

# Haverhill Education Association News

800 Broadway #3, Haverhill, MA 01832

haverhill.massteacher.org

(978) 372-7079

facebook.com/HaverhillTeachers

HavEd@verizon.net

Lisa Begley, President – Ted Kempinski, 1<sup>st</sup> Vice President – Anthony J. Parolisi, 2<sup>nd</sup> Vice President

Jeff Blaustein, Secretary – Jill Perkins-Bouchard, Treasurer

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

## **WELCOME BACK! from Lisa Begley**

Dear Colleagues,

I hope that the summer has been a time to enjoy your families and friends. If only that were the main agenda on your schedule during this short-lived break! Although this is what many picture as our daily summer activities, we know the reality is quite different. Many of you have made trips into your classrooms to clean, decorate, and get a jump-start on the first day of school. Some of you have had to move from one building to another with a year's worth of supplies that you have purchased with your own funds. Others would have loved to go into their classrooms early however, with the myriad of summer programs taking place, your rooms had been occupied with children working hard to retain and gain knowledge for the new school year.

I know that many of you have been working diligently towards your professional development through educational programs to conferences and even on assisting the school district through DDMs, updating curriculum maps, and learning new curriculum that the schools have purchased. The efforts that you put towards your own learning and development are truly noteworthy! With all of your hard work it is hard to understand why we will be starting our second year without a contract. Why are we being asked to continue to do more with less, while at the same time suggesting we need to work longer, and have less money for supplies? The whole thing just confounds me!

This has been my first experience on the negotiations committee and I am saddened that we are so far apart from the School Committee in what both sides deem "fair." On the positive side, there are individuals on the other side of the negotiations desk that are willing to listen to what we have to say. On the negative side, it is not everyone. We will continue to work hard towards a fair contract. The chair of the negotiations committee, Ted Kempinski, will continue to keep everyone informed of this process.

*Remember that your contract can be your friend. Become familiar with your contract and, if you need assistance, seek out your building representative to our union. They are there to assist you as well as bringing your concerns to the executive board.*

**Last year we won two major grievances:**

1. We won the grievance regarding start time in arbitration. The teachers affected at Golden Hill, Pentucket Lake, and Tilton Elementary Schools will be monetarily compensated by the School Committee for the additional time that they were required to teach. We will notify the members when a date has been set for the distribution of this payment.

**Bottom line: "Teacher start time" and "student start time" are for the arrival of teachers and students respectively, not the start of instruction.**

2. The School Committee voted to accept the grievance filed relative to the equitable distribution of duty periods. According to the decision, "PLC meetings, which both parties support, are meetings voluntarily attended by staff. Principals may schedule the meetings as they determine, however, they should be mindful that staff should not be exempted from fulfilling their contractual duty assignments in order to attend PLC meetings."

**Bottom line: Teachers may volunteer to attend PLC meetings, whenever scheduled, if they so choose. PLC meetings are not duties and cannot be assigned as such. All duties should be equitably distributed and rotating according to Articles X (Non-Teaching Duties) and XXII (Teacher Work Day) of the Collective Bargaining Agreement.**

Although it is our goal to work with the administration to solve issues/violations to the contract it is important to know that the union has a process for taking further steps to settle any disagreement. We have a grievance committee in place that will hear the situation and make a determination of moving issues to the next level. Remember also that many principals are willing to listen to what you have to say and often are not purposely trying to make your life more difficult, although sometimes they need reminders. All issues should be approached in a respectful and professional manner. We are here to speak up for you when you do not feel comfortable taking action by yourself or when such action has failed. (Continued on p. 2)

**Welcome Back (continued from p. 1)**

We hope that you will keep in contact with the latest and greatest events that the HEA are up to. We are trying to improve on our digital communication; as such we will be cutting down to only one printed newsletter each quarter. All other correspondence will be going on our Facebook page: (facebook.com/HaverhillTeachers) and our web site (haverhill.massteacher.org). You should be checking both of these resources often for the most up-to-date information available. We will also be having some additional training and utilizing the MTA to give you all the resources they can to help you in your schools. These events and dates will be posted online with all other future happenings. Remember that these trainings are to provide you with the tools and resources to be able to advocate for ourselves, which will move us to become a stronger union. The union is not just about what it can do for you but you need to think in terms of what you can do for the union to help become an advocate for education within our own communities, state and country.

I hope to see many of you at the Lasting Room for our annual HEA Social on Friday, September 11<sup>th</sup> at 4:00 pm (or earlier – depending on which grade you teach!). We are also planning other events to welcome new members to Haverhill, including one on 23 September at 4pm at the HEA office located at 800 Broadway, Haverhill on the basement floor to the back of the building. (New members to include Teachers with less than three years teaching experience and new ESP’s and secretaries that have never been a member of the MTA prior to this year.)

Remember that together we can make a difference; alone we are not often heard!

