

HAVERHILL
EDUCATION

Association News

November 2013

800 Broadway #3 Haverhill, MA 01832

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

President Bernie McCann --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

BLUE CROSS/BLUE SHIELD GIVES US 2 MORE YEARS!!!

The move into the GIC was all but signed and I was preparing GIC site links so you could start comparing the various plans. Monday October 28, we received notice from BC/BS offering “lower cost than GIC” plans through the Massachusetts Interlocal Insurance Association (MIIA). This is a 2 year commitment with a cap on year 2 increases.

There will be similar increases in co pays and deductibles as we would have experienced with the July 2014 contractual switch to the **Deductible Plan** and we lose CanRx. A link to the new July 2014 plans has been placed on our web site.

The good news is no switching companies which would have been inconvenient to say the least, the MedexIII plan remains unchanged, all save on premiums and subscribers will receive approximately \$350 per individual and \$900 per family split into 2 checks over the next 2 years to mitigate the new co pays and deductibles. Also once the insurance trust fund is dissolved on June 30, 2016; all city workers divide 24% of any remaining balance. The approximate rate changes follow.

<u>Deductions</u>	<u>Present</u>	<u>July 2014</u>
HMO 25% -20 pay periods		
Individual	\$101.30	\$ 88.00
Family	270.15	234.00
HMO 30% -20 pay periods		
Individual	121.51	105.00
Family	324.19	280.00
PPO 25% -20 pay periods *no 30% new hires chose the PPO*		
Individual	156.86	144.00
Family	363.27	332.00
Medex III	96.97	85.00

Joseph V. Cunha

HEA SCHOLARSHIP DRIVE 2013-2014

President, Bernie McCann, came up with a great idea to build our scholarship fund this year. We're holding a **District Wide Jean Day December 20** the ½ day before Christmas Break. The suggested donation is \$5.00 and as always any and all donations will be greatly appreciated. If we all put aside just two dollars from each of our next 3 pay checks we'll easily have our highest award yet.

PLEASE SUPPORT THE HEA SCHOLARSHIP!



2013 HEA Scholarship winner Lauren Hajec with Marc Harvey and the Scholarship Committee – Chris Cook, Anthony Parolisi, Barbra Freeman, Kelly Fairbrother and Joe Cunha,

CONDOLENCES

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

The Family of Karla Szkutak, HHS

Linda Malynn on the passing of her Mother

Karen Pronovost and Lauren (Pronovost) English on the passing of their Father and Grandfather.

Kathy Pelliccione on the passing of her Mother

Noreen Carifio on the passing of her Mother, retired teacher, Anne Callahan

Laurie Senechal on the passing of her Father-in-law

The family of Ruth M. Corcoran, retired teacher

Mary Murphy on the passing of her daughter Katie

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

Mark Your Calendar

**FRIDAY DECEMBER 20 -
SCHOLARSHIP JEAN DAY**

Honor Banquet May 21, 2014

REP Meetings 3:30 @ HEA

12/12, 1/9, 2/13,

3/13, 4/3, 5/8, 6/5

Who Can Be A Rep?

Any active member of the Clerical, ESP or Teacher units may represent their school at our monthly meetings and help their colleagues with building issues.

Reps. Are Needed At

Bartlett, Moody and Walnut Square

Please get involved by talking to HEA Secretary John Craven at (978) 866-2925 or Email him at jcraven1949@comcast.net subject: reps for John

Communication is key to making your union work for you. If you haven't been receiving HEA I-Contact Emails please send in your home Email address to haved@verizon.net subject E mail signup or simply give it to your building representative. We promise your E address will only be used for HEA communications and no others

Executive Board Contact Information

While you can always call and leave a message at the HEA office you may want to contact us directly.

President Bernie McCann Cell-(978)-994-9405 - bernie1129@aol.com

1st V. P. (grievances, contract violations) Chris Cook Cell-(978) 376-5813 - ccook12308@gmail.com

2nd V.P. (newsletter, scholarship, banquet) Joe Cunha Cell-(603) 512-5162 - josevcu@gmail.com

Secretary John Craven c-(978) 866-2925 – jcraven1949@comcast.net

Treasurer Lisa Begley - lisa.begley7@gmail.com

ESP Unit Rep. Lois Silva – HHS – (978) 374-5700 Home (978) 373- 0083 Cell (508) 451-0105

Secretarial Unit Rep. Linda Motta - Hunking School – (978) 374-5787 Home – (978) 374-1899

OUR CONTRACT ENDS ... NEGOTIATIONS BEGIN

Actually the Teacher contract doesn't end on June 30, 2014 it stays in force until a new one is negotiated.

