARNING)
NORTHEAST DELTA DENTAL
SCHOOLCARE
WELL'S FARGO HOME MORTGAGE

7) Official Count of Delegates presented by Judi Phelps, Chairman of the Elections Committee

Capital Region, 37; Eastern Region, 13; Lakes Region, 16; Monadnock Region, 16; North Country Region, 10; Seacoast Region, 20; South Central, 32; Southern Region, 36; Western, 11. The total number of registered delegates to the 2016 Assembly of Delegates was 191 at 9:15 a.m.

8) President's Address – Scott McGilvray

9) Communication & Organizing Update – George Strout & Phil Sherwood

10) PESS Department Update – Irv Richardson

11) Legislative Update – Brendon Browne

PAC Update – Evan Czyzowski

12) NEA NH Award Presentation – Megan Tuttle and Debra Hackett

Communications Award – Winchester Support Staff Association
TREA – Maxine Mosley, Manchester EA
Large Local – Manchester Education Association
Guberman Award – Lorri Hayes, NHESO President, presented this award to Merrimack Educational Support Staff Association

13) Presentation of Budget – Scott McGilvray & Debra Hackett

MOTION: Richard Baker, Linwood EA/Ted Ready, Somersworth A of Eds moved to go into committee of the whole for the purpose of questions, answers and clarification of the proposed budget.

Introduction of the Budget Committee members by Debra Hackett, Secretary/Treasurer.

14) Nomination of Budget Committee Members

MOTION: Marie Mizerek, Salem EA/ Diane Breault, Manchester EA moved to nominate Gregory Paris, Salem EA for a two (2) year term.

MOTION: Richard Baker, Linwood EA/Sandy Pouliot, Berlin EA, moved to nominate Erin Williams, Colebrook EA, for a two (2) year term.

The chair, seeing only two nominees, entertains motion that without objection the chair cast a single ballot to elect the slate of budget nominees.

Moved by Debra Hackett, Dover TU, Seconded by Tara Haarlander, Manchester EA.

MOTION CARRIED.

15) NEA NH Election Update – Megan Tuttle

BREAK FOR LUNCH

16) Drawings and Vendor Prizes – Scott McGilvray & Evan Czyzowski (PAC)

17) Executive Director’s Report – Rick Trombly

18) NEA Director’s Report – Bonnie Doherty

19) Action on Budget

MOTION: Debra Hackett, Dover TU/Diane Breault, Manchester EA, moved to adopt the 2016-2017 NEA-New Hampshire Budget as recommended by the Executive Board.

MOTION CARRIED

20) New Business Items

MOTION: DEBRA HACKETT, DOVER TU/Megan Tuttle, Pembroke EA, moved that the 2016 Assembly of Delegates adopt New Business Item #1:

The NEA-New Hampshire will continue to assess new teachers' reduced state dues for the 2016-2017 school year.

The NEA-NH dues for teachers on the first and second steps of the salary schedule will be as follows:

First Step	60% of the active member dues
Second Step	80% of the active member dues
Third Step and beyond	100% of the active member dues

If a Collective Bargaining Agreement does not refer to steps on the salary schedule, this provision will apply to teachers as follows:

First year teaching (total year)	60% of the active member dues
Second year teaching (total years)	80% of the active member dues
Third year teaching and beyond	100% of the active member dues

MOTION CARRIED

MOTION: Larry Graykin, Barrington EA/Lise Tierney, Governor Wentworth EA, moved that the 2016 Assembly of Delegates adopt New Business Item #2:

Title: Change procedure for endorsing candidates

Proposed Action: Replace current endorsement procedure to one in which the committee gathers information about candidates' positions and disseminates online (videos of interviews, blogs with opinions, etc.) to inform members and then poll (online) NEA-NH members to determine who the majority of respondents want endorsed. As interviews are already conducted and information should be free to share online.

Rationale: Currently endorsements are made without member input. This is not democratic, and may result in endorsements that the members do not agree with.

The only added expense would be for the time invested in posting the information which could be made a responsibility of a committee member.

