

HAVERHILL
EDUCATION

Association News

March 2013

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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,

Each school building is different. But, each successful school is built in much the same manner. You take a skilled communicator, motivator, and teacher and make that person the principal. The principal engenders the respect of the best/most-respected teachers in the building by including them in the discussion and vision for the building. The students are greeted by genuine enthusiasm for learning on a daily basis and this translates into increased student achievement. It really isn't that difficult, in theory, to create a great school.

If it were easy, all schools would be deemed "successful". Leaving aside the debate over labeling a school a "failure", as judged by the almighty standardized MCAS statistics, it is not simplistic to actually create a great school.

But, there are some universally agreed upon prerequisites for success: accountability, professionalism, communication, and camaraderie. One of the methods we, administrators and teachers together, should use to address these prerequisites is to create a Faculty Senate in each building. Once monthly, on a set date, scheduled like all other meetings, the Building Leadership Team (which should include teachers, unless teachers cannot be leaders in a building?) would meet with the elected Faculty Senate (proportionate representation based on every ten teachers getting one representative) to discuss how best to collaborate to meet the vision of the school. This gives stakeholders an opportunity to provide valuable input and opens the lines of communication so needed in building *spirit de corps*.

It is in the interest of the building principal to have a sounding board so as to foresee pitfalls that can be easily avoided. The best principals are those who seek and act upon the counsel of the best teacher leaders in a building. It is hubristic to think that building principals will never make a mistake or will never clumsily handle implementation of a policy or program. It is also foolish to think that a principal has the capacity to see the entire picture of a school without receiving input from those who share the classrooms with our students. A routinized reasoned discussion (Faculty Senate) made a practical reality rather than a theoretical process produces a better product that builds upon those preconditions for student learning which is in the self-interest of all the stakeholders. I haven't heard a cogent argument yet of why this is not a good idea.

We should also hire in February to afford ourselves the best opportunity to attract new teacher leaders to our district.

Hope you all had a love filled Valentine's Day in February and plan to enjoy the gift of the Irish in March.

Sincerely,
Marc

The HEA was the recipient of a very generous gift this year. Our long time office copy machine made its last copy. This would have been a huge expense if not for the generosity of Marc Harvey who donated a new copier to the HEA. Mind you this is not like the printer you buy for your home computer but a COPY MACHINE!! Thank you to Marc and his family.

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

Retirement Planning

Be sure to use your HEA website for more information including links to your contract, benefits The MTRS Benefits Booklet and Retirement Chart.

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CONDOLENCES

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

The families of our colleagues Carol Pothier, Mary Larcomb, Pat Emiro, Zeke Hannagan and Ed Sauriol

**Anita Bonacorsi on the loss of her mother
Dawn Caputo on the loss of her boyfriend
Mary Conte on the loss of her father
Denise Galvin on the loss of her mother
Pam Hanagan on the loss of her father-in-law
Kelly Hibbs on the loss of her mother
Kathy McAninch on the loss of her brother
Paul Migliori on the loss of his brother
Pam O'Brien on the loss of her mother
Ellen Wood on the loss of her father**

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

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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

CONGRATULATIONS
and welcome to your new son !!!
Yota Zoumpoulakis
(Burnham)

HEA Election Time April 4, 2013

“Elections for Executive Committee shall be held in the month of April” (HEA bylaws)

The offices of President, 2nd Vice President, Secretary, and ESP Unit Representative are up for election.

President Marc Harvey announced he will not seek re-election, at the February Rep. meeting.

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.

ASSOCIATION DUES 2012 - 2013

	Local	State	National	Total
Teacher Full Time	\$120.00	\$480.00	\$180.00	\$780.00
Teacher Part Time	\$60.00	\$240.00	\$100.00	\$400.00
Secretary Full Time	\$72.00	\$288.00	\$107.50	\$467.50
Secretary Part Time	\$36.00	\$144.00	\$64.00	\$244.00
ESP Full Time	\$36.00	\$144.00	\$107.50	\$287.50
ESP Part Time	\$18.00	\$72.00	\$64.00	\$154.00

Flex Spending Account

When better than tax time to add up your medical, dental and prescription receipts to get ready for the next enrollment period covering July 1, 2013 through June 30, 2014? Read the law at <http://www.irs.gov/pub/irs-prior/p969--2012.pdf>

KNOW YOUR CONTRACT

You are not asking permission to use and therefore cannot be denied the use of a personal day. With 24 hours notice - It is your only one per a quarter - And not the day before or after a holiday

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

Mark Your Calendar

Honor Banquet May 22, 2013

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

HEA Election April 4, 2013

Want to be heard? Send your thoughts on what we write or do and it will be printed within reason, no attacks or rumors.

E mail directly to 2nd VP Joe Cunha
ioevc@comcast.net

I WAS LUCKY ENOUGH TO WITNESS A GREAT THING IN THE HAVERHILL PUBLIC SCHOOLS

Teachers from many of our lower elementary grades met together well after school hours with HEA President Marc Harvey, to discuss and create what they know to be functional and properly informative progress reports. Marc brought the work back to the superintendants that saw the child centered value of their efforts.

When we speak up and work together, we can positively affect change in education.

THANK YOU TO ALL FROM TEACHER THROUGH SUPERINTENDANT WHO MADE THIS HAPPEN.

Joe Cunha

THE 2013 HEA HONORS BANQUET

Wednesday May 22nd 6:30 Hor dourves 7:30 Dinner

DiBurro's Function Hall

The Amazing
GEORGE BLODGETT
On Piano

Retiree
20 Year Veteran
Honors

Free Prize
Raffles

The Awarding of Our HEA Scholarship Winner

EIGHTH ANNUAL HEA-R SPRING LUNCHEON

All retired members and their guests are invited to join us for a luncheon buffet that will include: Salad bar, a beef, a fish and a chicken entree, pasta, potato, vegetable, coffee or tea and homemade desserts. The gathering will be at Whittier Regional Vocational Technical High School 115 Amesbury Line Rd. Haverhill, MA.

Lunch will be served promptly at **11:30** on Tuesday **March 26, 2013**. Reservations are required and the total cost is **\$13.00 per person**. The deadline for reservations is **March 19, 2013**.

Checks may be made out to **Fran Rosenau** and sent to 159 Little Mill Rd. Sandown NH 03873. If you have any questions, please call Fran at (603) 887-5131 or email fsosenau@mygsc.com

Member _____

Guest _____