

January, 2015

# Haverhill Education Association News

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Joseph V. Cunha, President – Ted Kempinski, 1<sup>st</sup> Vice President – Anthony J. Parolisi, 2<sup>nd</sup> Vice President  
John Craven, Secretary – Lisa Begley, Treasurer  
Lois Silva, ESP Rep. – Patti MacRae, Secretarial Rep. – Linda Kiefer, Office Secretary

## FROM THE DESK OF TED KEMPINSKI

Here is the current status of the Haverhill public school teacher contract negotiations. We met with the School Committee before holiday break where we presented the last of our important proposals to School Committee. We await their official responses. In September, we received some School Committee proposals and they have committed to present their remaining proposals at our January meeting. There have been preliminary discussions of wage increases but no formal counter proposals have been presented.

The teacher team assessed overall negotiations progress to this point and is resolute in the following suppositions. Attendance and scheduling of negotiations sessions for the School Committee's negotiations team is problematic. The School Committee members' attendance fluctuates and they have canceled two negotiations sessions since September. The pace of response by the School Committee to our proposals has been quite slow with little to act on. The teacher negotiations team is frustrated and disparaged.

Therefore, the negotiations team is taking the following actions:

- Calling for an all-member meeting to present our contract proposals and review negotiations to this point.
- Developing an action team to support negotiations. The action team will engage our members and supporters in efforts for a proper contract.
- Requesting that all members discuss the current contract negotiations and support each other.

The last action is the most important. Your determination and dedication to overcome the daily struggles of teaching and raise our students up is the engine that powers Haverhill forward. It is clear to the HEA negotiation team that no strategy, one-upmanship, or fancy rhetoric by the team will overcome the inertia of Haverhill's legacy of low property taxes. The reality is, when compared to school districts that have the same pupil population or larger, Haverhill spends the least per student . . . in the state. To change this, it falls to us to educate the Haverhill community and its elected leaders that increases in educational funding are necessary. Student success is led by professional and experienced teachers. The engine that powers Haverhill forward is its schools, which are only as good as its teachers.

*Ted*

## YOUR VOICES HEARD!

### DESE SCRAPS PROPOSALS AS TEACHERS PLEDGE TO BE HEARD AT "TOWN HALL" MEETINGS

In the last edition, the front page of the HEA News announced a call to action. State education officials were set to submit a proposal to the State House that would have tied teacher licensure to evaluations as well as student performance and feedback. Angered and frustrated, teachers across the state phoned, wrote, and emailed their objections to the DESE and Commissioner Mitchell Chester. They pledged to attend what were laughably described as "Town Hall" meetings, offering to share rides and promising to have their voices heard. Within days, DESE was feeling the pressure and began to backpedal. At first, they decided to rescind the proposals, but still planned to hold the meetings in search of educator feedback regarding licensure and evaluation. Then, realizing that educators still planned to attend these meetings and be heard, DESE decided to cancel them altogether. Teachers in Massachusetts and all across the country should take two very important lessons with them into 2015:

#### • COORDINATED ACTION WORKS

Within days of the MTA announcing its action and reaching out to its members for support, DESE had rescinded its proposals and ultimately canceled the Town Hall meetings. We have shown that together we can affect change by uniting under a common cause. This is important on the local level, as we continue to negotiate a new contract with the School Committee. **The HEA is forming an Action Team right now to assist with this goal.** To participate, contact your building rep. or Ted Kempinski ([TedKHEA@gmail.com](mailto:TedKHEA@gmail.com)) for more information.

#### • THE FIGHT TO PROTECT TEACHER RIGHTS CONTINUES

DESE has pledged to continue working on changes to the current licensure system. By cancelling the Town Hall meetings, DESE made it clear that it does not really want teacher input during this process. If they were sincere in their desire for educator feedback, the meetings would have been held as planned, affording them the opportunity to hear from hundreds, if not thousands of us at once. Instead, they hope that you will forget exactly what it is they are trying to do before they submit their next set of proposals. Don't let them succeed!

As we celebrate the arrival of the New Year, we also await DESE's newest scheme. So we can get you the information you need, please verify your contact information with your building rep. They are your first and most important source of information. Also, be sure to visit the new and improved HEA website ([haverhill.massteacher.org](http://haverhill.massteacher.org)) and Facebook page ([facebook.com/HaverhillTeachers](https://facebook.com/HaverhillTeachers)) for breaking news and important information and make sure you are receiving HEA emails by contacting [HavEd@verizon.net](mailto:HavEd@verizon.net)

# Bylaw Changes Proposed – Vote to be Held February 5<sup>th</sup>

Proposed Changes to HEA Bylaws Submitted December 11, 2014, By Joseph Cunha

Date of Votes: February 5, 2015, 4:00 pm

Type of Meeting: Representative Meeting

Eligible Voters: HEA Representatives and Executive Board Members

Building Representatives shall meet with and poll members for their directive on how to vote on the 2 proposed changes. Each will be voted on separately.

Proposed new language is **bold, italic and underlined**. Present language is ~~strike through~~.