Discussion ensued:

Maxine Mosley, Manchester EA, spoke against the motion

Susan Martin, Lebanon EA, spoke against the motion

Cheryl McDaniel-Thomas, Winchester TA, spoke against the motion

Corey Doherty, Manchester EA, spoke against the motion;
Linda Royer, Eastern Region Executive Board Member spoke against the motion,
Misty Compton, Derry EA, spoke against the motion
Sara Stuart, Concord Ed Asst AS, spoke in favor of the motion
Pat Piscetta, Shaker Regional EA, spoke against the motion

MOTION FAILED

21) Action on Proposed Bylaws Amendments

MOTION: Charles Stohl, Hollis ESSA/Judy Godbout, Manchester EA move to adopt:

AMENDMENT (1) strikes language from existing Bylaw Article II, paragraph 2.A.

Rationale: Current language created confusion as to whether ESP members can vote for the Board member representing retirees. This change clarifies that ESP members do not vote for the retired board member. This change reflects current practice.

MOTION CARRIED

MOTION: Charles Stohl, Hollis ESSA/Tara Haarlander, Manchester EA move to adopt:

AMENDMENT (2) by changing language from existing Bylaw Article II, paragraph 3, to add language clarifying only retired NEA members can be retired members and strike language so that the Delegate Assembly has flexibility to set dues for retired members.

Rationale: The current language is too broad because it opens up retired membership to individuals who were not previously NEA members. The change makes clear that only former NEA-NH members who are retired can be retired members of NEA-NH. The new language would not preclude NEA members from other states joining as retired NEA-NH members. Dues are set by the delegates to the Delegate Assembly as recommended by the Executive Board. This change ensures that delegates have flexibility to set dues.

MOTION CARRIED

MOTION: Charles Stohl, Hollis ESSA/Diane Breault, Manchester EA move to adopt:

AMENDMENT (3) strikes language in existing Bylaw Article II, paragraph 4, and adds clarifying language which allows student members to join the association if their student teaching is done in New Hampshire and gives the Delegate Assembly the flexibility to set student member dues.

Rationale: This change gives delegates the flexibility to set dues as necessary as referenced above in the Retiree section. This change also ensures that NEA-NH Students Members can join if their student teaching is being done in NH rather than requiring their college/university is located in NH as the previous language required.

1 Nay

MOTION CARRIED

MOTION: Charles Stohl, Hollis ESSA/Phil Jones, Manchester EA move to adopt:

AMENDMENT (4) adds a new paragraph 8 to existing Bylaw Article II which gives the member the right to appeal its dues to the NEA-NH Executive Board

Rationale: This grants the right of a member or an LEA to appeal a member's dues to the Board.

MOTION CARRIED

MOTION: Charles Stohl, Hollis ESSA/Phil Jones, Manchester EA move to adopt:

AMENDMENT (5) adds language to existing Bylaw Article II, paragraph 10, which gives the NEA-NH Executive Board the ability to adjust member dues in certain circumstances.

Rationale: This change ensures the Board can consider reduction in dues for any situation rather than the narrow circumstances previously allowed.

MOTION CARRIED

MOTION: Charles Stohl, Hollis ESSA/Tara Haarlander, Manchester EA, move to adopt:

AMENDMENT (6) adds language to existing Bylaw Article III, paragraph 4, by clarifying that the NEA-NH Executive Board deals with modifications to the dues transmittal policy.

Rationale: This makes clear that dues transmittal modifications for locals are dealt with by the Executive Board.

MOTION CARRIED

MOTION: Charles Stohl, Hollis ESSA/Judy Godbout, Manchester EA move to adopt:

AMENDMENT (7) adds language to existing Bylaw Article IV, paragraph 2, that clarifies existing NEA-NH policy regarding when membership is calculated for running for NEA-NH offices.

Rationale: This change incorporates NEA-NH Board policy that was not previously explicitly stated in the bylaws. This change ensures transparency regarding this article.

MOTION CARRIED

MOTION: Charles Stohl, Hollis ESSA/Joe Guadagno, Concord EA move to adopt:

AMENDMENT (8) strikes language in existing Bylaw Article V, paragraph 1, and adds clarifying language.

Rationale: This change eliminates archaic language and replaces it with the method by which we elect these Board members.

MOTION CARRIED

MOTION: Charles Stohl, Hollis ESSA/Robin King, Contoocook Valley EA move to adopt:

AMENDMENT (9) adds language to existing Bylaw Article V, paragraph 2, which clarifies when Executive Board members take office.

Rationale: This change clarifies that an appointed Board member takes their seat immediately as provided for in Article V3.D., therefore removing any confusion within the bylaws.

