

# Haverhill Education Association News

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[www.facebook.com/HaverhillTeachers](http://www.facebook.com/HaverhillTeachers)[haverhill.massteacher.org](http://haverhill.massteacher.org)

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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

## “Lisa’s List” by President Lisa Begley

Colleagues,

This month, I wanted to make you all aware of the many items that the Executive Committee has been working hard to address these past few months for the benefit of our members and Haverhill’s students. Please know that we hear your concerns and are doing our best to address your needs and the needs of our students in a way that meets everyone’s best interests.

### District Evaluation Committee Meetings Continue

*What you need to know:*

1. The administration has just begun to invite other teachers to the team outside of myself and Anthony Parolisi. Both of us feel that the Executive Board members should not be the only teacher representatives in those meetings with administrators of all levels. If any teacher is interested in joining this committee to identify, discuss, and resolve issues regarding the evaluation process please contact Julie Kukenberger or me.
2. The current evaluation document can be found on our website ([haverhill.massteacher.org](http://haverhill.massteacher.org)). Currently it is posted as a separate document but will be included with the new contract once it is finally ready to be uploaded and distributed. The former contract and the Memorandum of Agreement, which details the changes ratified in September, are also available online.
3. Any evaluator who assigns an educator a “Need Improvement” (NI) rating is committing his self or herself to assisting the educator in making said improvement. To do so, this requires the evaluator to return to the classroom in a timely manner (within 20 school days) not just to see if any improvement has been made but also to assist the educator in developing a plan for improvement, including the writing of SMART (specific, measurable, attainable, relevant,, and time-specific) goals that are both attainable and appropriate for the subject and grade level being taught.

If you have received a rating of NI in any area and feel that you are not receiving the appropriate guidance from your evaluator please contact your building representative. He or she will want to know: did your evaluator meet with you in person to discuss your rating? Did your evaluator assist you in developing your SMART goals or an improvement plan? Are these goals or steps attainable or measurable? Has your evaluator returned to your classroom in a timely manner?

The evaluation system continues to be a work in progress and the HEA and administration are still not in full agreement as to how to implement and interpret it. The HEA executive board, together with your building representatives and those who will join the district evaluation committee to represent you will continue to meet and work with the administration to reach common ground that is in the best interest of Haverhill’s students and educators.

### HEA SWAP SHOP

*Have something to rent, sell, or trade?*

Contact Anthony Parolisi

([anthonyparolisi@gmail.com](mailto:anthonyparolisi@gmail.com)) for

inclusion in the next edition of the HEA

Newsletter.

### Sick Bank Concerns

*What you need to know:*

1. Sick time is finite. Teachers can accrue up to a total of 150 sick days, which carry over from year to year.
2. While all teachers contribute to the sick bank each year, only 700 unused sick bank days can be carried over from year to year. Teachers who have used all of their sick time may apply to the Sick Leave Bank for up to 150 days over the course of their career (Article XX, Section 3d.). This limit is not per illness or per year.
3. Recognizing that the Sick Leave Bank does not adequately address all of our members’ needs, the HEA has worked with the Haverhill Public Schools to offer **MTA Disability Insurance** to all members. MTA Disability Insurance offers guaranteed coverage regardless of health or medical conditions when the sign-up window opens. Enrollment will begin in March or April. To learn more, visit [www.mtabenefits.com](http://www.mtabenefits.com) or call Vista Financial, (888) 646-1972, ext. 101.

### Grievance Committee Report

*What you need to know:*

1. The Grievance Committee heard 10 cases. Some of which were filed as grievances with the administration. The others were determined to be a violation of labor laws and are being handled differently with the assistance of our MTA legal representative.
2. The committee filed grievances over the following issues:
  - a. evaluations
  - b. inputting of math scores
  - c. lack of adequate training for SchoolBrains
  - d. a discipline issue that should be an evaluation issue
  - e. failure to properly post Secretarial Unit positions

A grievance regarding the hiring of retired teachers for hourly wages is currently awaiting arbitration. In the meantime, a counter proposal from the HEA is being submitted by our lawyer to Superintendent Scully. If the matter cannot be resolved before hand we will continue to move forward with the arbitration date already set for later this year.

