

# HEA HOT SHEET

March 2016

**MESSAGE FROM PRESIDENT LISA BEGLEY** – Well, time is going by quickly and I want to update you on what the executive board has been working on. I have continued going to various schools and meeting a lot of hard-working and dedicated teachers, ESPs, and clerks. Thank you to all that work so hard to make a difference in the lives of Haverhill's students! – Lisa

**NEGOTIATIONS CONTINUE FOR SECRETARIAL AND ESP UNITS** – The School Committee has made a counterproposal to the ESP unit. The ESP Negotiations Committee and our MTA representative are meeting this week to determine whether or not to submit this proposal to their members for a vote. ***The Clerical Unit has not made any progress in negotiations. Please contact the School Committee to show your support. We have new School Committee members who need to hear from us. This is a small number of individuals – they need our support to be heard! See our website for a sample letter and School Committee contact information.***

**FINAL DRAFT OF TEACHER CONTRACT STILL DELAYED** – President Lisa Begley continues to find errors in the contract. Both she and our MTA representative, Meg Werner, have made the corrections and submitted the contract to the School Committee's attorney, Bill Cox, to review. Current salary schedules are published on our website with the ratified Memorandum of Agreement for your review until the final draft is signed by both parties. Remember that the new contract is ratified and in effect. It's not too early to start thinking ahead for our next contract. Let's start the discussion early – Lisa has been identifying topics to bring to the next negotiations committee and is keeping the list next to her contract. This list focuses on topics she's had to deal with throughout the year. Share your ideas with your building representatives and we will bring them up in our surveys when the time gets closer.

**2016 "CODE BLUE" SCHOLARSHIP EVENT PLANNED FOR APRIL 1<sup>ST</sup> AT THE TAP BREWING CO.!** – The 2016 HEA Scholarship award is now over \$1300 – thanks to all who contributed to our first drive last fall! Once again we are asking members to participate on April 1<sup>st</sup> by wearing their HEA t-shirts, "Haverhill Educators United" buttons, or anything blue to show our unity and commitment to Haverhill's students. Sign up to attend the scholarship event at the Tap from 3-7 with your building representative. Tickets are \$20 and include appetizers. Proceeds to benefit the HEA Scholarship Fund. Can't make it to the tap? We still need your help! Please participate at school on April 1<sup>st</sup> and see your building representative to make a contribution of any amount!

**HEA T-SHIRTS!** – Our t-shirts are in! We currently have about 500 available to our members in various sizes (M- 3XL and both circular and v-necks styles). T-shirts will be given out by building representatives during 10-minute meetings. As these shirts were purchased using grant money, we were not able to get all that we needed. The remaining 250 t-shirts will be purchased next year. We are asking members to wear these t-shirts on April 1<sup>st</sup> for the "Code Blue!" scholarship drive and other days to be determined. We ask that members also consider wearing these shirts to after-school events to show the community that our teaching and concern for their students goes beyond the classroom.

**ETFs TO RECEIVE CONTRACTUAL STIPENDS** – President Lisa Begley has received word that those who should have received these stipends will be paid. The HEA is still waiting to find out when this will happen.

**KNOW YOUR CONTRACT! – TEACHER EVALUATION LANGUAGE** – Teachers continue to face challenges when dealing with some administrators during the evaluation process. All members should familiarize themselves with the evaluation language as it currently exists on our website ([haverhill.massteacher.org](http://haverhill.massteacher.org)). This language will become a part of the new contract once it is merged with the Memorandum of Agreement ratified this fall. Our best defense against abuse and/or misuse of the evaluation system is to adhere to the protocols outlined in the evaluation instrument as agreed upon. Below are some of the highlights:

- Observations should be followed-up by the Evaluator with a face-to-face meeting with the educator before the observation is signed by the educator or the administrator.
- Any "Needs Improvement" rating **MUST** be followed by another observation **WITHIN 20 SCHOOL DAYS** of at least 30 minutes and a measurable action plan must be developed with the educator designed specifically to improve the area(s) designated.
- **Any teacher who receives a "Needs Improvement" rating in any area from an announced or unannounced observation is strongly encouraged to contact his or her building representative or the Executive Board immediately.**

