

Haverhill Education Association News

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Lisa Begley, President - Ted Kempinski, 1st Vice President - Anthony J. Parolisi, 2nd Vice President

Jeff Blaustein, Secretary - Jill Perkins-Bouchard, Treasurer

Lois Silva, ESP Rep. - Patti MacRae, Secretarial Rep. - Linda Kiefer, Office Secretary

MOVE TO GIC OFF TO ROCKY START

Members, as you are aware, the City of Haverhill is joining the state’s Group Insurance Commission program to purchase health insurance for active employees and retirees starting July 1, 2017. When the process first began last fall a Public Employee Committee was formed of all city unions and every effort was made to avoid the switch. Unfortunately, due to a massive projected increase in premiums if we stayed with the Massachusetts Interlocal Insurance Association (MIIA), Mayor Fiorentini was able to make the switch unilaterally in order to trim his municipal budget by about \$3 million in the first year alone. A mitigation plan was negotiated between the PEC and the City and can be found in the contracts section of our web site, haverhill.massteacher.org. The mitigation plan provides funds to reimburse members for certain out-of-pocket expenses, which will increase as a result of this move.

Last month, after Haverhill announced its irrevocable decisions to leave MIIA and join the GIC, the commissioners of the GIC held a preliminary vote to implement plan design changes on all active and retired members, including increases in deductibles and co-pays for office visits as well as prescription drugs. It was at this same time that the commission voted to freeze Haverhill and Hingham, the only two communities joining the GIC on July 1, out of enrollment in the Tufts and Fallon offerings. It was after this decision was made that a public “information session” was held on February 1st at the Boston Public Library. HEA 2nd Vice President Anthony Parolisi attended the meeting and planned to speak against the freeze and the plan design changes, but the meeting was poorly run and he was not able to speak. More information about this meeting, including the letter submitted to the GIC on behalf of Haverhill’s employees and retirees, is available on our web site as well.

Thank you to all who took the time to act and stand up to protect their health benefits and preserve access to the health care plans which were available at the time Haverhill made its decision to join the GIC. While we still await the GIC’s final decision, we know that they received thousands of emails as a result of these proposals – even if they don’t make the right decision, we know we were heard!

The GIC had scheduled its final vote on these items for February 9th and agreed to consider input from both the public comments (those they allowed and had time for) and any emails they received. Due to inclement weather that decision was postponed to February 14th and the results were not available by the time this newsletter was sent for publication. Any update from the GIC after this date will be posted on our web site and on social media.

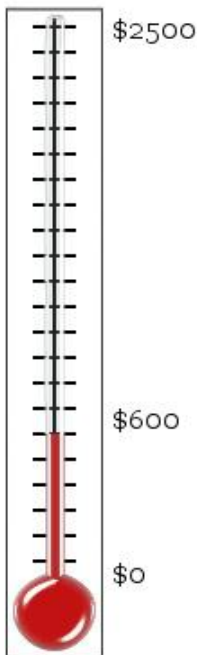
2017 HEA Scholarship Drive

The 2017 HEA Scholarship Drive is underway and we are almost 25% to our goal!

To everyone who has already contributed, THANK YOU! Your donations will help a deserving graduate of Haverhill High School continue his or her education beyond our classrooms and into the future!

Send donations to:
HEA Scholarship
800 Broadway #3
Haverhill, MA 01832

Special thanks to Fran and Ernie Rosenau, whose \$50 donation was made in memory of Margaret Eagar (Nov. 30, 1922 – Jan. 9, 2017).



GIC Health Fair

Friday, April 14th

Northern Essex Community College

David Hartleb Technology Center

11:00am – 4:00 pm

* This is the only GIC-sponsored event currently scheduled for the Haverhill area. We will post additional dates and locations once they are publicly available.

Mayor Fiorentini’s office has pledged to schedule additional information sessions for City of Haverhill employees and retirees. Dates and times will be shared via email, our website, and social media as soon as it is available.

Open Enrollment

Wednesday, April 5 – Wednesday May 3

Notices sent to subscribers’ homes include required documentation for enrollment during this period.

