

# Haverhill Education Association News

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## News from the President

Lisa Begley

### Welcome Back!

I hope that everyone has had an enjoyable summer and is ready to jump into our roles as teachers, ESPs and secretaries. I was fortunate to attend the MTA summer conference at UMASS Amherst to help me to get better organized for the New Year. I hope everyone enjoyed getting right back into the classroom rather than having a district meeting for our first event. *If teachers at your building were not given any opportunity to setup their classrooms on Monday, August 29th, please let any member of the executive board know.*

I can't take credit for this change, as it was Mr. Scully that asked me what I thought about the idea. After polling some teachers and ESPs around the district I reported back to him that we agreed and would love the opportunity to go into our classrooms on that day. Although we love DiBurro's and the wonderful support that they have given to Haverhill Public Schools, we are glad to get ready for our students by starting within our classrooms and school buildings. We will continue to support them and I personally look forward to the annual HEA Honors Banquet, which will be held there in May. Please give your support to whenever possible as they truly support the public schools in Haverhill. I met with Mr. Scully on several occasions to discuss ideas and to come to some agreement on various issues. The meeting truly felt collaborative and I look forward to working together on the issues that were discussed. Here are some highlights of things that I would like you to be know and to be aware of:

### Secretaries Still Without Contract!

The secretarial unit is starting yet another year without a contract, though the School Committee did meet in August to discuss the status of negotiations. Progress was made and we are hopeful that a contract will be offered shortly. Keep in touch via our website, Facebook page (@HaverhillTeachers) and our new Twitter account (@HaverhillEd) and receive updates on negotiations as soon as they are released.

### All Contracts Available Online

All current HEA contracts, including the newly ratified ESP contract, are available on our website. To access your contract, visit [haverhill.massteacher.org/local-contracts](http://haverhill.massteacher.org/local-contracts). Though the School Department is only required to provide one printed copy of the contract to each building, it was agreed that any member who wants a printed copy of his or her own may use school printers to create one.

### SchoolBrains

Training will be given to all schools on a more personal level. Schools will be selected to receive training on various professional days until all schools get the much desired training necessary to use the software. This will resolve the grievance that we filed last year and we are pleased to have Mr. Scully's support. ***Please make sure you attend when your school is scheduled for the training. Once the trainings are complete, every teacher to whom the training was made available will be expected to use SchoolBrains in accordance with our contract*** (Article X(b)). You can visit the **HPS Online Training And Support** website for additional support and contact the iSchool at HHS any time for help or to schedule additional training. Teachers at Consentino, Nettle, and Tilton

were scheduled for training on August 29<sup>th</sup> while Friday, September 2<sup>nd</sup> has been reserved for Hunking and Pentucket Lake (12pm), as well as Whittier and Bradford Elementary (2pm) at each building. See your administrator for additional information or to find out when your building will be scheduled for on-site SchoolBrains training.

### Special Education Task Force

Thanks to the hard work of the Special Education Task Force led by 1<sup>st</sup> V.P. Ted Kempinski the HEA has identified a variety of issues within the Special Education Department. As a result, the HEA has formally requested to open negotiations with the School Department to be able to resolve them. I was pleased to meet Pam MacDonald, the new Special Education Compliance Supervisor, who will be working closely with Special Education Director Kyle Riley, both of whom we will be working with to resolve these issues this year.

### MTA Conferences

Beginning this year, the HEA will be send five new teachers to the annual MTA New Member event and five ESPs to the ESP conference held each year on Cape Cod. More information for members interested in attending these events will follow online (Twitter, Facebook, and web site) and in future newsletters.

### Save Our Public Schools Campaign

The "No On 2" ballot initiative to "Save Our Public Schools" is in full force. I have canvassed once and have done phone banking twice to let everyone know that we want him or her to **vote no to question #2** in November. Let's keep our taxpayers' money in the public schools that educate every student! Voting no will only prevent the cap already in place from being lifted; it does not affect the current charter schools already in place.

### Ongoing Labor Relations Disputes

Rather than going before the actual labor board at the Department of Labor Relations, the HEA agreed to settle some disputes through mediation. The HEA and School Department agreed to have three secretarial positions put back into the union and to have three positions that had been previously removed to stay out of the union due to confidentiality issues related to the job responsibilities of those positions. We have two more dates for before the labor board related to last year's issues, one being another secretarial dispute and the other related to grading policies. We are still waiting for one more date to resolve a Weingarten rights violation as well.

### Evaluation Dates to Remember

Please read the evaluation language in your contract, which is available on our website ([haverhill.massteacher.org/local-contracts](http://haverhill.massteacher.org/local-contracts)) Here are some key dates teachers need to be aware of, with additional information found in the contract.

- **by Sept. 15** – Superintendent, principal, or designee meets with evaluators and educators to explain evaluation process (continued on p. 2).

