

**Haverhill
Education**

Association News

September 2013

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

The New Evaluation System Year 2

The MTA presented information at the summer conference based on member experiences throughout the state. At a minimum you should:

- Keep a log of each visit and its duration
- Make sure evaluators follow the time line
- See that evidence supports any negatives

Report any discrepancies to your rep or Chris Cook.

Please read the Evaluation Contract that was emailed to us all last fall. A link to the language will be available on our web site.

haverhill.massteacher.org

Superintendent, principal or designee meets with evaluators and educators to explain evaluation process	Sept. 15
Evaluator meets with first-year educators to assist in self-assessment and goal setting process	Oct. 1
Educator submits self-assessment and proposed goals	
Evaluator meets with Educators in teams or individually to establish Educator Plans (Educator Plan may be established at Summative Evaluation Report meeting in prior school year)	Oct. 15
Evaluator completes Educator Plans	Nov. 1
Evaluator should complete first observation of each Educator	Nov. 15

President Bernie McCann

Dear Colleagues,

As the summer winds down, I hope that you all have been able to enjoy some well deserved down time with family and friends. Many of you have already started the trek into school to start setting up your classrooms, and maybe spent a few minutes with a new teacher, offering some insight into how to get the school year started off right. The members of the HEA executive board want to do the same. Once the school year is underway, we will be asking all of you for updated contact information to ensure that we are able to communicate with and share information electronically with as many staff as possible. This will be especially important as we enter negotiations for a new contract this year.

Our current contract expires in June of 2014. We will be issuing surveys regarding items that you would like to see negotiated in our next contract. Your input will be essential throughout this process. In addition, we will be inviting people to be part of our negotiation team. Additional information will be sent out to all staff. Anyone interested in serving on this team may submit their name, and the Executive Board will then invite staff members to serve on the team. The job can be thankless, and if past negotiations are any indication, the process can be drawn out, exhausting, and aggravating. Our goal is to approach the process in a respectful and professional manner and hope that the members of the school committee negotiating the contract are inclined to do the same.

I look forward to working with all of you this fall and hope you all enjoy the last few lazy days of August.

Bernie

CONDOLENCES

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

Marcella Blake on the loss of her mother

Kathleen Daley on the loss of her

daughter, Megan Daley

Linda Kiefer and Sally Quinn on the loss of their mother Eleanor Alwood (retired)

Barbara O'Neil on the loss of her father

Marjorie Pelczar on the loss of her mother-in-law

Jeannie Quinn on the loss of her father

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.

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

Mark Your Calendar

September 13 after school at the Lasting Room. HEA new member welcome social. All members please join.

Honor Banquet May 21, 2014

REP Meetings 3:30 @ HEA
9/12, 10/10, 11/7, 12/12, 1/9,
2/13, 3/13, 4/3, 5/8, 6/5

Interested In Negotiations?

Bernie will be forming our negotiating team for the next contract. Any interested members please contact him at his cell or e-mail.

Please get involved with the HEA.

CONGRATULATIONS IT'S A GIRL Jennifer McCarthy

ITEMS FOR THE NEWSLETTER? SEND THEM DIRECTLY TO JOE CUNHA AT josevcu@gmail.com
REMEMBER TO VISIT US ON LINE haverhill.massteacher.org

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

From The Desk of Treasurer Lisa Begley

This is just a reminder that union dues will not be taken out until our second paycheck. Please check your dues deductions and contact me if there are any mistakes. I can then contact payroll and have all corrections made. Please refer to the chart provided with the corresponding amounts based on part time and full time status. Remember that part time is anything below .5 and full time is anything .5 and above, respectively.

It is also important to know your contract. The pages governing union dues and deductions are as follows:

- Teacher - page 18 – 19, Article V Dues Deductions.
- ESP – page 11, Article XV: Agency Fee
- Clerical – page – 11 Article VIII: Agency Fee

I will be coming around to all schools within the first two months of school to give everyone the opportunity to check their information on the MTA roster. This should be double checked for correct name, address, and work status as well as work location. The following is the tentative schedule for each school. I will ask to be located in the teacher’s room at all schools other than HHS and be there for a minimum of half an hour after your school day. At HHS I am located in room 208.

Haverhill High School - Tuesday September 3 rd	Consentino - Thursday -September 6th
Hunking - Tuesday -September 10 th	Nettle - Thursday- September 12th
Bradford - Tuesday- September 17 th	Whittier - Thursday -September 19th
Golden Hill - Tuesday -September 24 th	St. James- Thursday -September 26th
Pentucket Lake - Tuesday- October 1 st	Tilton - Thursday - October 3rd
Walnut Square - Tuesday -October 8 th	Bartlett - Thursday -October 10th
Crowell - Tuesday -October 15 th	Moody - Thursday -October 17th
Silver Hill - Tuesday -October 22 nd	Greenleaf- Thursday -October 24 th

This is a follow up to last year to make sure that each and every individual within our system has the opportunity to make sure that his or her information is being reported accurately. I can only accomplish this with your help. Also we did not have any cash payers last year however, if anyone wants to choose that option dues must be paid in full before the end of November. Anyone who is not on the MTA roster will need to fill another registration form so I will bring extras with me.

Thank you again for your time and I hope that this extra effort to meet with everyone individually will quickly correct any changes going into the future.

Sincerely,
Lisa Begley

Association Dues 2013-2013 Full-Time and Part-Time

	<u>Local</u>	<u>State</u>	<u>National</u>	<u>Total</u>
Teacher F.T.	\$130.00	\$486.00	\$182.00	\$798.00
Teacher P.T.	65.00	243.00	102.50	410.50
Secretary F.T.	78.66	292.00	110.50	481.16
Secretary P.T.	39.33	146.00	67.00	252.33
ESP F.T.	39.33	146.00	110.50	295.83
ESP P.T.	19.67	73.00	67.00	159.67

Payments may be made through payroll deductions or the total may be paid by check before November 30, 2013. Checks should be made payable to the H.E.A. and mailed to 800 Broadway #3 Haverhill, MA 01832

The 9th annual HEA-R luncheon will be at
One Eleven Village Square
Route 111 East Hampstead NH

All retired members and a guest are invited to join us for a family style turkey dinner which includes: turkey, stuffing, gravy, mashed potato, squash, green beans almandine, cranberry sauce, rolls and butter followed by apple crisp with tea or coffee.

Lunch will be served at **noon** on Tuesday **October 1, 2013.**

Reservations are required and the cost is \$20.00 per person. Checks should be made out to the **HEA** and sent to Fran Rosenau at 159 Little Mill Rd. Sandown NH 03873.

The deadline for reservations is Tuesday, September 24, 2013. A check must be included with all reservations. Seating will be in tables of eight.

If you have any questions, please call Fran Rosenau at (603) 887-5131 or email fsrosenau@mygsc.com.

Member _____

Guest (s) _____

We will be in the function room downstairs, please park in the back. The restaurant is located on Route 111 in the Village Square Plaza in Hampstead, NH (603)329-6879.

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 **Gooserocks Beach** in **Kennebunkport, ME** with dining and shopping just a few miles away. On and off season rates available. Call Kathy 207-967-4246

Place Your Ad Here *****
Send to josevcu@gmail.com

HEA SOCIAL HOUR

*To Welcome Our New Members
And Visit With Current Friends*

Friday Sept. 13, from 2:30 on
The Lasting Room
122 Washington Street

ENJOY FREE APPETIZERS
GREAT CONVERSATIONS