

# NEA-NEW HAMPSHIRE

## ASSEMBLY OF DELEGATES

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

MARCH 17, 2017

### MINUTES

#### Agenda Items

Acting President Megan Tuttle called the meeting to order at 9:30 a.m.

- 1) **Salute to the Flag** - led by Debra Hackett, Acting Vice President  
**National Anthem** - performed by Larry Ballard, Amherst Education Association  
**Welcome** – Megan Tuttle, Acting President NEA-NH
- 2) **Adoption of the Rules**  
**MOTION:** Evan Czyzowski, Sanborn Regional EA/Mike Macri, Concord EA, moved to adopt the Rules as printed.  
**MOTION CARRIED**
- 3) **Introduction of the NEA-NH Judicial Board Members in Attendance**  
Regis Roy, North Country
- 4) **Ratification of Judicial Board Appointees**  
**MOTION:** Meg Morse-Barry, Derry EA/Lisa Dillingham, Dover TU, moved to ratify the nomination of Misty Crompton, Derry EA and Barbara Tsiaras, Bedford EA to the Judicial Board for a three-year term as presented by the Acting 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

7) **Official Count of Delegates presented by Jane Howard, Elections Committee**

Capital Region, 39; Eastern Region, 13; Lakes Region, 15; Monadnock Region, 17; North Country Region, 8; Seacoast Region, 25; South Central, 34; Southern Region, 42; Western, 15. The total number of registered delegates to the 2017 Assembly of Delegates was 208 at 9:42 a.m.

8) **Acting President's Address – Megan Tuttle**

9) **Guest Speaker Address – Andru Volinsky, Executive Councilor**

10) **Communications Update – George Strout, Communications Coordinator**

11) **Organizing/Early Educator Campaign Update – Phil Sherwood, Coordinator of Organizing**

12) **Legislative Update – Brendon Browne, Director of Government Relations  
PAC Update – Evan Czyzowski**

13) **Presentation of Budget – Megan Tuttle & Debra Hackett**

**MOTION:** Ted Ready, Somersworth A of Eds/Lisa Dillingham, Dover TU moved to go into committee of the whole for the purpose of questions, answers and clarification of the proposed budget.

**MOTION CARRIED**

Introduction of the Budget Committee members by Debra Hackett

14) **Nomination of Budget Committee Members**

**MOTION:** Maxine Mosley, Executive Board Member/Ann McQuade, Manchester EA moved to nominate Diane Breault, Manchester EA for a two (2) year term.

**MOTION:** Christine Titus, Manchester EA/Erin Shea-Gross, Manchester EA moved to nominate Sue Hanaan, Manchester EA for a two (2) year term.

**MOTION:** Ted Ready, Somersworth A of Eds/Linda Compton, Contoocook Valley EA move to close Budget Committee nominations.

**MOTION CARRIED**

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 Sue White, Mascenic EA

**MOTION CARRIED**

- 15) **NHFTL/NEA Member Benefits Update – Jeff Kantorowski, Benefits Coordinator**
- 16) **HCR Committee Presentation – Maxine Mosley, HCR Committee Chair**

**BREAK FOR LUNCH**

- 17) **Drawings and Vendor Prizes – Megan Tuttle**
- 18) **Executive Director’s Report – Rick Trombly**
- 19) **Finance Director’s Report – Janice Fitzpatrick**
- 20) **NEA Director’s Report – Bonnie Doherty**
- 21) **Action on Budget**

**MOTION:** Debra Hackett, Dover TU/Nicholas Zeras, Concord EA moved to adopt the 2017-2018 NEA-New Hampshire Budget as recommended by the Executive Board.

Dennis Perrault, Litchfield EA, asked clarifying questions.

**MOTION CARRIED**

**22) New Business Items**

**MOTION:** Debra Hackett, Acting Vice President/Michael Macri, Concord EA moved that the 2017 Assembly of Delegates adopt New Business Item #1:

The NEA-New Hampshire will continue to assess new teachers reduced state dues for the 2017-2018 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:** Debra Hackett, Dover TU/Nicholas Zeras, Concord EA moved that the 2017 Assembly of Delegates adopt New Business Item #2:

The NEA-NH will assess new ESP member’s reduced state dues for the 2017-2018 school year.

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

First Step	80% of the active member dues
Second Step	90% of the active member dues
Third Step	100% of the active member dues

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

First year of hire for ESP (total year)	80% of the active member dues
Second year of hire for ESP (total year)	90% of the active member dues
Third year of hire for ESP and beyond	100% of the active member dues

Brenda Hobbs, Pelham ESP, Phyllis West, MVSSA, Mari Larsen, Winchester SSA and Ann Gaffney, Londonderry EA asked clarifying questions regarding the motion.

**MOTION CARRIED**

**23) Action on Proposed Bylaws Amendments**

**MOTION:** Charles Stohl, Hollis ESSA/Maxine Mosley, Manchester EA move to adopt:

**AMENDMENT (1)** adds language to existing Bylaw Article II, paragraph 8.

**Rationale:** This change makes clear the reference to LEA as Local Education Association.

**MOTION CARRIED**

**MOTION:** Charles Stohl, Hollis ESSA/Virginia Fluery, Hinsdale Support move to adopt:

**AMENDMENT (2)** inserts a new paragraph 5 into Article III and renumbers the remaining paragraphs making a provision that requires locals not participating in the earlier described dues transmittal schedule to enter their members in the NEA-NH Electronic Funds Transfer program, also known as EasyPay.

