

## 2020-2021 NEA AND NEA-NH DUES

Membership Type	Type Code	2020 - 2021		
		NEA Dues	NEA-NH Dues	Annual Amount
Active Professional <b>100%</b>	AC-1-100	\$200.00	\$472.38	\$672.38
Active Professional <b>100% (First step)</b>	AC-1-60	\$200.00	\$283.43	\$483.43
Active Professional <b>100% (Second step)</b>	AC-1-80	\$200.00	\$377.91	\$577.91
Active Professional <b>50%</b>	AC-1-50	\$111.50	\$236.19	\$347.69
Active Professional <b>50% (First step)</b>	AC-1-30	\$111.50	\$141.72	\$253.22
Active Professional <b>50% (Second step)</b>	AC-1-40	\$111.50	\$188.96	\$300.46
Active Professional <b>25%</b>	AC-1-25	\$67.50	\$118.10	\$185.60
Active Professional <b>25% (First step)</b>	AC-1-15	\$67.50	\$70.86	\$138.36
Active Professional <b>25% (Second step)</b>	AC-1-20	\$67.50	\$94.48	\$161.98
Active ESP 100% (> 1700 hrs)	ES-0-100	\$121.50	\$283.43	\$404.93
Active ESP 100% (> 1700 hrs, First year)	ES-0-FT8	\$121.50	\$226.74	\$348.24
Active ESP 100% (> 1700 hrs, Second year)	ES-0-FT9	\$121.50	\$255.09	\$376.59
Active ESP 75% (751 to 1700 hrs)	ES-0-75	\$121.50	\$212.58	\$334.08
Active ESP 75% (751 to 1700 hrs, First year)	ES-0-3Q8	\$121.50	\$170.06	\$291.56
Active ESP 75% (751 to 1700 hrs, Second year)	ES-0-3Q9	\$121.50	\$191.32	\$312.82
Active ESP 50% (401 to 750 hrs)	ES-0-50	\$72.50	\$141.72	\$214.22
Active ESP 50% (401 to 750 hrs, First year)	ES-0-HT8	\$72.50	\$113.38	\$185.88
Active ESP 50% (401 to 750 hrs, Second year)	ES-0-HT9	\$72.50	\$127.55	\$200.05
Active ESP 25% (400 and less hrs)	ES-0-25	\$48.00	\$70.86	\$118.86
Active ESP 25% (400 and less hrs, First year)	ES-0-QT8	\$48.00	\$56.69	\$104.69
Active ESP 25% (400 and less hrs, Second year)	ES-0-QT9	\$48.00	\$63.77	\$111.77
Reserve-Professional (25% of active)	RS-1-0	\$88.50	\$118.10	\$206.60
Reserve - ESP (25% of active)	RS-2-0	\$49.50	\$70.86	\$120.36
Retired Annual	RT-8-0	\$35.00	\$25.00	\$60.00
Retired Lifetime (Initial Year)	RT-7-7	\$300.00	\$100.00	\$400.00
Pre-retired	RT-9-7	\$300.00	\$100.00	\$400.00
Aspiring Educator	ST-0-0	\$15.00	\$5.00	\$20.00

**ADMINISTRATIVE FUNCTIONS**  
**General**  
**2402-b**

**EMAIL POLICY RE: LOCAL LEADERS**

Email addresses shall be made available to local leaders for the purpose of conducting NEA-NH and local association business.

For the purpose of this provision local leaders shall include officer, negotiation chairs, and membership chairs of the local association.

NEA-NH and local association business shall include communicating with members about NEA-NH sponsored programs and events, and/or trainings, local contract negotiations, member meetings and other local administrative activities and programs the NEA-NH Executive Director approves.

Local leaders are entitled to receive the email addresses of NEA-NH members who are not a part of the requesting local, but who are eligible to vote on the requesting locals' contracts or other local elections and for candidates of interest for the local association.

The member authorized to receive emails shall not use them for other programs and activities unless so authorized. After completion of the activity for which the emails have been requested the emails shall be deleted by the user.

A copy of this policy shall be sent with the emails so that the user is aware of its requirements.

A request form shall be submitted in accordance with Policy 2402 at no time should emails include members social security numbers.

This policy does not apply to NEA-NH PAC which may use member emails for its activities.

At no time may emails be used by local leaders or members to campaign for candidates in NEA-NH or a local's elections.

The recipient of the email addresses shall take all reasonable steps to ensure the privacy of members' email addresses.

**(Adopted December 7, 2018)**

September 2020

Dear (SAU Business Administrator):

The \_\_\_\_\_ Association requests the following information for our Bargaining Unit.

**Teacher Local**

- Name of Employee
- Work Location
- Date of Hire
- Step
- Track
- Percentage of Full-Time Worked
- Salary

**ESP/Para Local**

- Name of Employee
- Work Location
- Date of Hire
- Classification
- Wage Schedule Step
- Wage Rate
- Number of Annual Hours

Please forward this information to me electronically in EXCEL format on or before October 15, 2020.

As new employees are hired, please forward the same information to us as well.

If you have any questions, I can be reached at (telephone number) and/or (email address).

Thank you for your cooperation.

Sincerely,

Name, Position in Association  
Name of Bargaining Unit

cc: Superintendent  
Local Association file

**Southern Council Meeting**  
**5/4/2020**

**Present:** B. Tsiaras; K. Pillion; D. Gymziak; C. Poirier; K. Gontarz; L. Stone; A. Hanson; B. Hobbs; S. Harden; M. Tuttle - NEA-NH President; L. Hayes - Uni-Serve Director

Meeting called to order at 4:37.