From the Desk of President Lisa Begley

Level III “Turn Around” Grants

The Department of Elementary and Secondary Education (DESE) have contacted both the Tilton School and HHS for a grant opportunity. Here are the basics of what you should know:

- 1.) The HEA has requested all documentation for this grant from Central Office. As of 02/09/2017 I have not received the documentation requested.
- 2.) A labor violation was filed due to the school department attorney, Bill Cox, denying me the information that was requested. The administration has since said that they are willing to share all the information that they have, but that the information is limited. Once I receive the information, I can revisit the labor violation claim. Both principals have been cooperative at the building level to verbally provide answers about details they have access to.
- 3.) The grant requirements call for the following, which raise serious concerns regarding the current contract between the HEA and the Haverhill School Committee:
 - a. Level four-like autonomies and authorities – the principal must negotiate the autonomy to set the schedule/calendar, curriculum, and professional development for the school.
 - b. Increased time for student learning, educator collaboration, and/or professional development must also be included in the turn around plan to be considered for the grant.
- 4.) Meetings were held at both Tilton and HHS to keep the staff informed. We are learning much from Tilton, as their school was the first in the city to be approached for this opportunity. As a result of their experience, we advise anyone at HHS asked to complete a survey for this process to print the survey out and submit it in paper form. The links sent to members via their school email may be used to identify the respondent and we believe it is important for such surveys to be anonymous. Also remember that time should be provided during the school day for staff to complete these surveys.

Changing Schedules Within Schools – Please do not collectively as a school agree to any changes within the daily schedule that you have already been abiding by. An added class, no matter what it is called, is a change in working conditions and must be bargained. I am currently dealing with a couple of schools over this. In the long run it hurts everyone else in the union. We don’t want any individual principal thinking that he or she can negotiate a different set of rules for their schools. We have lost prep times with these changes and as most of you know fighting them takes a lot of time and effort. It is easiest to remind the administration that it is a change in the working conditions and as such must be bargained. The HEA will then take action accordingly.

Nettle Middle School – We have officially filed our request to bargain over changes in the working conditions at Nettle. I have recently received written correspondence from Mr. Corkery regarding several concerns at his school. I will be setting a date to meet with the teachers and staff at Nettle to share the answers that I received and to see if there is agreement to the responses. I did not get a response on how they were going to handle the two new positions that were given to teachers that were never posted. That continues to be looked in to.

Duty Free Lunch – This is your right and it is the law. Please contact the HEA if you are not receiving a 30-minute duty free lunch. **IEP meetings should never be scheduled during your lunch.**

Preparation Periods – You get to decide how to utilize your preparation period for the betterment of the students that you educate. You should have one per day when ever possible. At the high school the administration is conscious of returning any preparation period to any staff member that is asked to attend an emergency meeting etc. Team planning and planning for something that the administration asks you to do is not a preparation period. **IEP meetings should never be scheduled during your prep.**

School Committee Meetings: We need HEA members to attend the school board meetings. A list was given to your building reps earlier in the year identifying the schools and dates that we are hoping to see participation from. Your presence can make a difference. Stay tuned for a request to attend the last school board meeting in March where a committee from the HEA will be presenting on how the budget deficit is not the result of the small raise that the teachers received in this last contract. I am frustrated that the Mayor can say this statement and that no one on the board spoke up on our behalf. If you are would like to volunteer to be a part of this research committee please contact me. We can definitely use more assistance and welcome any assistance help you can give.

Know Your Contract – I remember reading the contract when I was first hired. I learned that I could use my two years in the active military towards my step raise. Many questions that the executive board receives can be answered just by looking at your contract. Please take the time to do so. The benefit will be for all of us.

Silver Hill Horace Mann Charter – I have submitted a request for legal opinion on who gets to vote on the charter renewal for Silver Hill. I will be reporting to members of at Silver Hill first and then putting the results to the rest of our members shortly.

ESPs to Get Substitute Pay for Covering Six Class Periods – The new form has been approved and provided to each school. More specifics as to what constitutes a class will be coming forward so that each school is utilizing the form in the same manner. Remember that the ESPs need to complete this form and their principals need to sign off that the six periods were completed. This form is only when ESPs are combining different class periods on different days to equal six classes. If the ESP was substituting for the entire day this form would not be used.

2017 February Vacation Week Professional Development and Training Opportunities – Please join us for several great learning opportunities during February vacation week, February 21-24. The MTA are offering a variety of workshops for all members, including ESPs, Higher Education, new and veteran K-12 members and local association leadership. Workshops include: Presenter Bootcamp, Financial and Membership Management, Professional License Renewal, and workshops specifically designed for ESPs and new members! To register please visit http://massteacher.org/news/conferences/february_vacation.aspx

Secretarial Contract Amended Three Times: The district’s legal council did not present the secretarial contract to the School Committee using the same language that the HEA believed was agreed upon. A second vote was then necessary. The School Committee then agreed to the same language, however, with one small change. This change would be that the secretaries that are currently on the last step would need to wait until July to receive their increase for this year. Because this was, again, changed from the way the contract was presented to the secretaries, yet another vote became necessary. The Secretarial Unit approved this change on February 8th. The new secretarial contract expires on June 30th. Any unit members interested in serving on the Negotiation Committee should contact Secretarial Unit Representative Patti MacRae.