Change #1

## Section 2. Duties

d. The Board of Directors shall determine the changes in compensation of the officers of the Association (~~→~~) **every January of each odd-numbered year.**

Beginning July 1, 2015

- (1) The compensation of the president will be **\$18,170.00.** ~~25% of the maximum salary paid a teacher on Master's plus 60.~~
- (2) The compensation of each vice-president will be **\$9085.00.** ~~12% of the maximum salary paid a teacher on Master's plus 60.~~
- (3) The compensation of the treasurer will be **\$9085.00.** ~~12% of the maximum salary paid a teacher on the Master's plus 60.~~
- (4) The compensation of the secretary will be **\$9085.00.** ~~12% of the maximum salary paid a teacher on the Master's plus 60.~~
- (5) The compensation for the Secretarial Unit representative elected to serve on the Executive Committee will be **\$3030.00.** ~~3% of the maximum salary paid a teacher on a Master's plus 60.~~
- (6) The compensation for the ESP Unit representative elected to serve on the Executive Committee will be **\$3030.00.** ~~3% of the maximum salary paid a teacher on a Master's plus 60.~~

**PROPOSED RESULT SUMMARY** – President \$18,922.25 to \$18,170.00, 1<sup>st</sup> V.P., 2<sup>nd</sup> V.P., and Treasurer \$9,082.68 to \$9,085.00, ESP Representative \$3,027.56 to \$3,030.00, Secretarial Representative \$2,270.67 to \$3,030.00.

**BUDGETARY EFFECT** – The proposed changes result in a net increase of \$16.48

## **RATIONALE** –

1. The proposed compensation changes are intended to realign compensation, stop the automatic growth in the HEA budget and the subsequent need to increase dues.
2. The proposed Secretarial Representative increase recognizes that the Secretarial Representative defends members in highly sensitive, multi-faceted positions and must be versed in both the contract and civil service regulations. The increase in the Secretarial Unit representative's compensation is offset by a decrease to the President's compensation.

Change #2

## **Remove sub-section b. from Section 5. Elections**

a. ~~Newly elected members of the Exexecutive Committee shall be compensated during the transition period.~~

- (1) ~~The compensation of the in incoming president will be 2% of the maximum salary paid a teacher on Master's plus 60.~~
- (2) ~~The compensation of the incoming vice presidents, secretary, and treasurer will be 1% of the maximum salary paid a teacher on Master's plus 60.~~
- (3) ~~The compensation of the secretarial unit representative and the ESP unit representative will be .5% of the maximum paid a teacher on Master's plus 60.~~

**PROPOSED RESULT SUMMARY** – Incoming officers will no longer be paid prior to the start of their term.

**BUDGETARY EFFECT** – The proposed change results in a variable decrease dependent on elections.

## **RATIONALE**

1. A member runs for office from a strong sense of commitment and learning the responsibilities is part of that commitment.
2. Much training comes from the MTA once in office.

## Congratulations!

The HEA extends its warmest congratulations to:

- Richard Rittenour for the birth of a baby girl.

## Condolences

*Wishes of comfort and peace are extended to:*

- *Michelle Wickwire for the loss of her father.*
- *Susan Barnaby Gallagher for the loss of her husband.*
- *Mary Beth Soterion for the loss of her sister.*
- *Kristen Grenier and Melissa Burns for the loss of their father.*
- *Mary Fournier for the loss of her father-in-law*
- *Maureen Early for the loss of her brother.*

## HEA SWAP SHOP

- Family vacation condo for rent, located in the beautiful White Mountain, NH area. Close to skiing, shopping and amazing mountain scenery. Sleeps six comfortably. The location is quiet and very convenient to North Conway. Only \$100/night! Contact Rosemary Young at 978-729-1760 or [rsmyoung@comcast.net](mailto:rsmyoung@comcast.net)

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

## SEI Endorsement MTEL

NOW AVAILABLE (NO RETELL!!!)

Preparation materials may be found on the web @ [www.mtel.nesinc.com/MA\\_PM.asp?t=56](http://www.mtel.nesinc.com/MA_PM.asp?t=56)

## LIKE US ON FACEBOOK!

The Haverhill Education Association is now on Facebook. Find us on your computer or mobile device at



[www.facebook.com/HaverhillTeachers](http://www.facebook.com/HaverhillTeachers)

### STAY INFORMED!

Don't be left out! Confirm your contact information with your building representative today or send an email from your private account to [HavEd@verizon.net](mailto:HavEd@verizon.net) (subject: ADD ME TO THE MAILING LIST).

### Retiring?

Margaret Pfifferling can help research past Haverhill employment for retirement buy back. Contact Margaret @ 978-372-9958 for information.

The HEA may also host MTA Retirement information sessions at our office with enough interest. Contact your building rep or email [HavEd@verizon.net](mailto:HavEd@verizon.net) for more information.

### Work in More Than One Building?

This year's travel reimbursement rate is \$0.56/mile

### Need to Take a Personal Day?

Because the current contract was negotiated before the K-8 switch to trimesters, the restriction on personal days (1 per term) remains unchanged. Teachers may use no more than one personal day *per quarter* without a waiver from the Superintendent, even in buildings using trimesters.

