

HAVERHILL
EDUCATION

Association News

September 2012

Issue 1

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

President Marc Harvey--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

MARC HARVEY

Dear Colleagues,

The transition back to school is an important event in a child's life. This year, like all others, we will welcome Haverhill's children. We will work diligently each day to provide students the opportunity, and in more than a few instances the motivation, to progress to a higher academic level. We do so because we are professionals who understand how important we are in helping to mold able and willing citizens in our republic.

The General Court of Massachusetts passed Ed Reform the sequel. Part of that law mandates changes to our current evaluation instrument, as it does for all Commonwealth schools by 2013-14. Mitch Chester and the well-intentioned folks at DESE gave districts the option to adopt the state model instrument, revise the current instrument to match the mandates of the dramatically transformed law, or adapt the model instrument to fit the needs of the district.

During the summer, Dr. Malone and I jointly sent out an e-mail to all staff with the proposed language for the



HEA President awards the 2012 HEA Scholarship to Emily Suplinskas at our Honors Banquet last May.

THIS IS WHAT IT WAS ALL ABOUT. THE HEA CAME TOGETHER LAST YEAR AND CAME UP WITH YET ANOTHER WAY TO MAKE A DIFFERENCE IN A HAVERHILL STUDENT'S LIFE. LAST YEAR WE RAISED \$2250.00 AND HOPE TO DONATE EVEN MORE THIS YEAR.

NOW THAT WE KNOW WE CAN DO IT, THE PROCESS CAN BE IMPROVED AND WE PROMISE TO DEPOSIT ALL DONATIONS AS SOON AS WE RECEIVE THEM AT THE HEA OFFICE.

PLEASE GIVE YOUR DONATION TO THE HEA SCHOLARSHIP FUND IN THE ATTACHED ENVELOPES TO YOUR HEA REP. ASAP. SUGGESTED DONATION: TEACHERS \$10 CLERICAL AND ESP MEMBERS \$5. Contact Joe Cunha directly at joevc@comcast.net with any suggestions or comments.

Message to New Members

The last 7 or 8 of you received an ESP packet in error and need to have the Teacher information packet sent to you. Don't worry your application was correct. Please contact Lisa Begley at haved@verizon.net subject "Lisa teacher packet", include your name and school, and she'll send one right out to you.

★ **!!!Welcome Party!!!** ★
Welcome new staff and catch up with all friends. Friday Sept. 21 after work at:
The Lasting Room
122 Washington Street
★ **ENJOY FREE APPETIZERS** ★
GOOD TIMES

WEB SITE

Be sure to use your HEA website for more information and happenings including links to your contract and benefits.

haverhill.massteacher.org

CONDOLENCES

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

Jacqui Brent and family on the passing of their father and grandfather Robert Crowe

Kathy Hoffman, husband Jeff and daughter Lindsay on the passing of Kathy's mom

Weingarten Rights YOU MAY THINK YOU'LL NEVER NEED THIS ... AND THEN YOU WILL



If called to a meeting with management read the following when it begins.

"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 be present at this meeting. Until my representative arrives, I choose not to participate in this discussion."

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 but the employee must remain in the meeting though not answer questions.

See complete law in teacher room or ask your rep

Communication is key to making your union work for you. If you haven't been receiving HEA emails you must send in your home Email to haved@verizon.net subject Email signup or give it to you building representative.

(Marc continued)

new evaluation tool accompanied by the actual law and a basic timeline for implementation of “walkthroughs” and full-length class observation for those who are up for evaluation this year. We will have a professional development meeting in September dedicated to establish SMART goals, another requirement of the new law that DESE wants reported.

The new law does make it clear that each district should retain a team of professionals to adapt the new system to the local needs and make necessary changes to the evaluation tool if the need arises. In essence, the tool becomes a working document until the “kinks” are worked out. It is also clear in the law that objective measures will be part of the evaluation discussion, but any such student data is meant solely to help facilitate discussion about professional goals between the individual teacher and the evaluation team and is not subject to public dissemination. We will hold a general meeting to discuss the proposed changes and hold a ratification vote in early September.

In whatever system that is eventually finalized over the next couple of years, the tool is less important than implementation of the system. The evaluation team must listen to the teacher. The evaluation team must make attempts to help the teacher advance as a professional, understanding that we all, evaluators included, could advance as professionals. The evaluation team must provide due process in all cases and the standard of just cause in those cases that may result in termination. The evaluation team must remain objective and collegial. A well functioning evaluation system, whatever the tool, needs to function within these basic constructs in order to gain the trust of professionals, a requirement necessary for the success of the new process.

I salute you all and wish you a terrific new year.

In solidarity,
Marc

1st Vice President in charge of grievances, **Chris Cook**, requests you contact him directly at his personal Email ccook12308@gmail.com with any union business.

Reps. Are Needed

to attend monthly meetings and distribute information..

Please get involved by talking to HEA Secretary John Craven at (978) 372-7079 or Email him at haved@verizon.net - subject: reps for John

Help? Questions? Suggestions?

HEA Office
800 Broadway
Haverhill, MA 01832
(978) 372-7079 - haved@verizon.net

Mark Your Calendar

Honor Banquet May 23, 2013

September 21 after school at the Lasting Room. HEA new member welcome social. All members please join.

**REP Meetings 3:30 @ HEA
9/13, 10/11, 11/8, 12/6, 1/10,
2/14, 3/14, 4/4, 5/9, 6/6**

The 8th Annual HEA-R Luncheon
One Eleven Village Square
Route 111 East Hampstead NH

All retired members and a guest are invited to join us for a family style turkey dinner which includes: turkey, stuffing, gravy, mashed potato, squash, green beans almandine, cranberry sauce, rolls and butter followed by apple crisp with tea or coffee.

Lunch will be served at noon on Tuesday **October 16, 2012.**

Reservations are required and the cost is \$20.00 per person. Checks should be made out to the HEA and sent to Fran Rosenau at 159 Little Mill Rd. Sandown NH 03873.

The deadline for reservations is Friday, October 5, 2011.

Depending on the final number of reservations, we may be in the function room downstairs or alongside the restaurant upstairs.

If you have any questions, please call Fran Rosenau at (603) 887-5131 or email fsrosenau@mygsc.com.

Member _____

Lunch selection: Chicken _____ Ravioli _____ Veal _____

Guest _____

Lunch selection: Chicken _____ Ravioli _____ Veal _____

Directions from Plaistow/Haverhill route 125, bear left onto Rte. 121 and continue to the set of lights at the junction of Rte. 111 then turn right at the lights onto Rte. 111 going east. The restaurant is located just after the lights on East Rd. in the Village Square Plaza. (603) 329-6879