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General Information/Executive Board – email [HavEd@verizon.net](mailto:HavEd@verizon.net) or visit [haverhill.massteacher.org](http://haverhill.massteacher.org)  
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**DISTRICT EVALUATION COMMITTEE MEETINGS CONTINUE** – At least 10 teachers from the elementary and middle schools attended our last meeting. Though Lisa Begley was the only HHS teacher to attend, she has worked with Principal Beth Kitsos to recruit additional representation. Four high school teachers have volunteered to attend the next meeting. Although we are all part of the same team, the truth is that there are different concerns among teachers at each level. The HEA wants to hear from everyone to meet everyone's needs – all need to be heard! There is still disagreement as to the interpretation of how a “needs improvement” rating should be handled (see above for ours). Assistant Superintendent Julie Kukenberger, who chairs the committee, agreed to share our concerns with administration at their next meeting. We look forward to hear how that went when the DEC meets again. Dialogue between the HEA and administration continues. With the change from NCLB to the Every Student Succeeds Act (ESSA) the state will have more control over what will be a part of various measurements for teacher evaluations. This process will take time to complete and we have the next year to figure it out together. Stay tuned for more as we continue to meet.

**NEW TEACHER TRAINING ON MARCH 15<sup>TH</sup>, 4PM – TOPIC: EVALUATIONS** – Any teacher or ESP with less than 3 years in the district are invited to this training to help explain and navigate the evaluation instrument and process. To attend, please sign up with Secretary Jeff Blaustein by emailing him at [jbandkb14@gmail.com](mailto:jbandkb14@gmail.com). The training will be held at the HEA office, 800 Broadway #3, Haverhill MA 01832 (bottom floor in the back of the building).

## GRIEVANCE COMMITTEE UPDATE

- None of the previously reported grievances has been completely resolved at level one. Most are moving on to level two.
- President Lisa Begley and First Vice President Ted Kempinski met with Superintendent Scully regarding the training on SchoolBrains. They have agreed to go back to our members to find out the areas or functions of SchoolBrains that members still want training on as well as functions you'd like added. Please give your building representatives this information so we can report back to administration. For example, Lisa is interested to learn how make seating charts – what about you? We believe that they are going to use this information to determine if training can be completed school-by-school or if district-wide training is in order. Our goal is to make sure our members receive the training they require.
- The administration has rejected our proposal to avoid arbitration regarding the use of retired teachers in unit positions and submitted a counterproposal. Their proposal does not limit this practice as we feel that it should. As it stands now, we are scheduled to take the matter to arbitration where we will present our concerns to an arbitrator who will make a legally-binding decision on the case.
- An additional grievance has been filed since our last notice with many moving parts to it. Building representatives will be updated at our next meeting.
- Another grievance committee meeting will be scheduled to discuss issues among special education teachers. The Special Education Task Force has now met several times to gather data and express their concerns. Those on the committee should pay attention for a future meeting date to be set. If anyone would like to volunteer to be a part of the Grievance Committee contact First Vice President Ted Kempinski at [tedkhea@gmail.com](mailto:tedkhea@gmail.com) or President Lisa Begley at [lisa.begley.hea.president@gmail.com](mailto:lisa.begley.hea.president@gmail.com). We recently had a member resign from the district so we would love to have a replacement.

**LABOR VIOLATIONS FILED** – Three labor relations violations have been filed against the district. These concern clerical positions being removed from our unit, grading policies, and a violation of Weingarten rights. We have not heard anything back from our filings yet.

**ESP TRAINING COMING TO HHS** – The MTA has selected Haverhill to host differentiated instruction training for ESPs in the near future. 30 spots will be available and Haverhill's ESPs will have the benefit of not having to travel if they wish to attend! Dinner will also be provided. Be sure to read your HEA emails for more information once a date has been determined!

