

HEA HOT SHEET

December 2015

- **TEACHERS UNIT RECEIVES RAISES/RETROACTIVE PAY – NEGOTIATIONS CONTINUE FOR SECRETARIAL AND ESP UNITS** – While President Lisa Begley continues to work with the School Committee and Superintendent to ensure that our new contract is printed and distributed without error, teachers have finally seen the 1% increase in salary that was negotiated with the School Committee applied to their paychecks. All teachers should have received back pay retroactive to the first day of school and a 1% increase in their base pay in the last paycheck. This is good news, but there is still significant work to be done to complete the remaining contracts. While Secretarial Representative Patti MacRae reports that the secretarial negotiating team met as recently as December 9th, little progress has been made. Likewise, the ESP negotiations continue. ESP Representative Lois Silva reports that there has been some agreement on language changes other issues regarding compensation remain. It appears the School Committee is reluctant or unwilling to mirror the 4-year arrangement reached with the teachers unit. We must all remember that together we are the HEA. Please reach out to those same community members who supported the teachers unit in their contract fight and ask them to contact the School Committee and urge them to reach a fair contract agreement with both of these units! Secretaries and ESPs with questions should contact Patti MacRae (p.macrae@comcast.net) or Lois Silva (jsilva@gmx.com) directly.
- **2016 SCHOLARSHIP DRIVE UNDERWAY!** – Members have already contributed \$628 to the next HEA Scholarship award. Please send any contributions to HEA Scholarship, 800 Broadway #3, Haverhill, MA 01832. To those who have already contributed, THANK YOU!
- **START TIME GRIEVANCE AWARDS PAID TO AFFECTED MEMBERS** – Those teachers who were required to work an extra 15 minutes of each school day at the Tilton, Pentucket Lake, and Golden Hill schools should have received the arbitration award owed to them in their last paycheck. The award amounts were calculated based on each individual teacher's attendance during the time in which they were required to report to work early at their building. Any teacher who believes they are entitled to such an award but did not receive one or any who believe they received an incorrect award should contact his or her building representative or Lisa Begley as soon as possible.
- **SPECIAL EDUCATION TASK FORCE CONVENES – MEMBERS NEEDED!** – 2ND Vice President Ted Kempinski is in the process of forming a task force to look at issues related to special education in the Haverhill Public Schools. An organizational meeting was held on December 16th at 4pm at the HEA office. This task force is open to all members who work with special education students including special education teachers, integrated/mainstream classroom teachers, ELL teachers, and ESPs. The task force will reconvene in late January at date to be determined during the organizational meeting. That meeting will be announced on our website, Facebook page, and/or by email. Attendance at the organizational meeting on December 16th is not required to join the task force in January as it moves forward to address the needs of Haverhill's special education students and those who service them. Any members with concerns to share or who are interested in participating in this important endeavor are asked to contact Ted Kempinski.
- **KNOW YOUR CONTRACT! – TEACHER EVALUATION LANGUAGE** – Teachers continue to face challenges when dealing with some administrators during the evaluation process. All members should familiarize themselves with the evaluation language as it currently exists on our website (haverhill.massteacher.org). This language will become a part of the new contract once it is merged with the Memorandum of Agreement ratified this fall. Our best defense against abuse and/or misuse of the evaluation system is to adhere to the protocols outlined in the evaluation instrument as agreed upon. Below are some of the highlights:
 - Observations should be followed-up by the Evaluator with a face-to-face meeting with the educator before the observation is signed by the educator or the administrator.
 - Any "Needs Improvement" rating MUST be followed by another observation WITHIN 20 SCHOOL DAYS of at least 30 minutes and a measurable action plan must be developed with the educator designed specifically to improve the area(s) designated.
 - **Any teacher who receives a "Needs Improvement" rating in any area from an announced or unannounced observation is strongly encouraged to contact his or her building representative or the Executive Board immediately.**

Lisa Begley – President (lisa.begley.hea.president@gmail.com);

Ted Kempinski – 1st V.P. (tedkhea@gmail.com); Anthony Parolisi – 2nd V.P. (anthonyparolisi@gmail.com);

Jeff Blaustein – Secretary (jbandkb14@gmail.com); Jill Bouchard – Treasurer (heatreasurer@gmail.com);

Lois Silva – ESP Rep (978-373-0083); Patti Macrae – Secretarial Rep (p.macrae@comcast.net)

General Information/Executive Board – email HavEd@verizon.net or visit haverhill.massteacher.org

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- **GRIEVANCE COMMITTEE UPDATE** – The HEA grievance committee, made up of representatives from the elementary, middle, and high school levels, met on December 9th at the HEA office. During that meeting, 9 potential grievances were considered with 7 approved for filing at level 1 with building principals. 2nd Vice President Ted Kempinski will schedule future meetings as new issues arise and pre-existing grievances proceed along the timelines established by the contract. Any members interested in more information or volunteering to serve on the Grievance Committee should contact Ted Kempinski (tedkhea@gmail.com).
- **MIIA DEPENDENT VERIFICATION** – Members have received notification from HMS, a corporation that is providing auditing services for the Massachusetts Interlocal Insurance Association, of which Haverhill is a member. Members must submit an affidavit confirming eligibility for health insurance benefits and verify the eligibility of any covered spouses and dependents. The deadline, originally December 7th, was extended to December 17th, as explained in a recent email to staff by Superintendent Scully. Members were asked to submit the necessary documents electronically by visiting auditos.com, by fax, or by mail. **Any member who has not yet filed is at risk of losing coverage for themselves or their dependents and should call (866) 224-4745 for assistance as soon as possible.**
- **FINGERPRINTING DEADLINE APPROACHES!** – Any educator who has not yet been fingerprinted must do so before the end of this calendar year. This is state law. Information on where to be fingerprinted can be found by visiting <http://www.identogo.com/FP/Massachusetts.aspx>
- **JANUARY NEWSLETTER SUBMISSIONS REQUESTED** – Email Anthony Parolisi (anthonyparolisi@gmail.com) to contribute (deadline: January 10th).
 - **Looking to buy, sell, or trade?** Trying to unload that unused exercise equipment? Looking to rent out a timeshare or vacation home? Looking for a good deal on hard-to-find items? **Place your ad in the HEA Swap Shop** feature! Free for HEA members!
 - **MEMBER CONTRIBUTIONS WANTED!** Do you have an interesting anecdote or valuable lesson learned from the classroom? Do you have any advice you can share with our members about evaluations, professional development, or best practices with which you've found success? If you have anything you'd like to share with your fellow educators the HEA Newsletter is your forum!
- **NEXT BUILDING REPRESENTATIVES' MEETING – JANUARY 21st, 4PM AT HEA OFFICE**
 - Come to our next representatives' meeting! Each building is entitled to 1 representative for every 10-15 members. Most buildings only have 1 current representative and others have none! We need your voice! **Any members interested in being a building representative should contact Jeff Blaustein (jbandkb14@gmail.com).** If you can't make it to our meetings please forward any issues to your building representatives or the Executive Board.