

# NEA-NEW HAMPSHIRE

## ASSEMBLY OF DELEGATES

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

MARCH 16, 2018

### MINUTES

#### Agenda Items

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

- 1) **Salute to the Flag** - led by Debra Hackett, Vice President  
**National Anthem** - performed by Carolyn Leite, Litchfield EA  
**Welcome** – Megan Tuttle, President NEA-NH

- 2) **Adoption of the Rules**

**MOTION:** Maxine Mosley, Manchester EA/Joe Guadano, 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  
Misty Crompton, South Central  
Barbara Tsiaras, Southern

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

**MOTION:** Richard Baker, Linwood EA/Nicholas Zeras, Concord EA,  
moved to ratify the nomination of Eric Schlapak, Dover TU, Edna Miller,  
Plymouth EA, Robin Fairfield, Marlborough EA, Matt Pappas, Oyster River  
Teachers Guild 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 by President,  
Megan Tuttle

Introduction of Parliamentarian, Scott McGuffin, by President, Megan  
Tuttle

- 6) **Introduction of NEA-NH Staff**  
Introduction of the NEA-NH Staff by Executive Director, Rick Trombly
- 7) **Introduction of Vendors**  
Introduction of Vendors by Director of Governance & Administration,  
Bobbi-Jo Michael
- 8) **Official Count of Delegates presented by Penny Arsenault, Elections Committee**  
  
Capital Region, 32; Eastern Region, 15; Lakes Region, 15; Monadnock Region,11; North Country Region, 8; Seacoast Region, 25; South Central, 30; Southern Region,35; Western, 17. The total number of registered delegates to the 2018 Assembly of Delegates was 188 at 9:56 a.m.
- 9) **President’s Address – Megan Tuttle**
- 10) **Communications Update – George Strout, Communications Coordinator**
- 11) **Friend of Education Award presented to Representative Mel Myler by President, Megan Tuttle**
- 12) **NEA-NH Awards presented by President, Megan Tuttle and Vice President, Deb Hackett**  
Medium Local Association of the Year – Amherst Education Association  
Small Local Association of the Year – Haverhill Cooperative Association  
TREA Award – Mike Macri, Concord EA
- 13) **NHESO Guberman Award presented by UniServ Director, Michelle McCord**  
Rosie Farr, Haverhill Cooperative Association
- 14) **Organizing/Early Educator Campaign Update – Coordinator of Organizing, Caitlin Rollo**
- 15) **Legislative Update – Director of Government Relations  
Brendon Browne**
- 16) **PAC Update – Evan Czyzowski, Sanborn EA**

**17) Presentation of Budget –Secretary/Treasurer, Mike Macri**

**MOTION:** Sharry Sparks, Rye Support Staff Assoc/Sue Hannan, Manchester EA, 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 Mike Macri

Budget Presentation Questions/Answers:

Mary Soares, Londonderry EA asked how many members we would have to increase by to avoid the \$8.00 dues increase?

Mike Macri, Secretary/Treasurer responded that each local would need to increase by five (5) members.

Beth Piroso, Merrimack Valley EA, asked if following Bob Whitehead's retirement as the Capital Region UniServ Director could money be saved if NEA-NH hires someone to replace him that has less years of experience to decrease the salary for that position, or could NEA-NH hold off on replacing him?

Rick Trombly, Executive Director, responded stating that the recommendation to the Executive Board is to replace the Capital Region UniServ Director position to be able to best serve the members of that region, especially in consideration to what the association may face with the Janus Case.

**18) Nomination of Budget Committee Members**

**MOTION:** Janet Prior, Exeter Ed Assoc EA/Nick Zeras, Concord EA, moved to nominate Joanne Pare, Exeter EA, for a two (2) year term.

**MOTION:** Terry Burlingame, Gilmanton EA/Pat Piscetta, Shaker Regional ESPA, moved to nominate Andrea Caruso, Prospect Mountain TA, for a two (2) year term.

**MOTION:** Maddie Carignan, Manchester EA/Diane Breault, Manchester EA, moved to nominate Sue Hannan, Manchester EA, for a two (2) year term.