**DISABILITY INSURANCE AVAILABLE SOON** – MTA Disability Insurance is almost here. A representative from Vista Financial Group will be coming to all schools this March and April. To learn more, visit [www.mtabenefits.com](http://www.mtabenefits.com) or call Vista Financial (888-646-1974 ext. 101). Members will be informed of when Vista will be at their building by iContact. MTA disability benefits are not offset by sick days or sick bank payments. Both the short- and long-term disability plans can pay a tax-free benefit of 60% of salary and the annual open enrollment period has guaranteed issue coverage – no medical questions asked!

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**CONSENTINO EMERGENCY ASBESTOS ABATEMENT** – An email to all members was sent this week and Lisa Begley met with staff members at Consentino on Monday, March 7 to hear concerns from members. The HEA has received and will maintain copies of all documentation on the cleanup process in the HEA office. President Lisa Begley thanks Facilities Supervisor Tom Geary for meeting with her and having members of Axiom walk her through the process that was conducted. The HEA has put out the call for books to replace those that were destroyed. Thank you to everyone who answered this call and donated the much-needed books to Consentino's students. Once again you've demonstrated your strong commitment to the students of Haverhill. We will be posting pictures of the book collection on our website and will submit them to local news outlets as well.

**INFORMAL AUDIT NEARLY COMPLETE** – The audit committee has nearly completed our biannual informal audit of HEA finances. Members will be updated once it is complete.

**DISTRICT DIRECTOR FOR 23F NAMED** – MTA District 23F, of which Haverhill is part, has a new director. Sue Densmore, of the Triton Regional Teachers Association will assume this seat on the MTA Board of Directors.

**HEA MEMBERS ENCOURAGED TO GET INVOLVED BEYOND THE HEA** – The MTA Annual Meeting of Delegates is May 13-14. We are accepting nominations of HEA members to attend this meeting. If the number of nominees received is greater than our allotted for our delegation an election by secret balloting will be held. President Lisa Begley attended last year and reports that it is a great experience. The meeting is held at the Hynes Convention Center in Boston, MA. The HEA will help arrange carpooling to decrease the cost of gas and parking which will be covered by the HEA. If we have participants at the elementary, middle, and high school level we will work to organize transportation so that every teacher can get to the convention after school on Friday as quickly as possible. Please contact your building representative if you are interested in attending so that you can be nominated.

**MEMBERS REQUESTED AT SCHOOL COMMITTEE MEETINGS** – The HEA is asking our members to start attending School Committee meetings more regularly. To help, we have created a rotating schedule of buildings we'd like to see represented at each meeting. If we could get even 5 people from each building to attend every meeting we'd be off to a terrific start. If you can't make it on the date your school is scheduled please feel free to attend any other that works for you. A member of the executive board will continue to be at every meeting, so you'll never be alone. We also want to give a shout out to the teachers at Tilton who have had a representative at several recent meetings!

- \* March 10 – Bradford Elementary & HHS
- \* March 24 – Consentino & HHS
- \* April 14 – Hunking & Greenleaf
- \* April 28 – Nettle & Crowell
- \* May 12 – Golden Hill & Bartlett
- \* May 26 – Whittier & Walnut Square
- \* June 9 – St. James/HALT & HHS

## HEA GENERAL ELECTION COMING IN APRIL

A general election for the positions of 1st Vice-President, Treasurer, and Representative for the Clerical Unit will be held on Thursday, April 14, 2016. As per the HEA bylaws, the period for nominations will open March 31, 2016. A more detailed message explaining the requirements for these positions and other necessary information will be sent at a later date.

**NEXT BUILDING REPRESENTATIVES' MEETING – March 24<sup>th</sup>, 4PM AT HEA OFFICE** – Come to our next representatives' meeting! Each building is entitled to 1 representative for every 10-15 members. Most buildings only have 1 current representative and others have none! We need your voice! **Any members interested in being a building representative should contact Jeff Blaustein (jbandkb14@gmail.com).** If you can't make it to our meetings please forward any issues to your building representatives or the Executive Board.