The committee considered other items. However, we are awaiting more details and final approval from individuals before proceeding on their behalf.

**Help us help you!** We are **gathering information** on any **homework that is being assigned** by administrators for you during any mandatory training, workshops, curriculum meetings, etc. We are aware of the data analysis from the math department and from the high school but are looking for other instances as well. If you are being asked to do any homework outside of this time during these contractual meetings please let us know. **Prep periods are for you to decide what you need to accomplish to get ready for your classes and not for what the administration thinks is what you should be doing!**

**Lisa's List (cont. from p. 1)****Teacher Contracts***What you need to know:*

I have reviewed several drafts of the new contract provided to me by central office and continue to identify errors that need to be corrected before I will sign it. As soon as this is completed I will sign it and copies will be made available. Until then, the new language ratified in the Memorandum of Understanding is in effect as it has been ratified by both parties. All contract documents can be found on our website ([haverhill.massteacher.org](http://haverhill.massteacher.org)).

**Labor Violations***What you need to know:*

1. Secretarial positions have been unilaterally removed from the Secretarial Unit of the HEA.
2. A teacher cannot be told how to grade his or her students. Anyone given a directive relative to mandatory grading procedures should contact his or her building representative immediately (outside of Tilton and HHS, which we are already aware of).

**Start Time Arbitration Award***What you need to know:*

1. As we have reported in the past, we won an arbitration regarding earlier start times at Pentucket Lake, Golden Hill, and Tilton. With help from the building representatives at these schools, most of the affected teachers have been paid.
2. Individuals who have not been paid correctly have been identified and I have met with Human Resources to get everyone correctly compensated.

**ETF and MCAS Alt Stipends***What you need to know:*

I have met with administration on these issues. Please see your building representative for more information presented at our last meeting.

**Special Education Task Force***What you need to know:*

1. Contact Ted Kempinski ([tedkhea@gmail.com](mailto:tedkhea@gmail.com)) with any information you'd like the task force to be aware of or to volunteer.
2. One meeting has been held to date. The next meeting is scheduled for February 3rd from 4-5:30pm at the HEA office (800 Broadway, Haverhill, MA 01832).
3. The task force is seeking any and all information regarding changes in job responsibilities and the work environment for all Special Education staff. Please forward any and all information/concerns to Ted Kempinski, especially if you can not make it to the meeting.

**New Teacher Training - Evaluations***What you need to know:*

1. We held our first new teacher training on MTA benefits back in September.
2. The HEA executive board will be providing training to our new members at our office on March 16th at 4pm in the HEA office.
3. Any teacher or ESP with fewer than 3 years experience is encouraged to attend. Please contact Jeff Blaustein ([jbandkb14@gmail.com](mailto:jbandkb14@gmail.com)) to sign up.

**Secretarial and ESP Negotiations***What you need to know:*

1. The ESP Unit is making progress. Please contact Lois Silva or your building representative for more details.
2. The Secretarial Unit is not making significant progress. This is part of the reason for our decision to move forward with our grievance and unfair labor violation claims.

**HEA T-Shirts***What you need to know:*

The HEA applied for a grant from the MTA to purchase t-shirts for members to help show the community that we often support our students at a variety of events outside the school day. Stay tuned, as we will finally be getting these t-shirts soon (although we applied for them back in August!)

**Facebook Keeps Members, Community Informed***What you need to know:*

We are using our Facebook page to keep you informed on various issues as well as to connect with each other and the community. Check us out at [www.facebook.com/HaverhillTeachers](http://www.facebook.com/HaverhillTeachers) or search Facebook for "Haverhill Education Association".

**New School Committee Members Take Office***What you need to know:*

Last November the HEA sponsored a School Committee Debate with the help of Frank Novak and Haverhill Community Media to address the concerns of Haverhill's educators with questions written by our members. We also posed additional questions to the candidates via email and posted them to our website and Facebook page. During this process teachers stood and took action to help educate the public on issues that are important to us. This has not happened before that I am aware of.

**HEA Supports MTA Actions***What you need to know:*

1. This past year HEA members have assisted in gathering signatures in support of the Raise Up Massachusetts campaign to increase funding for education.
2. We called politicians to assist with their testimony regarding excessive high stakes testing.
3. We asked our school board members to help support these efforts (and did not get any!)