**MOTION:** Jane Howard, Retired/Chrighs Boezman, Concord EA, moved to nominate Penny Arsenault, Retired to a two (2) year term.

**MOTION:** Linda Compton, ConVal EA, Robin King, ConVal EA, moved to nominate Patrick Cogan, ConVal EA, to a two (2) year term.

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

**MOTION CARRIED**

In accordance with the rules adopted today, voting will take place during lunch and the results will be announced as soon as the Election Committee counts the ballots.

**19) Scott McGilvray Children's Fund/NEA Member Benefits Update – Jeff Kantorowski, Benefits Coordinator**

**20) Chris Pappas spoke to the delegation**

**BREAK FOR LUNCH AT 11:47 A.M.**

**21) The Elections Committee announced that Joanne Pare, Exeter EA and Penny Arsenault, Retired Member received the most votes and are therefore are elected to serve on the NEA-NH Budget Committee each for a two-year term.**

**22) Drawings and Vendor Prizes – Megan Tuttle**

**23) News Media Award presented to Reaching Higher NH**

**24) Executive Director's Report – Rick Trombly**

**25) Public Education and School Support Report – Irv Richardson**

**26) NEA Director's Report – Sharry Sparks**

**27) New Business Items**

**MOTION:** Mike Macri, NEA-NH Secretary/Treasurer/Kim Bleier-Woods, Concord EA moved that the 2018 Assembly of Delegates adopt New Business Item #1:

The NEA-New Hampshire will continue to assess new teachers reduced state dues for the 2018-2019 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 years)	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:** Mike Macri, NEA-NH Secretary/Treasurer /Nicholas Zeras, Concord EA moved that the 2018 Assembly of Delegates adopt New Business Item #2:

The NEA-NH will assess new ESP member's reduced state dues for the 2018-2019 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

**MOTION CARRIED**

**28) Action on Budget**

**MOTION:** Mike Macri, Concord EA/Maxine Mosley, Manchester EA moved to adopt the 2018-2019 NEA-New Hampshire Budget as recommended by the Executive Board.

**MOTION CARRIED**

**29) Action on Proposed Bylaws Amendments**

**MOTION:** Karen McLoud, Plymouth EA/Terri Bowden, Merrimack Valley SSA move to adopt:

**AMENDMENT (1)** Amend paragraph 1.A. of Article TWO (II) as follows:

**Rationale:** This amendment, by striking a sentence, removes the ability of teacher members to nominate and to vote for the ESP Board member. Currently there are two dedicated seats on the board that are not officers or regional representatives. They are the ESP seat and the Retiree seat. Only Retirees can vote for their representative and the removal of this sentence, along with the change in Article NINE (IX.6.), means that only ESP members may vote for the ESP representative. The committee felt making these two voting procedures consistent so that only the members in those categories voted for their representative made sense and maintains the spirit of dedicating those seats to our Retired and ESP members. Teacher and ESP members will continue to be allowed to vote for regional representatives to the board. This article takes effect at the end of the 2018 election cycle.

**MOTION CARRIED**

**MOTION:** Karen McLoud, Plymouth EA/Nicholas Zeras, Concord EA move to adopt:

**Amendment (2)** Amend paragraph 6.B. of Article TWO (II) as follows:

**Rationale:** Reserve Members are given the right to vote in NEA-NH elections but the candidates for whom they can vote are not defined. By adding a clarifying sentence this amendment delineates that they can vote for the candidates for whom they were eligible to vote before they became a Reserve Member.

**MOTION CARRIED**

**MOTION:** Karen McLoud, Plymouth EA/Maxine Mosley, Manchester EA  
move to adopt:

**AMENDMENT (3)** Amend paragraph 4.C. of Article FOUR (IV) as follows:

**Rationale:** Current bylaws provide that when certain NEA-NH offices are vacant, they are filled until the next election. Under our bylaws the person winning the election takes that office immediately. That is not practical as a member could be elected NEA-NH President on March 22 and would then take office on March 23. There would be no time for the person to arrange leave time, make a decision about their career if they are not granted leave, for their district to find a replacement, or address a host of other issues the current bylaws present. The Committee felt it made more sense to allow for a transition from one officer to the other as we do with other NEA-NH elected officials. The bylaw, if adopted, will provide for the new person taking office on July 1 of the year of their election thus allowing for a smooth and orderly transition.