**Evaluation Dates (cont. from p. 1)**

- **by Oct. 1** – Evaluator meets with first-year Educators to assist in self-assessment and goal-setting process. Educator then submits self-assessment and proposed goals (continued on p. 2).
- **by Oct. 15** – Evaluator meets with Educators in teams or individually to establish Educator Plans (Educator Plan may be established at Summative Evaluation Report meeting in prior school year).
- **by Nov. 15** – Evaluator completes first observation of each Educator

**Member Representation Sought at School Committee Meetings**

We still hope to increase member attendance and visibility at the School Committee meetings. Please look at the meeting dates scheduled for your school and try to make plans to attend. Please try to get as many people to attend with you as possible. We need to show the school board that we truly do care and want to know what decisions are going on outside of our classrooms that affect us everyday. If you can't make it with your building, please attend any other meeting and come as often as you can! We started this practice in the middle of the 2015-2016 school year and it has been noticed. Let's keep the practice going and continue to increase our presence!

- September 8<sup>th</sup> – All District
- September 22<sup>nd</sup> – HHS
- October 13<sup>th</sup> – Consentino
- October 27<sup>th</sup> – J.G. Whittier and Walnut Square
- November 17<sup>th</sup> – Nettle and Golden Hill
- December 15<sup>th</sup> – Hunking and Greenleaf
- January\* (\*dates TBD) – Tilton and Moody
- February\* – Crowell and Bradford
- March\* – St. James and Silver Hill
- April\* – HHS
- May\* – TBD
- June\* – TBD

**Licensure Update**

Did you know that everyone that has not already renewed their teacher license now needs an additional fifteen PDPs in both Sheltered English Immersion (SEI) and Special Education? I am working with Mr. Scully to provide opportunities during our professional days as well as after school to help teachers complete this requirement.

**HEA Business Cards – Keep Handy!**

We have a new Twitter account (@HaverhillEd) and a Facebook page (@HaverhillTeachers) that you can follow for the latest HEA news and other shareable information. All of our contact information is on the card that accompanied this newsletter. Please write your building and representative's name on the back of the card, which includes important information about your Weingarten Rights. These rights protect you if

you are interviewed by a supervisor in any way in which you feel may lead to discipline, termination, or a change in working conditions. Keep this card close by – you never know when you might need it!

**HEA T-Shirts**

Last year we distributed most of the t-shirts we were able to acquire through a grant from the MTA. We still have more to distribute to those members who did not receive one during our General Meeting on September 16<sup>th</sup> (see "Upcoming Events" for more information!) We are working on acquiring more t-shirts in the future for those members who still have not received one.

**MTA Grassroots Training**

We had three HEA members attend the Grassroots training sponsored by the MTA and HEA. We are so glad to see more of our members take the initiative and get more involved, will you? Please contact your building representative or a member of the executive board to see how you, too, can make a difference!

**ESPs Making a Difference**

HHS ESP Nancy Burke has been working hard on the farm to school project. The next time you are at the high school, take a look at the great work she has been doing over several years with her courtyard garden! On Friday, September 25<sup>th</sup>, the students will be digging up potatoes and carrots to enter into the Topsfield Fair. Representatives from both the NEA and MTA will be coming to view the garden as well. Remember we always want to know when good things are happening around the district. If you know of something worth sharing from your building send us a message so we can get the word out! (More on Page 4)

**MTA Sponsors ESP Committee and Task Force**

Nancy Burke will serve on the MTA ESP Committee this year and I will be on the ESP Task Force (they needed three presidents to serve). I will also be a part of the MTA's Resolutions Committee. We will both report on our experiences at the end of this year.

**National Walk-In To Support Our Public Schools  
10/06/16**

Save the date! On October 6<sup>th</sup>, let's join other educators, parents, students, and schools across the country in support of public schools. All you have to do is gather outside your building 30 minutes before the start of school with our "No On 2" and "Save Our Public Schools" signs (stop by the first building rep meeting on 9/29 or make your own!). See your building representative or contact a member of the Executive Board for more information and don't forget to vote #NoOn2 on November 7<sup>th</sup>!

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 (@HaverhillTeachers) and Twitter (@HaverhillEd)**

*Condolences*

*Wishes of comfort and peace are extended to:*

- *Phil and Maureen Zuber for the loss of Phil's father.*
- *Trish Shaw for the loss of her brother.*
- *Michelle Moulton for the loss of her father.*
- *Carol Buzzell for the loss of her mother.*
- *Erin Thompson-Bertrand for the loss of her mother.*
- *The family of Lynne Lynch, who recently passed*

## Building Representatives

- **Bartlett – Volunteer Needed**
- **Bradford** – Dan Cerat & Lindsey Flores
- **Consentino – Volunteer Needed**
- **Crowell – Volunteer Needed**
- **Golden Hill** – Deb Russell
- **Greenleaf** –
- **HHS** – Zachary Eldridge, Sarah Emilio, Tom Jordan, & Andrea Laws
- **Hunking** – Kelly Fairbrother

- **Moody – Volunteer Needed**
- **Nettle** – Colleen Staples
- **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 29<sup>th</sup>**  
**October 20<sup>th</sup>**  
**November 17<sup>th</sup>**  
**December 15<sup>th</sup>**  
**January 26<sup>th</sup>**

**February 16th**  
**March 16th**  
**April 27th**  
**May 11th**  
**June 15th**

\*Building Rep. meetings are held at 4:00 in the HEA office.