**Rationale:** This change is for those locals who will not be collecting payroll deduction dues from their SAU and/or School District since there is no stated provision for such locals currently in our bylaws.

**MOTION CARRIED**

**MOTION:** Charles Stohl, Hollis ESSA/Sandy Pouliot, Berlin EA move to adopt:

**AMENDMENT (3)** strikes language in existing Bylaw Article III, paragraph 6, and replaces it with language to better describe all manners in which a member's employment can end.

**Rationale:** To clarify that this provision covers members whose employment stops for any reason.

**MOTION CARRIED**

**MOTION:** Charles Stohl, Hollis ESSA/Terry Burlingame, Gilmanton EA move to adopt:

**AMENDMENT (4)** adds a new language to Article IV to better define Executive Board practices, and the definition of officers and their compensation.

**Rationale:** The Executive Board determines when the President is unable to perform his/her duties. Also, the Vice-President should be properly compensated for regular duties and in the event the Board determines the President is no longer able to perform his/her duties.

**MOTION CARRIED**

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

**AMENDMENT (5)** also adds a new language to Article IV to better define the compensation for the office of Secretary/Treasurer.

**Rationale:** The Secretary/Treasurer should be properly compensated.

**MOTION CARRIED**

**MOTION:** Charles Stohl, Hollis ESSA/Susan Harden, Pelham EA, move to adopt:

**AMENDMENT (6)** A and B amends Article IV, paragraphs A & B, to bring them into conformance with the changes made in amendments 4 and 5.

**Rationale:** Any officer who assumes the role and duties of President should be properly compensated.

**MOTION:** Dennis Perrault, Litchfield EA/Ann Gaffney, Londonderry EA move to table the motion.

**MOTION FAILS**

**ORIGINAL MOTION CARRIED**

**MOTION:** Charles Stohl, Hollis ESSA/Sue Mullen, Bedford EA move to adopt:

**AMENDMENT (7)** adds language to existing Bylaw Article VI, paragraph 1.A.4 to stating that all Local Education Associations must be affiliated with both NEA and NEA-NH and that all necessary documentation be filed with the proper agencies and authorities.

**Rationale:** This change ensures uniformity among all local education associations and compliance with NEA and NEA-NH affiliation requirements.

Mari Larsen, Winchester SSA, asked a clarifying question.

**MOTION CARRIED**

**MOTION:** Charles Stohl, Hollis ESSA/Sandra Lyon, Pelham EA move to adopt:

**AMENDMENT (8)** adds the position of Alternate NEA delegate to paragraph 3 of Article IX.

**Rationale:** This change affirms that the position of Alternate NEA delegate should be elected by the membership.

**MOTION CARRIED**

**MOTION:** Charles Stohl, Hollis ESSA/Karen McCormack, Concord EA move to adopt:

**AMENDMENT (9)** renumbers paragraphs 5 and 6 of Article IX and amends paragraph 6 by striking the word convention and adding Representative Assembly.

**Rationale:** This change states the proper name of NEA's annual meeting.

**MOTION CARRIED**

**MOTION:** Charles Stohl, Hollis ESSA/Evan Czyzowski, Sanborn Regional EA move to table:

**AMENDMENT (10)** amends paragraph 7 of Article IX to clarify responsibilities for setting voting districts, and defines the status of the NEA-NH representative to the NEA Resolutions Committee.

**Rationale:** By requiring the NEA-NH representative to the NEA Resolutions Committee also be a state delegate to the Representative Assembly, NEA-NH will be properly represented at the Representative Assembly.

**MOTION CARRIED**

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

**AMENDMENT (11)** amends Article XI to strike the word appointed and replace it with hired in regards to the Executive Director.

**Rationale:** This is a necessary correction to better reflect the current and prevailing practice.

**MOTION CARRIED**

**MOTION:** Charles Stohl, Hollis ESSA/Linda Compton, Contocook Valley EA move to table:

**AMENDMENT (12)** amends Article XII by changing the term dates for NEA-NH Committee members, adds the President as a member ex-officio to all committees, and clarifies the appointment and approval of committee members.

**Rationale:** To align the terms of committee members with the terms of NEA-NH officers and Executive Board members.

**MOTION CARRIED**

**MOTION:** Charles Stohl, Hollis EA/Celeste Ferren, Somersworth A of Eds move to adopt:

**AMENDMENT (13)** adds a new paragraph 4 to paragraph 1.A.B. of Article XIII to include the chairs of the HCR, Membership, and ESP Committees.

**Rationale:** These three standing committees are involved in member training and professional development and should be included as a part of this committee. This is currently existing practice.

Ann Gaffney, Londonderry EA, asked a clarifying question.

**MOTION CARRIED**

**24) Action on Continuous Resolutions**

**MOTION:** Nicholas Zeras, Concord EA/Virginia Fleury, Hinsdale Support move to adopt the Continuous Resolutions as presented.

**MOTION CARRIED**

**25) Committee Reports**

**MOTION:** Sue White, Mascenic EA/Brenda Hobbs, Pelham ESPA moved to accept the Standing Committees' reports as printed.

**MOTION CARRIED**

**26) Drawing for free NEA NH Membership**

In a drawing for a complimentary 2017-2018 NEA-NH membership, Pamela Storher, Allentown TA was the winner.

**27) Adjournment**

**MOTION:** Bonnie Doherty, NEA Director/Dave Shinnlinger, Mascoma Valley EA move to adjourn.

The Chair, seeing no other business to come before the Assembly, declared the 2017 NEA-New Hampshire Assembly of Delegates adjourned at 2:10 p.m.

**MOTION CARRIED**

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