

**HAVERTHILL
EDUCATION**

Association News

January, 2013

Office Tel. (978) 372-7079 Email haved@verizon.net haverhill.massteacher.org

President Marc Harvey--1st VP Chris Cook--2nd VP Joe Cunha--Secretary John Craven--Treasurer Lisa Begley ESP
Rep Lois Silva--Secretarial Rep Linda Motta---Office Secretary Linda Kiefer

MARC HARVEY

Dear Colleagues,

The Commissioner of Education recently visited our schools. He mentioned the "next generation" of MCAS tests that are coming out soon. As I sat there listening, I couldn't help but think to myself how much the testing companies must love the Commissar's obsession with "data". I think we are in danger of becoming beholden to the educational testing complex and its minions.

This is one of the things the eminent historian on education, Diane Ravitch talks about frequently. As a Bush 41 appointee, Ravitch pushed for more testing. Now that the data is in, Ravitch, the historian, sees the pitfalls of the system she helped to create and the danger of becoming solely focused on "objective" assessment and its resultant pursuits.

More testing and less teaching is not the answer. More reporting and less planning is not a sound recipe. The Commissioner believes in centralization of decision making authority and in issuing edicts that result in producing more reports, but reports that are not always causally related toward real student achievement in our classrooms and that do not paint a rich narrative.

(continued page 3)

LISA BEGLEY

Treasurer Report

January 1, 2013

Our "HEA Local" costs of doing business have grown over the past few years. We have had increases in both our rent and our tax accountant fees. Due to new law changes we had to stop paying our board directly and had to hire a payroll service plus must also pay for workman's comp. As normal inflation has increased other expenses and dues have not increased for eight years, we slowly drained our reserves and now need to tap into our CDs to cover expenses.

Please know that the executive board will make it a priority to rebuild our reserves over the next few years. This is necessary to have funds in reserve for future needs.

I am currently putting next year's budget together and am sorry to say that an increase in our local dues is imminent.

Respectfully submitted by
LISA BEGLEY - TREASURER
lisa.begley7@gmail.com

CONGRATULATIONS IT'S A BOY!!!

**DEANNA ZIMINSKI AND FAMILY
CELEBRATE THE BIRTH OF THEIR SON
AND BROTHER COLE LIAM ZIMINSKI**



2013 HONORS BANQUET

Wednesday May 22

6:30 Hors D'oeuvres

7:30 Dinner



WEB SITE

Be sure to use your HEA website for more information and links to your contract and benefits. For example you can click the MTRB icon and under "Quick links to popular pages" click on "Retirement percentage" chart or Benefit recipients

haverhill.massteacher.org

CONDOLENCES

*Wishes of comfort and peace are extended to
our families in their times of sorrow.*

The family of **Coula Barakitis**, retired Music Educator, mother of Tiffany Kopko

The family of **George Moonogian**, retired HHS

The Family of **Pat Emiro** retired HHS

The family of **Noreen Ellis** retired Whittier

Cherie Aramian on the passing of her mother

Risa Harrington on the passing of her father

Melissa Moreau on the passing of her father

Amanda Premont on the passing of her father

Graciela Trilla on the passing of her mother-in-law

Weingarten Rights

**YOU MAY THINK YOU'LL
NEVER NEED THIS
... AND THEN YOU WILL**



If called to a meeting with management read the following when it begins.

"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 be present at this meeting. Until my representative arrives, I choose not to participate in this discussion."

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 but the employee must remain in the meeting though not answer questions.

See complete law in teacher room or ask your rep

1st Vice President in charge of grievances, **Chris Cook**, requests you contact him directly at his personal Email **ccook12308@gmail.com** with any union business.