### Upcoming Events

#### **2016 General Meeting and Social**

**Friday, September 16, 2016 – Amvets, 3-7Pm**

This year’s meeting will be held at the Amvets on Primrose Street in Haverhill on 16 September and the agenda will be to go over the newly proposed changes to our bylaws, the Save Our Public Schools campaign and other minor items. We will have food, some giveaways from MTA Benefits, and the Haverhill Teachers Credit union to name a few (and a cash bar!).

*Social – 3:00*

*General Meeting – 4:30*

***Please join us for this important event as we gather to reconnect and celebrate the start of another great school year!***

#### **2016 HEA Retiree Luncheon**

**Tuesday, September 27**

The 12<sup>th</sup> annual HEA-R luncheon will be at Fresco Beignet Cafe, 34 Rogers Road, Ward Hill Industrial Park (Haverhill/Bradford, MA).

All retired members and their guest(s) are invited to join us for a buffet lunch which includes: tossed salad with dressing on the side, baked Atlantic haddock topped with lightly seasoned cracker crumbs, Italian seasoned fried chicken cutlet with ziti and sauce, sliced sirloin roast with gravy, mashed potatoes, bread and butter, coffee, tea and soft drinks. Dessert will be vanilla ice cream with chocolate sauce.

Lunch will be served at noon on Tuesday **September 27, 2016.**

Reservations are required and the total cost is **\$13.00 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 or cancellations is Monday, September 19, 2016. A check must be included with all reservations. We will be dining in a function room beyond the cafe.

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

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

**Date TBD**

#### **HEA Honors Banquet and 2016 Scholarship Presentation**

**Wednesday, May 17, 2017 – 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!

**Membership Dues Rate Chart for 2016-2017**

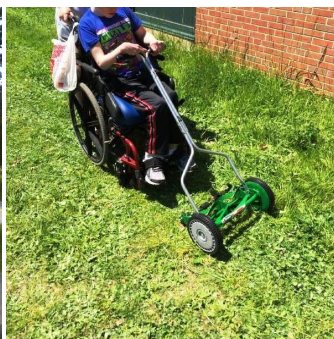
	<b>Local</b>	<b>State</b>	<b>National</b>	<b>Total</b>
Teachers (full-time)	\$164	\$494	\$187	\$845
Teachers (part-time)	\$82	\$247	\$105	\$434
Secretary (full-time)	\$98.40	\$297	\$113.60	\$509
Secretary (part-time)	\$49.00	\$148.50	\$68.50	\$266
ESP (full-time)	\$49.20	\$149	\$113.50	\$311.70
ESP (part-time)	\$24.60	\$74.50	\$68.50	\$167.60

Payments may be made through 20 payroll deductions (beginning with the second paycheck) or the total amount must be paid by check before November 30, 2016 (payable to the H.E.A. and sent to our office at 800 Broadway #3, Haverhill, MA 01832). Please review your paystubs regularly for accuracy and contact HEA Treasurer Jill Perkins Bouchard (heatreasurer@gmail.com) with any questions.

**HHS Farm to School Garden Project Enters Third Year**

For the 3<sup>rd</sup> year in a row, HHS ESP Nancy Burke has secured a National Education Association Farm to Table grant to continue developing and expanding a handicap-accessible garden in one of the school’s interior courtyards. The garden, which features raised beds that students in wheelchairs can reach into for planting and maintaining the group’s crops, has earned Nancy national attention and local media coverage (you can find links to some of these articles on our website and Facebook page). Enjoy these photos of the garden and be sure to check it out for yourself the next time you are visiting HHS!

*Do you know of any other ESP-led projects such as Nancy’s? The HEA wants to hear about it! Share your story (or the story of any ESP doing great things for the students and staff in your building) with us by contacting ESP Representative Lois Silva, your building representative, or Anthony Parolisi (anthonyparolisi@gmail.com) and we will feature it in the next issue of the Haverhill Education Association News!*



**STAY INFORMED!**

If you haven’t been receiving email updates from the HEA we may not have the correct contact information for you. To update your information and receive these valuable messages, send us an email from your private account to [haved@verizon.net](mailto:haved@verizon.net) (subject: ADD ME TO THE MAILING LIST).

**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.*

**Executive Board Contact Information**

**President Lisa Begley:** 603-303-7778 / [lisa.begley.hea.president@gmail.com](mailto:lisa.begley.hea.president@gmail.com)  
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**Secretary Jeff Blaustein** (elections, bylaws, email list): 978-289-2796 / [jbandkb14@gmail.com](mailto:jbandkb14@gmail.com)  
**Treasurer Jill Perkins-Bouchard:** (finances, membership/dues) 978-914-2930 / [heatreasurer@gmail.com](mailto:heatreasurer@gmail.com)  
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