Sincerely,

*Lisa Begley*

*President, Haverhill Education Association*

[lisa.begley.hea.president@gmail.com](mailto:lisa.begley.hea.president@gmail.com)

**DID YOU KNOW?**

The Sheltered English Immersion (SEI) MTEL is now available!  
 Earn your SEI endorsement without RETELL!  
 Preparation materials may be found on the web @  
[http://www.mtel.nesinc.com/MA\\_PM.asp?t=56](http://www.mtel.nesinc.com/MA_PM.asp?t=56)

**Know Your Contract! – Evaluation Timelines**

<b>Educators Without PTS or on 1-Year Plan/Year 1 of 2-year Cycle</b>	
<i>*dates in italics are provided as guidance</i>	
Action	Completed By
Superintendent, principal, or designee meets with evaluators and educators to explain evaluation process.	<i>*September 15</i>
Evaluator meets with first-year educators to assist in self-assessment and goal setting process. Educator submits self-assessment and proposed goals.	<b>October 1</b>
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).	<b>October 15</b>
Evaluator completes Educator Plans	<b>November 1</b>
Evaluator should complete first observation of each Educator.	<b>November 15</b>
Educator submits evidence on parent outreach, professional growth, progress on goals (and other standards, if desired). <i>** or four weeks before Formative Assessment Report date established by Evaluator.</i>	<i>**January 5</i>
Evaluator should complete mid-cycle Formative Assessment Reports for Educators on one-year Educator Plans.	<i>February 1</i>
Evaluator holds Formative Assessment Meetings if requested by either Evaluator or Educator.	<i>February 15</i>
Educator submits evidence on parent outreach, professional growth, progress on goals (and other standards, if desired). <i>*** or 4 weeks prior to Summative Evaluation Report date established by Evaluator.</i>	<i>***April 15</i>
Evaluator completes Summative Evaluation Report.	<b>May 15</b>

Evaluator meets with Educators whose overall Summative Evaluation ratings are Needs Improvement or Unsatisfactory.	<b>June 1</b>
Evaluator meets with Educators whose ratings are proficient or exemplary at request of Evaluator or Educator.	<b>June 10</b>
Educator signs Summative Evaluation Report and adds response, if any within 5 school days of receipt.	<b>June 15</b>
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<b>Educators With PTS on 2-Year Plan</b>	
Action	Completed By
Evaluator completes unannounced observation(s).	<b>Anytime during the 2-year cycle.</b>
Evaluator completes Formative Evaluation Report.	<i>June 1 of Year 1</i>
Evaluator conducts Formative Evaluation Meeting, if any.	<i>June 1 of Year 1</i>
Evaluator completes Summative Evaluation Report.	<b>May 15 of Year 2</b>
Evaluator conducts Summative Evaluation Meeting, if any.	<b>June 10 of Year 2</b>
Evaluator and Educator sign Summative Evaluation Report.	<b>June 15 of Year 2</b>

All members should remember some important points in regards to evaluations. At a minimum, you should:

- Keep a log of each Evaluator visit/observation and its duration
- Make sure Evaluators follow the timeline
- Check for evidence to support any negative feedback

Report any discrepancies to your building rep or Ted Kempinski. Please read the evaluation language and your contract carefully. Links to both are available on our web site at [haverhill.massteacher.org](http://haverhill.massteacher.org).

<b>2015-2016 Dues</b>	<b>Local</b>	<b>State</b>	<b>National</b>	<b>Total</b>
Teacher (Full-time)	\$151.50	\$489	\$185	<b>\$825.50</b>
Teacher (Part-time)	\$75.75	\$244.50	\$104	<b>\$424.50</b>
Secretary (Full-time)	\$84.16	\$294	\$111.50	<b>\$489.66</b>
Secretary (Part-time)	\$42.08	\$147	\$67.50	<b>\$256.58</b>
ESP (Full-time)	\$41.25	\$147	\$111.50	<b>\$299.75</b>
ESP (Part-time)	\$20.63	\$73.50	\$67.50	<b>\$161.63</b>

**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](mailto:haved@verizon.net) (subject: ADD ME TO THE MAILING LIST).

**RETIRING?**

Contact Margaret Pffiferling @ 978-327-9958 for information.

**Work in more than one building?**

This year's travel reimbursement rate is \$0.575/mile

**NEGOTIATIONS UPDATE**

Members,

As of our July meeting there is movement to reach final offers from both parties. Both sides have agreed to bring the best and final offers to the September meeting. The areas of tension are increase in salary and significant language concerns.

The current monetary offer from School Committee is 0% for 2014-2015, 1% for 2015-2016, and 1.5% 2016-2017. Generally speaking, the School Committee is reluctant to increase its monetary offer. They stand firm on a zero percent increase for last year because no money was budgeted for that increase nor is there any plan for there to be in the future. As for the 2015-2016 school year the School Committee indicates there is room in the budget for a one percent increase and that is all. Currently, in the final year of the contract they have offered a one and a half percent increase. This appears to be the only year that they might increase but they are hesitant to do so because they are unable to anticipate other increases. The HEA negotiation team's current monetary offer is 0% for 2014-2015, 2.5% for 2015-2016, and 2.5% for 2016-2017. The team is firm in this offer because of the zero percent offered by School Committee for the first year of the contract.