Special Ed Task Force Update – The Special Education Task Force, which includes representation from each school level, met with the administration to discuss concerns and changes within their duties during the school day. I have been told that the initial meetings have been positive and productive and several issues are currently being worked out. Although these meetings may not resolve all the issues that were identified, they are a good start and we will move as far forward as we are able to with the administration. If and when there are issues that we strongly feel can’t be resolved to our satisfaction next steps will be looked at. Members with any questions or issues they believe should be addressed by the Special Education Task Force should contact 1st Vice President Ted Kempinski.

MTA ESP Conference – An email was sent to all members announcing that the HEA would reimburse five ESPs up to \$75 to attend the upcoming MTA ESP Conference. The five individuals have been notified of their selection. This is the first time that the HEA is assisting ESPs who wish to attend the conference. We also gave five new teachers and opportunity to attend the new teachers’ event. It pays to read the messages we send out!

MTA Bargaining Summit – President Lisa Begley, Senate District Leader Sarah Emilio, and Rosaline Anavisca attended. We plan to host a training at our HEA office for any member that may be interested in serving on a bargaining team in the future. We currently need to begin the process of bargaining for both our ESP contract and our secretarial contract. Please contact Lisa Begley if you would like to participate in this opportunity.

STAY INFORMED!

If you haven’t been receiving email updates from the HEA we may not have the correct contact information for you. To update your information and receive these valuable messages, send us an email from your private account to haved@verizon.net (subject: ADD ME TO THE MAILING LIST).

HEA SWAP SHOP

*Have something to rent, sell, or trade?
Contact Anthony Parolisi
(anthonyparolisi@gmail.com) for
inclusion in the next edition of the HEA
Newsletter.*

Building Representatives

- **Bartlett – NOMINEE NEEDED**
- **Bradford** – Dan Cerat
- **Consentino – NOMINEE NEEDED**
- **Crowell – NOMINEE NEEDED**
- **Golden Hill** – Deb Russell
- **Greenleaf – NOMINEE NEEDED**
- **HHS** – Nancy Burke, Sarah Emilio, Andrea Laws, & Deb Tilly
- **Hunking** – Kelly Fairbrother

- **Moody – NOMINEE NEEDED**
- **Nettle** – Michelle Joubert
- **Pentucket Lake** – Lauren Camire, Sara Parent
- **St. James** – Paul Bourque
- **Silver Hill Horace Mann** – Lori Caron, Melissa Moreau, & Meghan O’Neil Bedow, Leslye Zylkuski
- **Tilton** – Nicole Sanchez
- **Walnut Square – NOMINEE NEEDED**
- **Whittier** – Lauren Sanguedolce

Building Representatives are a crucial element to making the Haverhill Education Association work for our members. Any active member of the Clerical, ESP, or Teacher units may represent his or her building at our monthly meetings. *To serve, please contact HEA Secretary Jeff Blaustein by calling (978) 289-2796 or via email to jbandkb14@gmail.com (subject: Building Representative).*

2016-2017 Building Representative Meetings

- September 29th
- October 20th
- November 17th
- December 15th
- January 26th

- February 16th
- March 16th
- April 27th
- May 11th
- June 15th

*Building Rep. meetings are held at 4:00 in the HEA office.

Upcoming Events

HEA Honors Banquet and 2016 Scholarship Presentation Featuring MTA President Barabara Madeloni as Keynote Speaker!

Wednesday, May 17, 2017 – DiBurro’s

Join us as we present the annual HEA Scholarship, honor this year’s retirees and 20-year veterans, and celebrate the coming end of another school year. Dinner, music, door prizes and more!

Condolences

Wishes of comfort and peace are extended to:

- *Dan Cerat for the loss of his grandmother.*
- *Deb Garvey for the loss of her mother-in-law.*
- *Sue Finn for the loss of her mother.*
- *Stephanie Croston for the loss of her mother.*
- *The Family of Margaret Eager, who recently passed away.*
- *Bob and Sue Brandon for the loss of Bob’s father.*

- The Teacher Contract**
- The ESP Contract**
- The Clerical Contract**
- The Evaluation System Language**
- Past Newsletters**
- Links to Benefits**
- The HEA Bylaws**

ALL THIS AND MORE ARE ON OUR WEB SITE

haverhill.massteacher.org

We want to hear from you!

Share articles, tips, photos, advice from the classroom,
and more on Facebook (@HaverhillTeachers) and
Twitter (@HaverhillEd)

Congratulations!

- *To Janelle Oullet on the birth of her son!*

Executive Board Contact Information

President Lisa Begley: 603-303-7778 / lisa.begley.hea.president@gmail.com
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