## Building Representatives

<ul style="list-style-type: none"> <li>• <b>Bartlett – Volunteer Needed</b></li> <li>• <b>Bradford</b> – Dan Cerat, Lindsey Flores</li> <li>• <b>Consentino</b> – Christina Adams</li> <li>• <b>Crowell</b> – Noula Thibault</li> <li>• <b>Golden Hill</b> – Deborah Russell</li> <li>• <b>Greenleaf</b> – Kerri Brown, Cheryl Kozlowski (A)</li> <li>• <b>HHS</b> – Zachary Eldridge, Sarah Emilio, Tom Jordan</li> <li>• <b>Hunking</b> – Kelly Fairbrother</li> <li>• <b>Moody</b> – Bernadette Roy (A) – Alternate</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Nettle</b> – Geraldine Desjardins, Michelle Moulton, Jill Perkins-Bouchard</li> <li>• <b>Pentucket Lake</b> – Lauren Camire, Jennifer Roberts</li> <li>• <b>St. James</b> – Jay Comeau, Neil Wilkens (A)</li> <li>• <b>Silver Hill Horace Mann</b> – Lori Caron, Melissa Moreau, Meghan O’Neil</li> <li>• <b>Tilton</b> – Janet Starble, Erin Barnard (A)</li> <li>• <b>Walnut Square – Volunteer Needed</b></li> <li>• <b>Whittier</b> – Jeff Blaustein (A) – Alternate</li> </ul>
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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. *If you teach at Bartlett or Walnut Square School and are interested in helping keep your colleagues up-to-date with the most recent news regarding contract negotiations, grievances, potential actions, and anything else affecting Haverhill’s teachers, please contact HEA Secretary John Craven by calling (978) 866-2929 or via email to jcraven1949@gmail.com (subject: Building Representative)*

### 2014-2015 Building Representative Meetings

September 11 <sup>th</sup>	February 5 <sup>th</sup>
October 9 <sup>th</sup>	March 12 <sup>th</sup>
November 13 <sup>th</sup>	April 9 <sup>th</sup>
December 11 <sup>th</sup>	May 14 <sup>th</sup>
January 8 <sup>th</sup>	June 11 <sup>th</sup>

\*Building Rep. meetings are held at 3:30 in the HEA office.

### Upcoming Events

- **HEA Honors Banquet** – Wednesday, May 20, 2015 @ DiBurro’s. Honor this year’s retirees and 20-year veterans and celebrate the coming end of another school year. Dinner, music, door prizes and more!

<u>2014-2015 Association Dues</u>	<u>Local</u>	<u>State</u>	<u>National</u>	<u>Total</u>
Teacher (FT)	\$150	\$489	\$183	\$822
Teacher (PT)	\$75	\$244	\$103	\$422
Secretary (FT)	\$83.66	\$294	\$110.50	\$488.16
Secretary (PT)	\$41.83	\$147	\$67	\$255.83
ESP (FT)	\$41	\$147	\$110.50	\$298.50
ESP (PT)	\$20.50	\$73.50	\$67	\$161

For membership information, including questions about payroll deductions, contact HEA Treasurer Lisa Begley (lisa.begley7@gmail.com).

### **SCHOLARSHIP UPDATE**

The 2015 HEA Scholarship Drive is off to a great start! So far, Haverhill’s educators have raised \$1350 to award to this year’s deserving applicant, but there’s still plenty more we can do! Below are the contributions to date by building. How is yours doing? If you haven’t contributed yet, or have ideas on how you can help, contact your building rep. or Anthony Parolisi (anthonyparolisi@gmail.com) for details! If all 1250 subscribers of the HEA Newsletter contributed just \$5 we’d raise over \$6000 in no time!

**Retirees: \$530 – Bradford El.: \$225 – Consentino: \$195  
Greenleaf: \$85 – Whittier: \$65 – Nettle: \$60 – HHS: \$20  
Walnut Sq.: \$20 – Golden Hill: \$15 – Pen. Lake: \$10  
Silver Hill: \$10 – Multiple Buildings/Anonymous: \$115**

Clip and save this section in your wallet for easy reference!

### Executive Board Contact Information

**President Joe Cunha:** 603-512-5162 / josevcu@gmail.com  
**1<sup>st</sup> V.P. Ted Kempinski** (grievances/contract violations/negotiations): 978-837-2080 / tedkhea@gmail.com  
**2<sup>nd</sup> V.P Anthony Parolisi** (newsletter, scholarship, web site): 978-914-3146 / anthonyparolisi@gmail.com  
**Secretary John Craven:** 978-866-2925 / jcraven1949@comcast.net  
**Treasurer Lisa Begley:** 603-303-3155 / lisa.begley7@gmail.com  
**ESP Unit Representative Lois Silva:** 978-373-0083  
**Secretarial Unit Representative Patti MacRae:** 978-478-7065 / p.macrae@comcast.net  
**Got a general question? Not sure who to ask? Email: HavEd@verizon.net**