

Haverhill Education Association News

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

Jeff Blaustein, Secretary – Jill Perkins-Bouchard, Treasurer

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

“Lisa’s List” by President Lisa Begley

- *HEA Teachers Ratify Contract* – One down and two to go! I want to thank all members who took the time to come out and vote to accept the memorandum of agreement (MOA) negotiated by the Haverhill Education Association and the Haverhill School Committee. It was a long year and a half and negotiations were not something that went easily or smoothly. However, I truly feel that in the end this contract is agreement that we were going to be able to reach. I have received the final MOA and the other members of the negotiations committee and I have gone through it and found no errors to the language that was voted upon. We still have two more contracts to finish negotiating for both the ESP and clerical units. Lois Silva and Patti MacRae have provided updates on those negotiations in this issue of the newsletter as well.
- *School Visits to Continue* – I continue to try to go out to different schools to speak with members and to just gauge the climate of the school. Hopefully when you see me you can let me know how things are going within your building. I have been to nine schools so far this year. (*continued on p. 2*)

The Teacher Contract

The ESP Contract

The Clerical Contract

The Evaluation System Language

Past Newsletters

Links to Benefits

The HEA Bylaws

ALL THIS AND MORE ARE ON THE WEB

haverhill.massteacher.org

**We want to hear from you! Share articles, tips,
photos, advice from the classroom, and more on
our Facebook page!**

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2016 HEA Scholarship Target: \$3000

- Anthony Parolisi, 2nd V. P.

Last year, current and retired HEA members raised over \$2500 for our 2015 HEA Scholarship Award recipient, Stephanie Guy. Stephanie is currently preparing for a career in education at Merrimack College where she is most certainly putting all your generosity to good use (see her thank you letter to the HEA on p. 4). That \$2500 was the most we'd ever raised. Many members and retired members went above and beyond the \$5 - \$10 suggested contributions and made a significant difference toward our totals. In doing so, we raised enough money to present one of the largest awards available to any Haverhill graduate.

And still, I'm hoping this year we can do better. With over 600 members between our 3 units, I have set a goal for this year's drive at \$3000. If you do the math, you can see that if each member contributed just \$5 to this cause we'd hit our mark in no time.

With your newsletter you have received a pre-addressed envelope for your contribution. All you have to do is put your \$5 inside, put a stamp on it, and drop it in the mail. Better yet, save the stamp and just give it to your building representative! It couldn't be any easier to do your part and help a deserving student of the Haverhill Public Schools.

This holiday season, as we give thanks and look for ways to give back, where better to start than right here in our own classrooms?

“Lisa’s List” (from p. 1)

- *Faculty (Building) Representatives Needed!* – Currently, the HEA has several schools without a faculty (building) representative. These schools are Consentino, Moody, Walnut Square, St. James, and Crowell. If you have thought about volunteering but weren’t sure of what would be required, the following passage of our bylaws describes the appointment and (most important) duties of the building representative:

Section 1. Appointment

Faculty representatives are appointed by the Executive Committee in consultation with their respective school staff members before the second Friday of September of the current year. Their service, after appointment, starts the second Friday of September and ends one year later. A faculty representative should be appointed for each ten to fifteen Association members. There should be at least one representative from each building.

Section 2. Duties

- Faculty representatives shall attend regular meetings of the Board of Directors (*the monthly “Representative Meeting” schedule is published in every edition of the HEA newsletter*).
- Faculty representatives shall be responsible for distributing Association communications to the members in their buildings, for keeping their members informed, and they shall further act as liaison from the members in their building to the Executive Committee.
- Each faculty representative may submit to the Executive Board for consideration, the names of two alternates from the school they represent. Only one alternate may be in attendance for a faculty representative at a meeting for voting purposes.

As you can see, we can have more than one representative for most schools based on numbers. Do you want to stay informed? Then come to our next meeting on December 10th at 800 Broadway. Our office is on the basement floor at the back of the building. We would love for every school to have representation. It’s the most important part of what we do.

- *District Evaluation Committee Reviewing Procedures* – Anthony Parolisi and I are members of the District Evaluation Committee. We have been attending meetings to look at the current state of the evaluation system as well as to work towards refinements that could possibly be negotiated in future agreements with the School Committee. We have attended two meetings to date. In addition to HEA and district leadership, the committee is looking for teachers of all levels and subject areas to participate in this effort. Although we care not able to discuss details of our meetings it is always a positive note when the administration and the HEA can work cooperatively for the benefit of our members. You can help us with this effort as well. The HEA is asking individuals to keep track of the dates and times of their walk-throughs as well as unannounced and announced observations. Please give this information to your building representative(s) so that we can look for patterns as we work with the administration to improve the process for everybody. Contact me at lisa.begley.hea.president@gmail.com if you would like to volunteer for this committee.
- *Informal Audit Committee to Review HEA Finances* – I would like to form a special committee to look at the financials from last year and conduct an informal audit. According to our bylaws, we must have a formal audit every other year which is performed by our tax accountant. This committee will be looking at the financials of the HEA from the 2014-2015 year during which I was the treasurer. It is always a good idea to have others review the financials within our organization. If you have some experience and knowledge of examining financials please consider being a part of this committee. To volunteer contact Jill Bouchard at heatreasurer@gmail.com.

