

Haverhill Education Association News

800 Broadway #3, Haverhill, MA 01832
Telephone: (978) 372-7079

haverhill.massteacher.org
Email: HavEd@verizon.net

Like us on Facebook (@HaverhillTeachers) and Follow us on Twitter (@HaverhillEd)
Lisa Begley, President – Ted Kempinski, 1st V.P. – Anthony J. Parolisi 2nd V.P. – Jeff Blaustein, Secretary
Jill Perkins-Bouchard, Treasurer – Lois Silva, ESP Rep. – Patti MacRae, Secretarial Rep. – Linda Kiefer, Office Secretary

Welcome Back!

~ President Lisa Begley

I hope that everyone was able to have a restful and productive summer. It is through reflection that we can bring the best version of ourselves to the 2017-2018 school year. I hope each of you were able to take the time you needed to reflect and prepare yourself for a fulfilling and successful school year as we return to our classrooms this week.

It is a goal of mine to have HEA representatives at each school this year. Under our bylaws, each building is allowed one representative for every 15 to 25 members. That means that many schools qualify for more than one representative to help carry the load. Please consider volunteering to represent your building at our monthly meetings. The full meeting schedule is published in each newsletter and any member is welcome to attend, even if he or she is not their building's representative. All representative meetings are held at our office at 4pm. Please contact HEA Secretary Jeff Blaustein or me for more information or to volunteer.

In addition to our monthly meetings, all members are invited to attend the HEA Annual Meeting and Welcome Back Social on Thursday, September 28th from 3 to 7pm. Food and snacks will be provided and a cash bar will be available as we join together to connect with colleagues across the district and celebrate the start of a new school year together. The event will be held at the Haverhill Amvets (576 Primrose St.). Representatives from the Haverhill Teachers Municipal Credit Union and MTA Benefits will be on hand to describe their products to you and offer assistance taking full advantage of your position in the Haverhill Public Schools and as a member of the HEA. Please make every effort to attend for an important membership update from the Executive Committee, including ESP and Secretarial negotiations, completed and ongoing grievances, and other issues to be aware of around the district beginning at 4:15. I hope to see every member there!

We are also in the process of planning a New Teacher Forum for the end of October. Specific details will be shared with you as it becomes available, but the event will include a half-hour discussion with a panel of veteran teachers who can help answer common questions about the teaching profession and working in the Haverhill Public Schools. All members are welcome to attend and we are looking for volunteers who would be willing to sit on the panel and answer questions from the new teachers. This event will also feature free food for all members who attend!

Schedule of HEA Events

September 14 th – Representative Meeting, HEA Office, 4pm September 28th – HEA Annual Meeting, Amvets, 3-7pm	February 15 th – Representative Meeting, HEA Office, 4pm
October 19 th – Representative Meeting, HEA Office, 4pm TBD – New Teacher Forum	March 15 th – Representative Meeting, HEA Office, 4pm
November 16 th – Representative Meeting, HEA Office, 4pm	April 26 th – Representative Meeting, HEA Office, 4pm
December 7 th – Representative Meeting, HEA Office, 4pm	May 17 th – Representative Meeting, HEA Office, 4pm May 23rd – HEA Honors Banquet, DiBurro's, 6pm
January 25 th – Representative Meeting, HEA Office, 4pm	June 14 th – Representative Meeting, HEA Office, 4pm

Here are some other items the HEA was been working on this summer:

ESPs and Secretaries Start Year with No Contract – Though both groups only recently agreed to new contracts, those agreements have already expired and the HEA has sought to open negotiations with the School Committee. The ESP negotiations team is scheduled to meet again on September 6th. The committee is scheduled to review a draft of proposals to ultimately present to the School Committee. We need to stand together with our members in the ESP and Clerical units to help them get their contracts settled as quickly as possible. The teacher contract expires at the end of this school year.

No Changes in 2017-18 for Silver Hill – Mr. Scully has been fielding many questions about the transition of Silver Hill Horace Mann Charter School back to a regular public school. All students currently at Silver Hill will be allowed to stay at Silver Hill, if their parents choose, until they are promoted from 5th grade. The district has given careful consideration to this issue and final determinations regarding other aspects of the transition will be made based on the budget for the 2018-19 school year. We wish the new Assistant Principal, Mrs. Green, the best in her new position and are happy that a former Haverhill teacher, with her exceptional qualifications and knowledge of our contract, has been given this opportunity to lead.

