

Haverhill Education Association News

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Joseph V. Cunha, President – Ted Kempinski, 1st Vice President – Anthony J. Parolisi, 2nd Vice President
John Craven, Secretary – Lisa Begley, Treasurer
Lois Silva, ESP Rep. – Patti MacRae, Secretarial Rep. – Linda Kiefer, Office Secretary

FROM THE DESK OF JOE CUNHA

Dear Colleagues,

The start of the school year is often filled with anxiety. All of us will be working for new administrators. What will their style be? Will they be supportive of, listen to, and be considerate of our concerns? The administrators feel the same anxieties both from above and below the chain of command. At the end of the day, we all do our jobs and once we know the new staff, act accordingly.

Some of us are starting careers or continuing careers here in Haverhill. We wish all of you the best of luck. In no time at all, you'll feel like you've been here all your life. Some have gone off to greener pastures. We wish them well and congratulate them on taking what is a very difficult step into the unknown. I hope we hear from them to learn about their new experiences.

It's the fear of change coupled with the recurring experience of such changes that cause our uneasiness. Sometimes they are for the better, and that's what we hope for. Some of our co-workers are surprised by changes. As needs shift in the schools, many are transferred to new positions. Sometimes this happens with a discussion to ease the transition, but sometimes it happens with no warning and just a directive. Those are the hardest times. Please give anyone in that position a bit of a welcome and support to ease their fears.

By now you've heard the report from Ted and the Negotiating Team (see pg. 4). We are at the beginning of what can be a slow process. Ted is very busy with planning and research as well as writing grievances. Unfortunately for us, the law allows our employers to act upon their changing interpretation of the contracts, and we then have to seek to rectify the situation through the grievance procedures. This takes a long time so please report unresolved violations ASAP.

Enough of all that. Enjoy the best part of education . . . the children with whom we are lucky to spend our days. They make everything all right.

-Joe

DID YOU KNOW?

The newly developed Sheltered English Immersion (SEI) test began implementation as a computer-based test on June 9, 2014. Preparation materials may be found on the web @ http://www.mtel.nesinc.com/MA_PM.asp?t=56

2 WHOLE WEEKS!

It's no big secret that the HEA and the School Committee have not always seen eye-to eye, but we're happy to give credit where credit is due. According to our contract, the last day of school before the winter break must be a half day for teachers and students. Traditionally, this would have meant that schools would be in session for a full day on Monday, December 22nd and the contractual half day on Tuesday, December 23rd. Instead, the School Committee has decided not only to close school on BOTH days, but also on Friday, January 2nd! The final result? 2 full weeks off to celebrate the holidays and ring in the new year with your families. ENJOY YOUR BREAK!

The Teacher Contract

The ESP Contract

The Clerical Contract

The Evaluation System Language

This and Past Newsletters

Links to Benefits

The HEA Bylaws

Banquet Pictures

All this and more are on the web @

haverhill.massteacher.org

[facebook.com/HaverhillTeachers](https://www.facebook.com/HaverhillTeachers)

CONDOLENCES

Wishes of comfort and peace are extended to:

- Peter and Lisa Begley, for the loss of Peter's father.
- Cathy Bilmazes, for the loss of her mother.
- Mary Gobbi, for the loss of her mother.
- Joan Provencher, for the loss of her mother.
- Carol Selvaggio, for the loss of her father.
- Beth Sosa and Meghan Cucurullo, for the loss of their grandmother.
- Carol Van Doren, for the loss of her father.
- The family of Dan Harrington, who recently passed.
- Julie Carven, for the loss of her father.
- Debbie Buschini, for the loss of her mother.

Congratulations!

The HEA extends its warmest congratulations to:

- Lindsey Nolte, for the birth of her daughter.
- Mandy Breton, for the birth of her son.
- Jay Burns, for the birth of his son.
- Cleo Rivera, for the birth of his daughter.

*Did we forget someone? Please forward all congratulations/condolences to anthonyparolisi@gmail.com (subject: NEWSLETTER)

STAY INFORMED!