Finally, with the holidays not far away I hope that everyone takes some much needed time for both themselves and their families. Too often we are trying to play catch up on correcting or planning during our time off. I challenge you to put your school work aside for a couple of days and to do some activities that will help you to de-stress and to rejuvenate your mind and your body. Coming back refreshed will yield benefits for both yourself and your classroom. Please enjoy your holidays, and be safe.

In solidarity,

Lisa

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

Building Representatives

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

- **Nettle** – Beth Buschini
- **Pentucket Lake** – Lauren Camire, Jennifer Roberts
- **St. James – Volunteer Needed**
- **Silver Hill Horace Mann** – Melissa Moreau, Meghan O’Neil Bedow, Lori Caron
- **Tilton** – Erin Barnard, Jody Plourde, Nicole Sanchez
- **Walnut Square – Volunteer Needed**
- **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).*

2015-2016 Building Representative Meetings

- | | |
|--|---|
| September 24 th
October 22 nd
November 19 th
December 10th
January 21 st | February 25 th
March 24 th
April 14 th
May 26 th
June 9 th |
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*Building Rep. meetings are held at 4:00 in the HEA office.

Upcoming Events

HEA Honors Banquet and 2016 Scholarship Presentation

Wednesday, May 18, 2016 – DiBurro’s

Join us as we present the annual HEA Scholarship Award and 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!

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.”** *Clin and keep this Weingarten Card handy – you never know when you might need it!*

HEA SWAP SHOP

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

ESP, Secretarial Units Continue to Negotiate Contracts

ESP Representative Lois Silva and Clerical Representative Patti MacRae each report that their respective units have been meeting with the School Committee negotiations team to reach a successor agreement to their contracts which have also been expired for some time. The ESP teams last met in October and are waiting to hear back from the School Committee with a date for their next session. Clerical teams met on November 18th but have yet to reach an agreement. Keep informed *(continued on p. 4)*

Condolences

Wishes of comfort and peace are extended to:

- *The family of Tempa Pagel, Whittier Middle School teacher.*
- *The family of Patricia Lapierre, former Moody School ESP.*
- *The family of Bonnie Coltin, former HHS French teacher.*
- *Marcy McHale for the passing of her husband and to their daughters Emily Gorski and Becky McHale for the loss of their father.*
- *Andrea Carella for the passing of her father.*
- *Frank Viscuse for the passing of his mother.*
- *Jill Whalen for the loss of her husband.*
- *Lisa Pezella for the loss of her mother.*

Congratulations!

The HEA extends its warmest congratulations to:

- *Jacquie Vlahos for the birth of her son!*
- *Donna Favini on the birth of her daughter!*
- *HHS ESP Margo Hayden for being named "Professional Student of the Year" by the Hadley School for the Blind in Winnetka, IL!*

Task Force. The panel's primary responsibilities are: 1) To collect data on Special Education policy and practices across the district; 2) Determine the professional validity of SPED policy and practices across the district; and 3) To develop and advocate professional solutions for deficiencies and weaknesses within the Special Education Department. Any HEA members who are or work in this department to or feel strongly about Special Education activities within Haverhill Public Schools are called to serve on this panel. If you are interested in assisting us in this endeavor, please email me at tedkhea@gmail.com or call (978) 837-2080.

Thank You!

– Stephanie Guy, 2015 Scholarship Winner

Dear Haverhill Education Association,

I am writing to express my sincere gratitude to you for making this scholarship possible. I was ecstatic when I found out the wonderful news that I was selected for this honor. I am deeply appreciative of your support. I will be majoring in Elementary Education with hopes of becoming an elementary school teacher. The financial assistance you provided me with will be a great help to me in paying my educational expenses. It will also allow me to concentrate more of my time for studying. Thank you again for your generosity and support. I promise you I will work extremely hard and eventually give something back to others, both as a teacher and possibly a scholarship to future students like myself.

Sincerely,
Stephanie Guy

ESP, Secretarial Contract Negotiations Continue (from p. 3) through your building representatives as well as through our website and Facebook page for updates as the HEA continues to make it a priority to settle these contracts.

On a related note, Lois Silva would also like to remind all ESPs that their current contract has NO restriction on half-day personal days or sick days. If you have been denied a half personal or half sick day, please call her at (978) 373-0083.

We Need You! – Ted Kempinski, 1st V.P.

In order for the HEA to work for its members, our members need to work for each other. Please consider volunteering in either of the following member opportunities.

- **Grievance Committee** – This standing committee examines issues affecting educators around the district and determines if they violate the contract directly or if there are labor violations. This committee provides direction to the Executive Committee on actions necessary to support members and the contract. Under normal operations this committee usually will meet two to three times a year but may be called to address a pressing issue. The next meeting of the grievance committee will likely be in January. All members of the HEA are encouraged to serve if they are interested. If any HEA member is interested in serving on this committee please email me at tedkhea@gmail.com or call (978) 837-2080.
- **Special Education Task Force** – Over the last couple of years numerous administrative and policy changes have been made in the Special Education department that affect students and members. In response to growing concerns and member complaints the HEA is creating a Special Education