Haverhill Education Association News – September 2017

Two Raises, 3 Salary Schedules – Teachers have two salary increases to expect this year. The first is a 1.5% increase on the first day of school; the second is a 1.25% on the 91st day of school (Jan. 19, 2018). Because our contract includes a new salary scale for each increase, there is room for confusion with regard to how much you should expect in your paycheck, since the increase only applies to work done in the second half of the year. To make things simpler, I have agreed to allow the payroll department to use a hybrid pay scale for most members. This allows those members to receive the same amount in each of our 21 pay checks and decreases the chance for errors made when second raise takes effect in January. All members were emailed this information, which is available on our web site, haverhill.massteacher.org. Use your MTA ID to register your account to access private, members-only information not visible to the general public. Information on how to get your MTA ID# is also on our web site. If you are a new MTA member who has not received your membership card with your ID# yet, contact your representative or the Executive Committee to request a copy of the hybrid salary scale. **If you are retiring or are considering retirement prior to the end of the school year, you should contact payroll to make sure you are paid correctly for the days you work.** For example, a teacher who retires before the increase takes effect on January 19th will not be paid from the hybrid pay scale, but from the pay scale effective on the first day of school (1.5% increase). **Any teachers who inform the district of their intention to retire before the start of the next school year by February 15th will receive a \$1000.00 bonus.**

Payroll Changes For 2018-19 – *Next summer*, in order to keep the teachers and other city employees pay periods synchronized, 12-month employees should expect a 3-week gap between paychecks at some point. For 10-month employees, this simply means our first paycheck next fall will be on 9/7/2018 instead of 8/31. I have checked with other districts and I guess this is a real thing that happens due to leap years with more than 365 days. We were asked to implement this change this summer, but we did not feel that there would have been enough notice for our members. We will continue to remind you of this change as next summer approaches.

I truly hope that you all have a wonderful start to the new school year, and wish you the best of luck as you meet the challenges that await you each and every day. Remember that ***we are the union***. Together, we are a team that works for the benefit of all!

In solidarity,
Lisa

Building Representatives

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| <ul style="list-style-type: none">• Bartlett – NOMINEE NEEDED• Bradford – Dan Cerat• Consentino – NOMINEE NEEDED• Crowell – NOMINEE NEEDED• Golden Hill – Deb Russell• Greenleaf – NOMINEE NEEDED• HHS – Nancy Burke, Sarah Emilio, & Deb Tilly• Hunking – Kelly Fairbrother• Moody – NOMINEE NEEDED | <ul style="list-style-type: none">• 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 Zylkusi• Tilton – NOMINEE NEEDED• Walnut Square – Nicole Sanchez• 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).*

Executive Board Contact Information

President Lisa Begley: 603-303-7778 / lisa.begley.hea.president@gmail.com
1st V.P. Ted Kempinski (grievances/contract violations): 978-837-2080 / tedkhea@gmail.com
2nd V.P. Anthony Parolisi (newsletter, scholarship, website): 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 / jsilva@gmx.com
Secretarial Unit Rep. Patti MacRae: 978-478-7065 / p.macrae@comcast.net

2017 School Committee Campaign Heats Up – Meet the Candidates, October 11th

The Haverhill Education Coalition (HEC) and Haverhill Education Foundation (HEF) will co-sponsor an opportunity for Haverhill residents to meet the candidates for the Haverhill School Committee. This event includes 45 minutes of Q&A moderated by George Moriarty, Executive Director of Workforce Development and Corporate Relations at Northern Essex Community College (NECC), with the questions being asked by Joanna Dix of the Haverhill Education Coalition and Dr. Thomas Grannemann, creator of BenchmarkHaverhillSchools.com. The panel will be followed by a reception with the opportunity for attendees to meet each of the candidates and discuss school issues in an informal setting. Admission is free, but seating is first come, first served and is limited. The panel portion of the event will be cablecast live on HC Media (Ch.22) and streamed live on the HC Media website (haverhillcommunitytv.org).

Mileage Reimbursement Rate for 2017-2018 School Year

On December 13, 2016, the IRS announced that the new standard mileage rate for deductible costs of operating an automobile for business purposes for the 2017-18 school year will be **\$0.535** (53½ cents) per mile. Per our contract, this new rate took effect on July 1, 2017.

Health Insurance Deductions To Be Corrected

~ 1st V.P. Anthony Parolisi

For almost three years, the HEA has been working to resolve a discrepancy between how members assumed their payroll deductions were being applied towards annual health insurance premiums and what was actually occurring. As regular readers will recall, members who had resigned or been terminated at the end of the school year learned that the deductions made for their health insurance premiums were not sufficient to cover them throughout the summer. Despite the fact that our deductions had been increased for each of the last two pay periods to reflect rate changes, which take effect on July 1 of each year, members were only charged enough for 339 days of insurance, leaving 26 days at the end of August unpaid. For those of us who have returned each fall deductions resumed in September and those 26 days were quickly paid as each new deduction was applied to our premiums. Those teachers who did not return, however, were asked to pay out of pocket to remain covered for those 26 days. Though the district did honor its commitment to cover the former employees at the contractual rate and worked with them to arrange a convenient payment plan, the fact is that no one should leave school at the end of June owing any money for health insurance throughout the month of August. Thankfully, the current staff in the human resources and accounting departments have been very helpful and understanding as we worked together to resolve this issue.

