

**Haverhill
Education**

Association News

January 2014

800 Broadway #3 Haverhill, MA 01832

Office Tel. (978) 372-7079 Email haved@verizon.net haverhill.massteacher.org

President Joseph Cunha --1st VP Chris Cook--2nd VP Joe Cunha--Secretary John Craven--Treasurer Lisa Begley
ESP Rep Lois Silva--Secretarial Rep Linda Motta---Office Secretary Linda Kiefer

Dear Colleagues,

These are certainly changing times. First let me say thank you for your support in the recent election to replace our last President who has moved on to begin a new chapter in his career. As I'm sure you all do, I wish him the best of luck in his new endeavor.

We owe a debt of gratitude to **2nd Vice President Christopher Cook**. Chris did a fantastic job as interim president adeptly and seamlessly running the HEA through the rest of 2013. If you see Chris out and about or at a curriculum meeting, be sure to say thank you!

I am assembling my negotiating team for the upcoming contract. From the high school I've invited Ted Kempinski and Sarah Emilio who will also add her knowledge of special education challenges. Anthony Parolisi, a long time union representative from Consentino Middle School will bring the middle school perspective but I've yet to round out the team with an elementary teacher.

Last newsletter I illustrated the severe changes to language, our work day and our percentage of the cost of insurance premiums we voted in. We will endeavor to fend off uncompensated demands on our time and additions to our responsibilities and workloads.

With that in mind, we must all do our part to uphold the contract. We are professionals which means we strive for excellence in what we do. We are professionals who live up to our agreement with our employer and hope that they are professionals that do the same. We are professionals, but that does not mean our contract is open ended. We must have a professional's self respect to demand that management respect, among other areas, teacher prep time, thirty minute duty free lunch, before school duty responsibilities and the listed uses of the 25 minutes after student dismissal time.

Lastly it is with deep regret that the E-board accepted the resignation of long time clerical representative Linda Motta for personal reasons. Linda has unselfishly served our clerks for many years. **THANK YOU!!!**

The E-board is making arrangements to fill her post for the remainder of this year and it will be open for election in April along with both Vice President positions. I encourage all to start thinking now about running in April.

Joseph V. Cunha, HEA President

THANK YOU

TOTAL \$1319.00

District Wide Jean Day Report

A.B.C. - \$310

Bradford El. - \$250

Pentucket - \$145

Hunking - \$142

HHS - \$135

J.G. Whittier - \$105

Nettle - \$87

Tilton - \$80

Crowell - \$10

Walnut Square - \$5

Retirees/Other - \$55

As you can see some schools have not reported in yet. Some have communicated it was not a good day to hold the event. Please make a collection and contact Joe Cunha or Kelly Fairbrother for pickup or delivery. Donations are always accepted.

PLEASE SUPPORT THE HEA SCHOLARSHIP!



CONDOLENCES

Wishes of comfort and peace are extended to our families in their times of sorrow.

The Family of Cathy Murray, former Bradford Elementary Teacher

Dave Saba on the loss of his Sister and his Mother

Christine Doctor on the loss of her Mother

Trish Burton on the loss of her Father in Law

Mark Mech on the loss of his Mother

Melanie Bergstrom on the loss of her Mother

The Teacher Contract

The ESP Contract

The Clerical Contract

The Evaluation System Language

This and Past Newsletters

Links to Benefits

The HEA Bylaws

Banquet Pictures

ALL THIS AND MORE ARE ON THE WEB @

haverhill.massteacher.org

Mark Your Calendar

Honor Banquet May 21, 2014

**REP Meetings 3:30 @ HEA
2/13, 3/13, 4/3, 5/8, 6/5**

HEA Elections Spring 2014

Who Can Be A Rep?

Any active member of the Clerical, ESP or Teacher units may represent their school at our monthly meetings and help their colleagues with building issues.

Reps. Are Needed At

Bartlett, Moody and Walnut Square

Please get involved by talking to HEA Secretary John Craven at (978) 866-2925 or Email him at jcraven1949@comcast.net subject: reps for John

Communication is key to making your union work for you. If you haven't been receiving HEA I-Contact Emails please send in your home Email address to haved@verizon.net subject E mail signup or simply give it to your building representative. We promise your E address will only be used for HEA communications and no others

Executive Board Contact Information

While you can always call and leave a message at the HEA office you may want to contact us directly.

President & 2nd V.P (newsletter, scholarship, banquet, web site). Joe Cunha Cell-(603) 512-5162 - josevcu@gmail.com

1st V. P. (grievances, contract violations) Chris Cook Cell-(978) 376-5813 - ccook12308@gmail.com

Secretary John Craven c-(978) 866-2925 – jcraven1949@comcast.net

Treasurer Lisa Begley - lisa.begley7@gmail.com

ESP Unit Rep. Lois Silva – HHS – (978) 374-5700 Home (978) 373- 0083 Cell (508) 451-0105

Secretarial Unit Rep. Until a replacement is announced address all concerns to Joe Cunha

Examples of Educator Artifacts

Standard 1: Curriculum, Planning and Assessment

- Examples of lesson and/or unit plans;
- Evidence of connection between lesson/unit plans and learning standards;
- Examples of unit goals;
- Interest surveys of students;
- Parent surveys regarding the interests, strengths and weaknesses of their child;
- Examples or explanations of resources used for the unit/lesson;
- Descriptions of activities used and how they align with standards;
- Descriptions of strategies used to construct a positive learning environment;
- Descriptions of strategies used to instruct students with diverse needs;
- Formative and summative assessments used.

