GEA Minutes

November 5, 2019

Call to Order: 3:30 pm

Present: Grassett, Anifant, Lawes, Damboise, Crete, McNamee, Davis, Landano, Lacasse, Wiggin, Merritt, Philibotte, Beauchemin, Desrochers

Secretary’s Report: Accepted

Treasurer’s Report: Accepted

COMMITTEE REPORTS

Scholarship: The attendance at the Margaritas fundraiser on Oct. 17, 2019 was a bit underwhelming. We are still waiting to hear back about how much we made from the evening. Philibotte proposed a night of performances from Goffstown educators and staff to perform a “cabaret night/faculty talent show” at the high school to support the scholarship. Philibotte will write up a description of the event and begin the planning to be presented at the next meeting. The four $25 gift certificates to Hannaford’s will still be raffled off before Thanksgiving; Mary will check with Ginny to see who is purchasing them. The drawing should be done on the 21st so that the certificates can be given out on the 22nd. First/Last/Phone # should be written on purchased raffle tickets ($1 each, or $3 for 5).

Grievance: None at this time. The additional morning duty at Bartlett has been lifted from teachers’ shoulders, and the issue regarding electronic paystubs (an employee wanted a paper copy) was resolved as well. All are happy as clams. Mr. Balke is going to personally visit Bartlett to speak with teachers on Thursday, 11/7, about their schedule and the loss of preps/common planning time/etc., to work on resolving the schedule issues.

Negotiations: Nothing at this time.

Elections: The GEA needs to figure out how many members will be going to the delegate assembly for the NEA annual meeting (election is next month).

Website: Up and running. All of the meeting minutes are on the website. The turkey raffle will go on the website as well.

Social: Nothing at this time.

Constitution: Derrick went to the NEA-NH meeting and has received materials to begin the constitution revisions. He found out we are the only ones in the whole region that does not have an annual all-members meeting. He found out that a quorum is at least 25% as well. Philibotte and Lacasse would like to join the committee with Derrick.

Sick Bank: Nothing at this time. New teachers can donate in January.

NEA-NH: Derrick went to the meeting. He shared that they had a presentation on diversity, and they’re offering that they could teach workshops to members to help teach about diversity in the classroom. They mentioned that $8 of each member’s dues should be going into the “war chest.” Derrick found that some other associations reimburse new members for their association dues (ex. ours are $29.02) at the end of the year as a thank you for joining. If non-members are in disciplinary meetings (in potential hot water) and a union member is there taking notes, the notes do not have to be given to the non-member.

Old Business: None at this time.

New Business: Derrick brought updated emails from Maple Ave. We are still waiting on the updated email list from the high school. Kristi and Kendra are working on the final updated list. Kristi is still waiting on NEA-NH to give her an updated list from Tara. Mary will email the building reps to check any missing email addresses.

The deadline of October 15 for new member forms has passed. December 1st is the deadline for final membership changes. Anything past that date means the member will still be required to pay the full annual dues.

There is an employee in the district on an improvement plan (Ginny is in attendance now). This employee is not a member. Ginny is there strictly to make sure that the district is following guidelines.

The question is posed to look into how teachers could potentially be reimbursed for their accrued sick days upon retirement. However, teachers in this district get longevity payment upon retirement, which would most likely go away if the sick days are asked for.

Teacher & student safety is a concern. A child at Bartlett sharpened a “shiv” and was threatening teachers and students, while another student was kicking/biting/threatening other teachers simultaneously. Jason from NEA is coming down to meet with administrators at Maple Ave to address protocol that is not being followed. There is a concern that the “safe school” forms are not being filled out. The “safe school” report, legally, should be filled out for any such instances. Then the police are responsible for how to move forward with the child. If anyone finds out in any school that these forms are not being filled out, it needs to be addressed. Teachers in some instances are worried about how they will be portrayed if they push for a “safe school” report to be filled out. How can we support our teachers and paras to communicate the importance of filling out a “safe school” form?

High school teachers want to start holding informational monthly meetings for both members and non-members.

Teachers are curious about “what constitutes an emergency” to require teachers to cover classes rather than an official substitute teacher. In three years the GEA can negotiate this again, but we can’t do anything about it right now. Teachers can decide at their building level how to keep data on this ongoing issue.

Committees – Beauchemin would like to talk about the co-curricular committee. Josh Lewis has an associate membership and is on the co-curricular committee as a representative from the high school. The high school teachers have addressed their concerns that the committees were formed without their full understanding. However, the committees were formed in the spring. Desrochers brought up that high school teachers are worried about inequities between athletics and all other committees. Desrochers is concerned that money will be redistributed in a way that favors athletics, rather than all programs.

Next meeting: Dec. 3, 2019

Meeting adjourned: 5:14 pm

Respectfully submitted,

Julie Lawes