If you haven't been receiving email updates from the HEA we may not have the correct contact information for you. To update your information and receive these valuable messages, send us an email from your private account to haved@verizon.net (subject: ADD ME TO THE MAILING LIST).

RETIRING?

Contact Margaret Pffifferling @ 978-327-9958 for information.

Work in more than one building?

This year's travel reimbursement rate is \$0.56/mile

A NEW HUNKING SCHOOL!

This past June, the residents of Haverhill voted overwhelmingly in support of a new Hunking School to replace the current dilapidated building in the city's Bradford section.

As you may be aware, the Haverhill Education Association played a big role in helping the "Haverhill For Hunking" parent group inform the public and get out the vote for the override.

To every person who talked to a neighbor, called our members, held signs on street corners, or canvassed the city door-to-door,

THANK YOU!

KNOW YOUR WEINGARTEN RIGHTS

You have the right to union representation during investigatory interviews. According to the Supreme Court in *NLRB v. J. Weingarten, Inc.*:

- 1) The employee must make a clear request for union representation before OR during the interview. The employee can not be punished for making this request.
- 2) After the employee makes the request, the employer must choose from among three options.
 - a. grant the request and delay questioning until the union representative arrives and has a chance to consult privately with the employee
 - b. deny the request and end the interview immediately
 - c. give the employee a choice between having the interview without representation or ending the interview (you should never choose this option!)
- 3) If the employer denies the request for union representation and continues to ask questions, it commits an unfair labor practice and the employee has a right to refuse to answer. The employer may not discipline the employee for such a refusal.

When being interviewed by administration, if you feel the discussion could in anyway lead to disciplinary action invoke your Weingarten Rights by saying, "If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative, officer, or steward be present at this meeting."

Building Representatives

<ul style="list-style-type: none"> • Bartlett – Volunteer Needed • Bradford – Dan Cerat, Lindsey Flores • Consentino – Volunteer Needed • Crowell – Volunteer Needed • Golden Hill – Deborah Russell • Greenleaf – Kerri Brown, Cheryl Kozlowski • HHS – Zachary Eldridge, Tom Jordan • Hunking – Kelly Fairbrother 	<ul style="list-style-type: none"> • Moody – Bernadette Roy • Nettle – Beth Buschini, Jill Perkins-Bouchard • Pentucket Lake – Lauren Camire, Jennifer Roberts • St. James – Jay Comeau, Neil Wilkens • Silver Hill Horace Mann – Melissa Moreau • Tilton – Volunteer Needed • Walnut Square – Volunteer Needed • Whittier – Jeff Blaustein
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Building Representatives are a crucial element to making the Haverhill Education Association work for our members. Any active member of the Clerical, ESP, or Teacher unites may represent his or her building at our monthly meetings. *If you teach at Bartlett, Consentino, Moody, Tilton, or Walnut Square School, and are interested in helping keep your colleagues up-to-date with the most recent news regarding contract negotiations, grievances, potential actions, and anything else affecting Haverhill's teachers, please contact HEA Secretary John Craven by calling (978) 866-2929 or via email to jcraven1949@comcast.net (subject: Building Representative)*

2014-2015 Building Representative Meetings

September 11 th	February 5 th
October 9 th	March 12 th
November 13 th	April 9 th
December 11 th	May 14 th
January 8 th	June 11 th

*Building Rep. meetings are held at 3:30 in the HEA office.

Upcoming Events

- **HEA Social** – Friday, September 19th, 3pm @ The Lasting Room. Come join your colleagues across the district for good food and good cheer!
- **HEA-R Retiree Luncheon** - Tuesday, October 14, 12pm @ Michael's Historic Sweetheart Inn, 80 Myrtle St., Methuen, MA, 01844. *For more information contact Fran Rosenau by calling (603) 887-5131 or via email to frosenau@mygsc.com*
- **HEA Honors Banquet** – Wednesday, May 20, 2015 @ DiBurro's. Honor this year's retirees and 20-year veterans and celebrate the coming end of another school year. Dinner, music, door prizes and more!