(note –State Law now removes Health Insurance plan design and options from collective bargaining.)

Let's remind ourselves of what we gained and gave up when the majority of teacher unit members voted to accept the last contract which covered July 1, 2008 through June 30, 2014



- Raises: 2011- ½%, 2012-1.5%, 2013- 2%, plus increased stipends
- El./Mid. staff may leave 5 min. earlier
- The removal of the restriction of use of sick days for medical appointments
- 2nd and 3rd term PTC nights are limited to 90 minutes
- Standard Monday meeting scheduling
- Flexible Spending Account option
- ½ day before Christmas vacation
- Payment to workshop presenters
- 3 zero % raises 2008,2009 and 2010
- Graduation days taken away
- El./ Mid. staff report to work 10 minutes earlier
- Morning duty begins 15 minutes earlier
- Our 3 personal days are limited to 1 per quarter
- We must give 24 hour notice prior to using a personal day
- The responsibility of Parent Portal
- After school event supervisory duties added
- High School attendance at graduation in full regalia is mandatory
- Student contact use of High School Teacher's duty period
- Health insurance premium split has been raised to 25% of total costs and new hires pay 30%
- Increased co pays and deductibles
- The loss of one Professional Development day
- We may not use the school Email system for union communication

What would you like the team to negotiate? We know we deserve raises, the law took health insurance out of negotiations, and that leaves language. Please brainstorm ideas for changes you'd like to see in our contract with your colleagues, maybe at lunch time. Make a list of what needs to be changed and what new protections we need. We'll ask you to send them in as negotiations begin.

THE HEA SWAP SHOP

SNOW PLOWING AND FIREWOOD

Mike Buzzell (978) 360-5792

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 **Gooserocks Beach in Kennebunkport, ME** with dining and shopping just a few miles away. On and off season rates available.

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School Committee Update

John Craven

In this new column, I will provide members with updates about the actions of the Haverhill School Committee that most directly impact our work as educators. Should any of you catch something that I have missed or should you have any questions, please feel free to send an e-mail to my attention at the office, or to jcraven1949@comcast.net!

As attention turns to contract negotiations for all three of our bargaining units, it is important to review the current composition of the School Committee negotiation teams. In January, School Committee President Paul Maggliochetti named Joe Bevilacqua, Sue Danehy, and Ray Sierpina to the teacher negotiating team; Paul Maggliochetti and Scott Wood to the team for secretaries; and Joe Bevilacqua and Shaun Toohey to the ESP team.

If negotiations proceed beyond January, the composition of these teams may change. Current School Committee Vice President Ray Sierpina, a former Tilton Elementary principal, was defeated in this month's election by new member Maura Ryan-Ciardillo. Mr. Sierpina will need to be replaced on the teacher team, and, as he was to become President in January, it is unknown who will be responsible for naming new members to the teams starting in 2014. While we hope that the new President will value stability in ongoing negotiations, it will ultimately be his/her responsibility to assign members to the negotiation teams.

Whoever is on the other side of the table, our members stand ready to begin negotiations. HEA President Bernie McCann is assembling our teams, and asking other members to provide support for the teams' efforts. Please stay tuned to the newsletter and to our e-mails for further updates about negotiations, and happenings at the Haverhill School Committee!

*****BABY NEWS*****

***Rachel and Justin White welcome daughter Vera into their family!**

***Mary and Andy Lasonde welcome daughter Adele into their family!**

***Jessica Paquette and family welcome son Luke!**

***Tiffany Purington and family welcome son Tucker Lucas!**

Proposed Bylaw Change to be voted on at the December 12 Representative Meeting

This change will align our dues reduction dates with the NEA and MTA dates.

Section 4 Dues subsection e. as it stands:

In the first year of eligibility, active members whose employment starts after November 15 shall be assessed $\frac{3}{4}$ dues, after February 1 at $\frac{1}{2}$ dues, and after April 15 at $\frac{1}{4}$ dues.

Proposed Change:

In the first year of eligibility, active members whose employment starts after November **14** shall be assessed $\frac{3}{4}$ dues, after February 1 at $\frac{1}{2}$ dues, and after April **14** at $\frac{1}{4}$ dues.