The second area of contention is language. Major concerns exist about The School Committee asking for changes to preparation period language, an earlier start of the school day, and creating teacher-directed tutoring periods at the high school. The HEA negotiation team continues to explain that a contract that includes any of these changes is unacceptable. These areas either increase the instructional school day without further compensation or give away control of vital educational preparation time.

If we are unable to come to an agreement it appears that non-binding arbitration is the next step. The HEA Negotiation Committee will bring new information to you as soon as it becomes available.

Many thanks for your time and support,

Ted Kempinski, 1<sup>st</sup> Vice President, Negotiations Committee Chair

**KNOW YOUR WEINGARTEN RIGHTS**

You have the right to union representation during investigatory interviews. According to the Supreme Court in *NLRB v. J. Weingarten, Inc.*:

- 1) The employee must make a clear request for union representation before OR during the interview. The employee can not be punished for making this request.
- 2) After the employee makes the request, the employer must choose from among three options.
  - a. grant the request and delay questioning until the union representative arrives and has a chance to consult privately with the employee
  - b. deny the request and end the interview immediately
  - c. give the employee a choice between having the interview without representation or ending the interview (you should never choose this option!)
- 3) If the employer denies the request for union representation and continues to ask questions, it commits an unfair labor practice and the employee has a right to refuse to answer. The employer may not discipline the employee for such a refusal.

When being interviewed by administration, if you feel the discussion could in anyway lead to disciplinary action invoke your Weingarten Rights by saying, **"If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative, officer, or steward be present at this meeting."** *Clip and keep this Weingarten Card handy – you never know when you might need it!*

## Building Representatives

- **Bartlett – Volunteer Needed**
- **Bradford** – Dan Cerat, Lindsey Flores
- **Consentino – Volunteer Needed**
- **Crowell** – Bernadette Roy
- **Golden Hill** – Deborah Russell
- **Greenleaf** – Cheryl Kozlowski
- **HHS** – Zachary Eldridge, Tom Jordan
- **Hunking** – Kelly Fairbrother

- **Moody** – Carol Lutes
- **Nettle** – Beth Buschini
- **Pentucket Lake** – Lauren Camire, Jennifer Roberts
- **St. James** – Jay Comeau, Neil Wilkens
- **Silver Hill Horace Mann** – Melissa Moreau
- **Tilton** – Jody Plourde
- **Walnut Square – Volunteer Needed**
- **Whittier – Volunteer Needed**

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, Consentino, Walnut Square, or Whittier 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 Jeff Blaustein by calling (978) 289-2796 or via email to jbandkb14@gmail.com (subject: Building Representative).*

### 2015-2016 Building Representative Meetings

September 24<sup>th</sup>  
 October 22<sup>nd</sup>  
 November 19<sup>th</sup>  
 December 10<sup>th</sup>  
 January 21<sup>st</sup>

February 25<sup>th</sup>  
 March 24<sup>th</sup>  
 April 14<sup>th</sup>  
 May 26<sup>th</sup>  
 June 9<sup>th</sup>

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

### Upcoming Events

- **HEA Welcome Back Social** – Friday, September 11<sup>th</sup>, 4pm @ **The Lasting Room**. Come join your colleagues across the district for good food and good cheer!
- **HEA New Teacher Meeting** – Wednesday, September 23<sup>rd</sup>, 4pm @ **HEA office**. Are you a new teacher in your first three years on the job? Come meet with other new teachers and the HEA E-board to get to know one another and get valuable information from HEA and MTA leaders. Food and refreshments will be provided!
- **11<sup>th</sup> Annual HEA-R Retiree Luncheon** - Wednesday, October 14, 12pm @ **Jocelyn’s Mediterranean Restaurant**, 355 S. Broadway, Salem, NH 03873. \$21/person. *For more information contact Fran Rosenau by calling (603) 887-5131 or via email to frosenau@mygsc.com*
- **HEA Honors Banquet** – Wednesday, May 18, 2016 @ **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! Great fun and a good time had by all!

### Executive Board Contact Information

**President Lisa Begley:** 603-303-7778 / lisa.begley.hea.president@gmail.com  
**1<sup>st</sup> V.P. Ted Kempinski** (grievances/contract violations): 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 Jeff Blaustein** (elections, bylaws, email list): 978-289-2796 / jbandkb14@gmail.com  
**Treasurer Jill Perkins-Bouchard:** (finances, membership/dues) 978-914-2930 / heatreasurer@gmail.com  
**ESP Unit Rep. Lois Silva:** 978-373-0083  
**Secretarial Unit Rep. Patti MacRae:** 978-478-7065 / p.macrae@comcast.net

**Have a general question? Not sure who to ask? Email: HavEd@verizon.net**

\*Congratulations & Condolences will return with our next issue. If you have any news from this past summer that should be included please forward to anthonyparolisi@gmail.com

### **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)  
 Be sure to visit our website as well at [haverhill.massteacher.org](http://haverhill.massteacher.org)