<u>2014-2015 Association Dues</u>	<u>Local</u>	<u>State</u>	<u>National</u>	<u>Total</u>
Teacher (Full-time)	\$150	\$489	\$183	\$822
Teacher (Part-time)	\$75	\$244	\$103	\$422
Secretary (Full-time)	\$83.66	\$294	\$110.50	\$488.16
Secretary (Part-time)	\$41.83	\$147	\$67	\$255.83
ESP (Full-time)	\$41	\$147	\$110.50	\$298.50
ESP (Part-time)	\$20.50	\$73.50	\$67	\$161

NEGOTIATIONS UPDATE!

The HEA teacher Negotiations Team regrets to report that we have begun the year without a contract. There is no significant progress towards any resolution. The team began training and organizing our proposals in March, yet the School Committee has met with us only three times since June. We submitted proposals in July and are still waiting for a response. It was at our last meeting that the School committee made it's first proposals, which included:

- Reduction of the number of sick days educators receive each year and the total amount one could accrue.
- An educator dress code.
- Lead teachers would no longer be paid for leading professional development sessions.
- An increase in the number of pay periods from 21 to 26, where the school department holds money that you have already earned but pays during the summer.

The next meeting with School Committee is scheduled for September 16th. The Negotiations Team wishes to assure the members that it endeavors to attain the best contract possible. To assist the team in its efforts, members are asked to verify their contact information with their building representatives. The team will continue to bring status reports to you on a regular basis. If you have any questions or concerns please email me at tedkhea@gmail.com and I will respond promptly.

Many Thanks,
Ted Kempinski – Chair of Negotiating Team

Negotiation team members:

Lisa Begley (HHS/Health) – Joe Cunha (Bradford/Music)
Sarah Emilio (HHS/Sp.Ed.) – Ted Kempinski (HHS/History)
Anthony Parolisi (Consentino/History) – Nicole Sanchez (Greenleaf)
Meg Werner – Massachusetts Teachers Association Uni-Serve Representative

Health Reimbursement Arrangement

Effective July 1, 2014, the City of Haverhill is continuing the Health Reimbursement Arrangement (HRA) component to the MIAA/Blue Cross and Blue Shield HMO (deductible) and PPO (deductible) Plans. **Eligible participants in this HRA include active employees and non-Medicare Retirees under 65 who are enrolled in the BCBS HMO (deductible) and PPO (deductible) Plans only.**

Participants are eligible for reimbursement of certain copayments after they have incurred **individual copayments over \$100** that total more than \$750 for an individual subscriber and \$1,500 for a family plan subscriber in a plan year.

Participants can submit claims for reimbursement for the following copayments incurred after the out-of-pocket requirement of \$750 per individual/\$1500 per family has been reached:

- Outpatient Surgery Copayments up to \$110 per occurrence
- Inpatient Admission Copayments up to \$700 per occurrence
- Hi-Tech Imaging Copayments up to \$100 per occurrence

To claim these benefits, you must submit all receipts and Explanation of Benefits (EOB) statements along with a completed HRA Reimbursement Request Form. This form can be found, along with more information, including details for retirees, ound at http://www.ci.haverhill.ma.us/departments/human_resources/health_reimbursement_arrangements.php

Executive Board Contact Information

President Joe Cunha: 603-512-5162 / josevcu@gmail.com
1st V.P. Ted Kempinski (grievances/contract violations): 978-837-2080 / tedkhea@gmail.com
2nd V.P Anthony Parolisi (newsletter, scholarship, web site): 978-914-3146 / anthonyparolisi@gmail.com
Secretary John Craven: 978-866-2925 / jcraven1949@comcast.net
Treasurer Lisa Begley: 603-303-3155 / lisa.begley7@gmail.com
ESP Unit Rep. Lois Silva: 978-373-0083
Secretarial Unit Rep. Patti MacRae: 978-478-7065 / p.macrae@comcast.net
Got a general question? Not sure who to ask? Email: haved@verizon.net