HEA Scholarship Donations Down _ Thank you to all who've donated. Our "year to date" total stands at \$850.00 but is not keeping pace with last year's scholarship drive. By this time last year donations totaled \$1500.00 and by March we raised over \$2000.00. Please, if you haven't had the chance to send in your donation (cash or a check made out to "HEA Scholarship") please take the time to either send it in with your building rep or mail it directly to 800 Broadway, Haverhill, MA 01832 Thank you - Joe Cunha 2nd VP

(Marc continued)

Above all, we, the teachers in the classrooms, are the experts on how our students are performing and progressing. The most successful and sustainable educational models are built on recognizing and figuring out ways to reward good teaching and to respond to the counsel of those who greet our children on a daily basis. Without our input, initiative will follow initiative and 2nd Generation MCAS will be replaced by 3rd Generation MCAS without much work being done on getting families to support our educational efforts, which is of primary importance if we truly want to shrink performance gaps.

Cooperation, not coercion, should be the mantra. Just as we teach our students the Golden Rule, it should also be modeled in the decision making process at the state and school level. The most successful principals are those with staff "buy in" (most overused term of all time). "Buy in" is not gained by intimidation and guilt, but rather by force of reason, efficiency, integrity, respect, and humanity. The most successful principals gain the loyalty of their staff, not by edict, but by following the Golden Rule. Without trust between and amongst staff at the building level, you cannot have a successful long-term plan for achievement.

The most successful principals see the evaluation tool as a means to have a conversation rather than as a power play payback for an opinion at a staff meeting or a clarifying question in an e-mail. Those who use retribution as a tactic will ultimately be exposed. We wouldn't model this in our classrooms as good practice and therefore we shouldn't model this type of odious behavior in our interactions as professionals.

The most successful principals model good teaching by encouraging a robust exchange of information and ideas in a non-threatening environment. Our best schools operate in a climate of trust, support, and mutual respect. These attributes create the foundation for our efforts to duplicate that model for our students in our classrooms.

Too often when the Commissioner and his devotees at the state level make decisions, they operate in the rarified air without much of a sense of practicality or input from those of us interacting with kids on a daily basis. I would like to say that will change shortly, but, alas, the Commissioner is not a consumer of Ravitch any longer.

Instead of "Father Knows Best", the Commissioner should practice the first rule of success in our buildings---ask your best teachers for input. It really is a simple maxim and one that is causally related to success for our students. Plus, it just makes common sense.

Hope you all are enjoying a great 2013.

Sincerely,
Marc

Interesting Facts from our Treasurer

Did you know that there are only two levels of dues payment?

The first is "Full Year Dues" and the second is "Half Year Dues". There is no monthly pro-rating for someone hired after the start of the school year. Anyone working 91 days or more pays a full year's dues. Any one working 90 days or less pays one half of a year's dues.

I understand that this can be a frustrating fact but please know that it is a regulation made at the MTA and NEA level not at the local level and the HEA must pay those amounts to the MTA/NEA. The only individuals whose dues are pro-rated are those who retire mid-year and submit the correct documentation through the HEA.

I hope those who've had membership issues have started to receive your MTA magazine, NEA magazine and your new card. I continue to send in new membership forms every two weeks. I am keeping track of people that the MTA identifies as being added to their rolls. I will continue to work hard to get each and every paying member added. If you have any questions regarding your status please send me an email at lisa.begley7@gmail.com

Mark Your Calendar

Honor Banquet May 22, 2013

**REP Meetings 3:30 @ HEA
1/10, 2/14, 3/14, 4/4, 5/9, 6/6**

Reps. Are Needed to attend monthly meetings and distribute information.

Please get involved by talking to HEA Secretary John Craven at (978) 372-7079 or Email him at haved@verizon.net
subject: reps for John

Questions? Suggestions?

HEA Office
800 Broadway
Haverhill, MA 01832
(978) 372-7079
haved@verizon.net

THE HEA SWAP SHOP

For Rent

Charming duplex just steps from the sand!! Two or three bedrooms available. Light, bright and new inside! Washer/dryer, dishwasher, cable TV and gas grills. Enjoy pristine beach with dining and shopping just a few miles away. On and off season rates available.
Call Kathy 207-967-4246

Communication is key to making your union work for you. If you haven't been receiving HEA emails you must send in your home Email to haved@verizon.net subject Email signup or give it to you building representative.