The amendment changes the word elected to appointed, strikes the sentence saying the office is assumed as soon as the election vote is announced, and adds a sentence stating terms begin July 1<sup>st</sup>.

This amendment addresses a problem that did not come to light until the executive board had to address it this past year due to the passing of President Scott McGilvray.

Ted Ready, Somersworth A of Eds asked a clarifying question.

**MOTION CARRIED**

**MOTION:** Karen McLoud, Plymouth EA/Dave Shinnlinger, Mascoma  
Valley EA move to adopt:

**AMENDMENT (4)** Amend paragraph 3.B. of Article FIVE (V) as follows:

**Rationale:** This amendment simply changes the word “appoint” to “hire” when discussing the Executive Board’s powers to replace the Executive Director.

**MOTION CARRIED**

**MOTION:** Karen McLoud, Plymouth EA/Robin King, ConVal EA move to  
adopt:

**AMENDMENT (5)** Amend paragraph 3.C. of Article FIVE (V) as follows:

**Rationale:** This amendment is another instance of the need to correct a problem which arose this past year. Our bylaws give authority to the NEA-NH Executive Board to fill a vacancy in the office of NEA Alternate Director. Since that is an NEA position, NEA sets the procedure for doing

that not NEA-NH. The proposed amendment reflects the NEA procedure so that we conform to NEA Bylaws. The amendment also provides for when a board member takes office following the election of a person to fill a vacancy. That date is July 1 of the year when the election is held. This amendment also brings this bylaw in conformance with the change made in Article FOUR (IV) Officers and regarding the term of those filling the vacancies.

This is accomplished by striking one sentence referring to the assumption of office being when election results are announced, and by adding the language to conform with the NEA procedures for filling a vacancy for Alternate NEA Director.

**MOTION CARRIED**

**MOTION:** Karen McLoud, Plymouth EA/Gayle Sweeney, Merrimack Valley SSA move to adopt:

**AMENDMENT (6)** Amend paragraph 3.D. of Article FIVE (V) as follows:

**Rationale:** This amendment to paragraph (D) in this section relates to the taking of office and has the same rationale as in paragraph (C). As previously reported, this is done by striking the word elected, and one sentence referring to the assumption of office when election results are announced. It adds the sentence saying office is assumed on July 1st.

**MOTION CARRIED**

**MOTION:** Karen McLoud, Plymouth EA/Nicholas Zeras, Concord EA move to adopt:

**AMENDMENT (7)** Re-number paragraph 5 to paragraph 6 and paragraph 6 to 5. Amend the new numbered paragraph 6 of Article NINE I(X) as follows:

**Rationale:** This amendment provides for the election of the ESP Board by ESP members only. The rationale is the same for the proposed change in Article TWO (II.) Membership. If adopted it will take effect after the 2018 NEA-NH elections. This is done by adding the language highlighted in your changes.

**MOTION CARRIED**

**30) Action on Continuous Resolutions**

**MOTION:** Nicholas Zeras, Concord EA/Tara Haarlander, Manchester EA move to adopt the Continuous Resolutions as presented.

**MOTION CARRIED**



**31) Committee Reports**

**MOTION:** Meg Morse-Barry, Derry EA/Gayle Sweeney, Merrimack Valley SSA move to accept the Standing Committees' reports as printed.

**MOTION CARRIED**

**32) Drawing for free NEA-NH Membership**

In a drawing for a complimentary 2018-2019 NEA-NH membership, Laura Haney-Rosen, Concord EA was the winner.

**33) Adjournment**

**MOTION:** Nancy Trowsdale, Winnisquam Regional TA/Robin King ConVal EA move to adjourn.

The Chair, seeing no other business to come before the Assembly, declared the 2018 NEA-New Hampshire Assembly of Delegates adjourned at 2:04 p.m.

**MOTION CARRIED**

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