First of all, all returning teachers are starting the school year having not paid for insurance coverage for the last 26 days of August 2017. Though the city has made this payment to the GIC on our behalf, the amount to cover those 26 days will be divided evenly over the twenty payroll deductions collected this school year. New teachers who were not employed by the City of Haverhill prior to this year will not pay for these 26 days because they were not covered during that time (new teachers are not eligible for health insurance under the GIC until after 60 days of employment – as such, their premiums will be prorated once they are eligible for coverage but the total should still be sufficient to pay for coverage throughout August 2018).

Second, the regular payroll deduction for twelve months of insurance must be equally split between 20 payroll deductions, though the rate may change for the last two months (July and August) of the coverage year and usually does. In the past, the last two payroll deductions simply reflected the new annual rate effective July 1 and no adjustment was made to ensure that enough funds were collected to cover the whole summer. Beginning this year, the adjustment will be made correctly so that the last two payroll deductions increase evenly to account for the difference between what was pre-paid (based on the current rates) and what should have been paid (based on the rates next effective July 1) to ensure coverage throughout the end of August. Got all that?

Because there are so many plans to choose from in the GIC, it's impossible to provide one example that will apply to everyone. Instead, suppose the premium for this year (7/1/17 to 6/30/18) of the insurance plan you chose costs \$1,200 or \$100 per month. If you are a new employee you will have \$60 deducted from each of 20 paychecks beginning on September 15, totaling \$1,200. For you, the coverage year is 9/1/17 to 8/31/18. Assuming the rate doesn't change on 7/1/18, you will have prepaid for all of July and August. This, however, is unlikely.

If rates should rise by 5% on 7/1/18, the annual premium (7/1/18 to 6/30/19) would rise to \$1,260, or \$105 per month. Because the \$1,200 paid between September 15 and June 30 included \$200 for the months of July and August, and the total due for those months turned out to be \$210 after the rate increase, members would see the \$10 difference divided evenly and added to their final two payroll deductions. Therefore, you should have 18 deductions at \$60 each and 2 deductions at \$65 each to ensure coverage throughout the summer, totaling \$1,210 over 20 deductions. Teachers who return in the fall will again be charged an amount equal to one year of coverage divided over 20 deductions. Because the new premium is \$1,260 per year, the deduction in the fall would be \$63 per paycheck – enough to cover the employee throughout the next summer should rates remain unchanged. If the rates rose by 5% (to \$1323) again, the final two pay periods of the year would be \$68.25 to pay for July and August and members would return the next fall to see a deduction of \$66.15 for the next year. And so on . . .

Please remember that for any returning employee, this year's payroll deductions will include the amount owed for 26 days of coverage in August of 2017 (divided evenly) in addition to the amount required to pay for coverage throughout all of July and August 2018. Once new rates are issued in the spring, an adjustment will be made to the final two payroll deductions to makeup the difference between what has been paid for July and August and should have been paid.

Finally, please take the time to visit our website, haverhill.massteacher.org and review the current PEC Agreement (in the "Contract" section under the "Members" tab), which includes details related to the mitigation plan which might help you recover out-of-pocket expenses which have increased under the new GIC plans. I'll have more information to share in the months ahead, but for now, all members should closely track their healthcare expenses and save statements and receipts – they'll be necessary to apply for any reimbursements you qualify for.

In solidarity,

Anthony

Membership Dues Rate Chart 2017-2018

	Local	State	National	Total
Teachers (full-time)	\$164.00	\$494.00	\$189.00	\$847.00
Teachers (part-time)	\$82.00	\$247.00	\$107.00	\$436.00
Secretaries (full-time)	\$98.40	\$297.00	\$115.60	\$511.00
Secretaries (part-time)	\$49.00	\$148.50	\$70.50	\$268.00
ESP (full-time)	\$49.20	\$149.00	\$115.50	\$313.70
ESP (part-time)	\$24.60	\$74.50	\$70.50	\$169.60

Payments may be made through payroll deduction or the total amount must be paid by check before November 30, 2017. Checks should be made payable to the H.E.A. and sent to the office at 800 Broadway #3, Haverhill, MA 01832

Sincerely,
Jill Bouchard, HEA Treasurer
heatreasurer@gmail.com

Annual Meeting and Social Thursday, September 28th



Amvets Post 147

576 Primrose St., Haverhill

3-7 PM

Free Food! Cash Bar! 50/50 Raffle!

Join us for an important membership update from the Executive Committee, including the status of ESP and Secretarial negotiations, completed and ongoing grievances, and other issues to be aware of around the district!

Please join us September 28th

– Our unity is our strength – We are the HEA –

Need more reasons to join us?

Representatives from the HTM Credit Union and MTA Benefits will also be on hand to describe their products and services!

Need new glasses? The Optical Academy will be on site offering inexpensive, quality eyeglass frames and lenses! Just bring your prescription! Pre-registration information coming soon!

www.optical-academy.com