Megan Tuttle joined us to say "Hi!" and see how things were going. A task force has been set up at the state level for reopening schools. Our position is unless schools are safe, we are not going back. Charter Schools and parents of said were included more on the task force than public school representatives. Public school representatives are not members of NEA or AFT.

Also, no superintendents were on the task force.

NEA-NH is holding firm. It is an issue of childcare vs education. Messaging/press releases are going out.

Tuttle Talks will address these issues.

Guidelines for summer services and ESY are still not out from the DOE.

Discussion ensued with an agreement that our messaging should educate on the difference between remote learning and homeschooling. Parents are NOT homeschooling right now. They are facilitating/parenting remote learning. Meghan is looking for stories to share with the task force of members' experiences.

**April Minutes:** Barbara made a motion to accept the April minutes. Amendment to the minutes, add Cindie Poirier as present. Cindie seconded the motion as amended. Motion passed with 2 abstentions.

**Treasurer's Report:** Barbara's last report as treasurer, our starting balance was \$4,133.02. WE accrued .03 interest. Ending balance is \$4,133.02. There were no payments in or out.

There will be \$950 for board stipends and a \$1,000 reimbursement for costs associated with the canceled ESP Conference. We are ending the year with \$1,000 more than last year.

Two districts still have not paid regional dues, about \$300 - Salem (?) and Salem Food Services.

Estimated beginning of year balance will be \$4, 134.

Congrats to Brenda Hobbs for getting her airfare refunded for the ESP Conference.

Motion to accept by Barbara. Second by Lisa Stone. Motion passed with sincere thanks to Barbara for her work as treasurer.

**Uni-Serve Director Report:** Lorri reported that the Early Enrollment program is doing well, and Cindie Poirier is rocking it!

If it hasn't happened yet, make sure we are having conversations with our superintendents about school openings. Support staff and teacher locals should try and have this discussion together with the SAU to negotiate together changes to schedules if needed.

More information will come out as needed by Lorri who is also having presidents' meetings.

Lorri will help create a fillable form for DIstricts for dues deductions and send to the presidents.

**Executive Board Report:** Given by Lisa Stone and Sue Harden, it was a brief hour long virtual meeting. Meghan was creating a vision to take to DOE Cms. Edelblut based on member's stories. The ESP Conference was canceled and replaced by professional development workshops.

The R.A will be held virtually over two days. There will be no new business items, the only business will be setting the dues amount and elections. State presidents are meeting weekly, vice-presidents are meeting monthly.

The DA will be held virtually on either May 29 or 30th. Details are being worked on.

**CARES ACT Info:** Each local should talk with their superintendent to see how they plan on using the CARES Act money/resources.

Code of conduct is still being enforced during remote learning. Districts that are mandating grading changes that are "no harm grading" practices should be getting it in writing from their district as it is against the Code of Conduct. No harm grading - being told to not give any grades lower than last quarter can result in loss of certification, so get it in writing if your district mandates doing it during remote learning. Then the blame will be shifted to the administrators. This was a problem in Litchfield especially with specialists not grading students. Hollis/Brookline is also having problems with this.

**Budget for 2020-2021:** We would like to keep the budget as similar as possible with a \$1.00 regional dues fee per member. Barbara and Lorri presented the budget on Budget Planner. All expenditures can be met with a \$1.00 regional dues per member for the locals in the region. Many of this year's expenditures did not happen because of everything going remote.

Lisa made a motion to accept the recommendation of the budget presentation. Second by Sue Harden. Discussion - question was asked if we could amend the budget. The answer is yes, however we need to be wary right now because we could lose members after the remote learning/2020 year is finished. A poll was taken via Google Forms for the vote. 11 yes votes/0 no votes Motion on the budget passed.

**Elections:** All regional board positions need to be filled. Barbara nominated Lisa Stone for chair. Second by Amy. Lisa accepted.

Lisa nominated Amy Hanson as vice-chair. Second by Carolyn. Amy accepted but may not be able to attend all meetings. She will do her best.

Carolyn stated that she will help with the transition as will Barbara for treasurer. Carolyn nominated Sue for secretary, seconded by Brenda. She will continue on in that role.

Darlene nominated Karin as treasurer with Amy as a second. Karin accepted the nomination after Barbara assured her she would help with the transition.

All nominated officers passed unanimously.

Looking ahead, we can provide trainings, even remotely, mentorships and networking. Maybe we could start recording trainings so members can tap into them later. Membership meetings at your local can be virtual and you may get more attendance. Thank you to Carolyn for your leadership, and Barbare for your work as treasurer. Carolyn signed off as chair, Motion to adjourn was made by Darlene, a second was made by Lisa. Meeting was adjourned.

Have a happy and safe summer,

Respectfully submitted,  
Sue Harden  
SRC Secretary

Southern Region Council Meeting  
September 24, 2020  
5:00 p.m.

[Join Zoom Meeting](#)

Phone one-tap: US: [+13017158592](tel:+13017158592),[93697282968](tel:+193697282968)#

Meeting URL: <https://zoom.us/j/93697282968?pwd=V2l1dXBuZjd0dG9tTTVvaFFBRDNUZz09>

Meeting ID: 936 9728 2968

Passcode: 406453

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Agenda

- Review of June Minutes
  - Treasurer Report
- Executive Board Report
- UniServ Director Report

Please RSVP to Rene if you can attend.

**Important Dates:**

October 15 - Bargaining Unit Lists, New Membership Forms, Local Leader Information, Local Dues Amounts Due

**Attachments:**

NEA-NH Executive Board Policy 2402B Email Addresses

SAU Bargaining Unit Request Letter

2020-2021 Dues Chart