**Attending School Committee Meetings***What you need to know:*

We need to start having a better presence at School Committee meetings – more than just members of the HEA Executive Board. Although we are more than willing to go to all of these meetings, the impact is not the same without our members. I'd like for us to start creating a rotating schedule for our members to attend these meetings and even take time to make comments during public participation. Your building representatives will be given more information at our next meetings.

**2014-2016 HEA Audit***What you need to know:*

The HEA bylaws require that we conduct both formal and informal audits (alternating years) of our finances. This year's informal audit is halfway complete and more information will be coming shortly.

As you can see, besides attending both regional and Merrimack Valley presidents' meetings, which are a great way for me to ask others if they are experiencing the same obstacles and difficulties and what they have done to address them, we have attended many meetings with administration, principals, and with our members that have needed assistance. Our job is to help you to keep your autonomy within your classroom, as you are the experts that know what is best for the development of your students. We will continue to work with and for you in this regard. In closing, remember: "We are the union." Only by working together can a difference be made!

In solidarity,

*Lisa*

- 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](http://haverhill.massteacher.org)

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

**[facebook.com/HaverhillTeachers](https://www.facebook.com/HaverhillTeachers)**

## Condolences

*Wishes of comfort and peace are extended to:*

- *Caitlin Watson for the loss of her child.*
- *Deb Comiskey for the loss of her father-in-law.*
- *Wendy Howell for the loss of her brother.*
- *Eileen Roche for the loss of her sister.*
- *Kayla Dean for the loss of her grandmother.*
- *Nicole Duquette for the loss of her grandmother.*
- *Anthony Parolisi for the loss of his uncle.*

## Congratulations!

- to Tiffany Purington for the birth of her son.
- to Nancy Caverly for the birth of her child.
- to Mikaela Carrozza for the birth of her daughter.
- to Jeanne Quinn for her recent retirement.

## Best Wishes

- to Joni Reynolds as she recovers from surgery.

# 2016 HEA Scholarship Target: \$3000

- Anthony Parolisi, 2<sup>nd</sup> V. P.

Happy New Year to you and all of your families!

So far this year, HEA members have donated almost \$1200 to the 2016 HEA Scholarship fund. That is almost half of our goal in just two months! To every one of our members who contributed, thank you so very much! If you have read the letters written by past recipients (see November 2015's issue of the HEA News for a thank you letter from last year's winner, Stephanie Guy), you already know how much such an award can mean to a college-bound graduate of the Haverhill Public Schools. Even at less than half our goal, the HEA Scholarship ranks among the highest prizes a graduating senior from Haverhill High School can be awarded. This money can be used to defray the cost of books, tuition, room and board, or any of the many college-related expenses young students face today.

Though I am encouraged by our progress thus far, there is still a long way to go in order to hit our goal and set a new scholarship record by awarding this year's recipient a prize of \$3000. If you still have not contributed, please consider doing so. If every member contributed just \$5 to the cause we'd reach that goal and then some.

As I write this I am beginning preparations for our second annual "Code Blue" fundraising event this spring. The details are still being worked out, so stay tuned and check in with your building representatives after next month's meeting to see what develops. By working together and with our community, I know that we can continue to make this scholarship grow into one of the HEA's proudest legacies.

### 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** – Gerri Desjardins & Deb Russell
- **Greenleaf** – Cheryl Kozlowski
- **HHS** – Zachary Eldridge, Sarah Emilio, Tom Jordan, & Andrea Laws
- **Hunking** – Kelly Fairbrother

- **Moody – Volunteer Needed**
- **Nettle – Volunteer Needed**
- **Pentucket Lake** – Lauren Camire, Jennifer Roberts
- **St. James** – Neil Wilkens
- **Silver Hill Horace Mann** – Lori Caron, Melissa Moreau, & Meghan O’Neil Bedow
- **Tilton** – Erin Barnard & 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<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

#### **Special Education Task Force Meeting**

Wednesday, February 3, 2016 – HEA Office

Please see page 2 of this newsletter for additional information.

#### **New Teacher Training – Evaluations**

Tuesday, March 15, 2016 – HEA Office

Please see page 2 of this newsletter for additional information.

#### **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!

### 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, 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