MOTION CARRIED

MOTION: Charles Stohl, Hollis ESSA/Linda Compton, Contoocook Valley EA move to adopt;

AMENDMENT (10) strikes language in existing Bylaw Article (VI), paragraph 1.A. and replaces it with more accurate language referencing potential members seeking to join the Association.

Rationale: This section deals with unorganized individuals. Until they are organized they are not members. This change corrects this misnomer. This change also eliminates the requirement for 11 individuals to be interested prior to organizing a local. NH state law requires 10 individuals to form a bargaining unit so the provision is unnecessary.

MOTION CARRIED

MOTION: Charles Stohl, Hollis ESSA/Cheryl McDaniel-Thomas, Winchester TA move to adopt:

AMENDMENT (11) strikes language in existing Bylaw Article (VI), paragraph 1.B, which limits organizing new locals which would contain under 11 members.

Rationale: This section deals with unorganized individuals. Until they are organized they are not members. This change corrects this misnomer. This change also eliminates the requirement for 11 individuals to be interested prior to organizing a local. NH state law requires 10 individuals to form a bargaining unit so the provision is unnecessary.

MOTION CARRIED

MOTION: Charles Stohl, Hollis ESSA/Mari Larsen, Winchester SSA move to adopt:

AMENDMENT (12) strikes the word “student” from existing Bylaw Article IX, paragraph 4, because students are not entitled to vote under current NEA-NH Bylaws.

Rationale: The current Article requires ballots to be sent to Student Members despite the fact they cannot vote under the NEA-NH bylaws.

MOTION CARRIED

MOTION: Nicholas Zeras, Concord EA/Charles Stohl, Hollis EA move to adopt:
AMENDMENT (13) strikes language in existing Bylaw Article IX, paragraph 6, and adds clarifying language.

Rationale: Changes arcane language to make it consistent with other Articles dealing with similar matters.

MOTION CARRIED

MOTION: Stephen Tallo, Londonderry EA/Scott Goodell, Dover TU move to adopt:

AMENDMENT (14) strikes the word “convention” in existing Bylaw Article X, paragraph 1, and replaces it with the word “conference” to accurately reflect the name of the Fall Instructional Conference.

Rationale: This change correctly reflects that the annual fall conference is a conference not a convention.

MOTION CARRIED

MOTION: Charles Stohl, Hollis ESSA/Anita Ross, Thornton SS move to adopt:

AMENDMENT (15) was requested by the NEA-NH Membership Committee to add a new paragraph 8 to Article XII. The change moves the committee from a Work Group to a Board Committee and the added language defines the committee’s duties and functions.

Rationale: This change is at the request of the member advocacy work group (more commonly known as the membership committee). The committee was engaged in strategic planning in order to provide direction

to the committee. These changes reflect the more specific and strategic purpose of the committee. This change also moves the member advocacy work group (more commonly known as the membership committee) to its proper place as a committee.

MOTION CARRIED

MOTION: Charles Stohl, Hollis ESSA/Carolyn Rordam, Merrimack TA move to adopt:

AMENDMENT (16) deletes paragraph 2 of Article XIII to remove the Membership Committee from the Working Group category.

Rationale: This change reflects moving the member advocacy work group (more commonly known as the membership committee) from a work group to the committee section.

MOTION CARRIED

MOTION: Charles Stohl, Hollis ESSA/Brenda Hobbs, Pelham ESPA move to adopt:

AMENDMENT (17) allows for editorial changes where needed such as capitalization, punctuation, and other similar changes.

MOTION CARRIED

22) Action on Continuous Resolutions

With consideration to there being no action needed on the Continuous Resolutions the Continuous Resolutions are approved as written.

23) Committee Reports

MOTION: Diane Breault, Manchester EA/Sue Hannan, Manchester EA moved to accept the Standing Committees' reports as printed.

MOTION CARRIED

24) Drawing for free NEA NH Membership

In a drawing for a complimentary 2016-2017 NEA-NH membership, Stephanie Hassapes, Merrimack Valley Education Association was the winner.

25) Adjournment

The Chair, seeing no other business to come before the Assembly, declared the 2016 NEA-New Hampshire Assembly of Delegates adjourned at 2:25 p.m.

Respectfully Submitted,
Bobbi-Jo Michael
Director of Governance & Administration