Standard 2: Teaching All Students

- Examples or explanations of culturally appropriate instructional materials;
- Descriptions of instructional strategies and how they address student learning needs;
- Descriptions of strategies used to construct a culturally appropriate learning environment;
- Descriptions of strategies used to instruct students with diverse needs;
- Portfolio examples of differentiated instruction.

Standard 3: Family and Community Engagement

- Examples of communication sent to home;
- Examples of communication from the home;
- Examples of culturally appropriate communications to the home;
- Examples of information sent to the home related to learning expectations;
- Examples of sent to the home related to behavior expectations;
- Examples of assistance provided to parents to help with their children's learning;
- Examples of problems presented by parents and solutions offered.

Standard 4: Professional Culture

- Examples of collaborative work with colleagues;
- Work products developed as a result of team work;
- Work products developed as a result of professional development;
- Examples of suggestions made for school improvement
- Evidence of completed paperwork, records etc.

Timelines (Dates in italics are provided as guidance)

January 5* or four weeks before Formative Assessment Report date established by Evaluator

-Educator submits evidence on parent outreach, professional growth, progress on goals (and other standards, if desired)

February 1 - Evaluator should complete mid-cycle Formative Assessment Reports

for Educators on one-year Educator Plans

February 15 -Evaluator holds Formative Assessment Meetings if requested by either Evaluator or Educator

April 15* -Educator submits evidence on parent outreach, professional growth, progress on goals (and other standards, if desired) *or 4 weeks prior to Summative Evaluation Report date established by evaluator

May 15 -Evaluator completes Summative Evaluation Report

June 1 -Evaluator meets with Educators whose overall Summative Evaluation ratings are Needs Improvement or Unsatisfactory

June 10 -Evaluator meets with Educators whose ratings are proficient or exemplary at request of Evaluator or Educator

June 15 -Educator signs Summative Evaluation Report and adds response, if any within 5 school days of receipt

Educators with PTS on Two Year Plans

Evaluator completes unannounced observation(s) Any time during the 2- year evaluation cycle

June 1 of Year 1 -Evaluator completes Formative Evaluation Report

June 1 of Year 1 -Evaluator conducts Formative Evaluation Meeting, if any

May 15 of Year 2 -Evaluator completes Summative Evaluation Report

June 10 of Year 2 -Evaluator conducts Summative Evaluation Meeting, if any

June 15 of Year 2 -Evaluator and Educator sign Summative Evaluation Report

THE HEA SWAP SHOP

SNOW PLOWING AND FIREWOOD

Mike Buzzell (978) 360-5792

For Rent

Charming duplex just steps from the sand!! Two or three bedrooms available. Light, bright and new inside! Washer/ dryer, dishwasher, cable TV and gas grills. Enjoy pristine **Gooserocks Beach in Kennebunkport, ME** with dining and shopping just a few miles away. On and off season rates available.

Call Kathy 207-967-4246

For Rent

A studio room during February school vacation at the **Eastern Slope Inn in North Conway, NH**. Go on line and check it out. Check in 2/16/14 to 2/23/14. Call Debbie Church at 978-994-1032.

Place Your Ad Here
Send to josevcu@gmail.com

CONGRATULATIONS IT'S
A GIRL

MATT AND KATHRYN CASTONGUAY ON THE BIRTH OF THEIR DAUGHTER EMMELYN

MEAGHAN AND BEN IVONE ON THE BIRTH OF THEIR DAUGHTER GABRIELLA

WEDDING CONGRATULATIONS

Wishing a long and happy life together to Bradford ESP Mikaela (Coco) and Chris Carrozza

School Committee Update

John Craven

This month, I'd like to highlight three actions taken by the School Committee and Superintendent's office:

First, at their first meeting of the New Year, the School Committee elected Shaun Toohey as its new President, and Scott Wood as the new Vice President. Each served on the negotiations team for teachers in the last round of negotiations. President Toohey indicated in his opening address that concluding contract negotiations with district employees, including the teachers, secretaries, and ESPs, would be among the highest priorities of his leadership of the Committee. Once he has named a new negotiating team for each of our units, the HEA will distribute that information to all members.

Secondly, as a result of ongoing budget crises, a significant portion of the district substitute budget was transferred to deal with an overrun in the Special Education budget. As HEA President Joe Cunha reminded faculty representatives at their January meeting, the changes that have resulted from this decision in the way that staff absences are reported to and handled by building administrators should not affect how members use their negotiated sick and personal time. Building administrators will ensure that classrooms are covered when members need to be out of school.

Lastly, Principal Bernie Nangle announced his retirement at the December high school faculty meeting, effective the last school day of 2013. The district has named long-time Haverhill administrator and current high school Associate Principal Beth Kitsos to replace him on an interim basis. The HEA leadership joins all members in thanking Mr. Nangle for his service, and extending our congratulations and best wishes to Mrs. Kitsos.

Please feel free to contact me at jcraven1949@comcast.net with any questions, or suggestions for future columns!

The Bylaw Change Passes

Section 4 Dues subsection e. now reads:

In the first year of eligibility, active members whose employment starts after November **14** shall be assessed $\frac{3}{4}$ dues, after February 1 at $\frac{1}{2}$ dues, and after April **14** at $\frac{1}{4}$ dues.