

Haverhill Education Association News

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www.facebook.com/HaverhillTeachersLisa 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

President's Corner

President Lisa Begley

Silver Hill Horace Mann Charter Renewal Vote – June 15

Voting will take place in all buildings that have an HEA representative. Any building without an HEA representative, which includes: Bartlett, Crowell, Moody and Greenleaf, will need to come to the HEA office at 800 Broadway to cast their vote between 2:30 and 4:30pm.

Please know that I have been attending most of Silver Hill's Board of Trustees meetings for the past two years. It was SHHMCS administration that asked for the original vote to be taken on May 5th. The HEA asked for the first extension. The administration of SHHMCS then asked for an additional extension that was then granted by the HEA. I have heard from some parents of SHHMCS students that they do not understand how anyone could vote on the charter renewal when it was not completed. It was through many meetings and discussions that it was apparent that the charter would be written to continue as it had in the past. Seeing that the first charter was written ten years ago as well as the fact that SHHMCS asked for the first date of the vote, that I felt that our members could make their own decision as to whether to renew the charter that again began ten years ago. Given that we have an obligation to hold the vote when our members are present to vote, we have delayed the vote as long as we could to give SHHMCS an opportunity to provide our members with the charter renewal application. We also delayed the vote to give SHHMCS an opportunity to address concerns about the radically different demographics at the school, as compared with nearby schools and the District as a whole.

I have again been sent e-mails and asked questions on how our members could vote on the Charter renewal when it seemed that the teachers did not know the difference between a Commonwealth Charter and the Horace Mann Charter, which SHHMCS is. I have on two separate occasions sent information to our members, which I worked on with the principal of Silver Hill, Margaret Shepard, to explain the differences. Mrs. Shepard took the time to write up an informative document that was sent to all of our members. I was again asked these questions at a SHHMCS Board of Trustees meeting and this information was shared with the parents. However, the opinion that we don't know the difference continued to be expressed by a handful of concerned parents.

As I have said in the past, all the teachers, ESPs, and secretaries over at SHHMCS are part of the Haverhill Education Association. I invited members of SHHMCS to present at our Executive Committee and Building Representatives meeting to share their thoughts and concerns regarding the charter renewal. We put the flyer that the teachers of SHHMCS created up on the HEA social media pages. We support the teachers and staff at SHHMCS. However, the HEA's responsibility is to support all the teachers, ESPs and secretaries within the district and by that means supporting all students within the district as well. We have not put information that some parents have created directly onto our social media pages. We have, though, been "tagged" in these messages and have tried to correct the misinformation that has been provided. The teachers at SHHMCS correctly identified that they do not have level I or level II ELL support and due to that are not able to have level I or level II ELL students within their school. The small group of parents claims there is a comprehensive ELL program which does not exist at SHHMCS.

Claims have been made that the HEA has "demanded" that the charter school do something illegal by changing its practices to enroll a more representative student population. In point of fact, the HEA made a request and offered suggestions, but clearly made no demands. Here is the relevant excerpt from a letter from me to the Silver Hill Board of Trustees dated June 2, 2017:

"We request that you take new measures to address the above described inequities in student population distribution. A suggestion is for the lottery to be weighted towards economically disadvantaged applicants, with for example each such applicant getting two chances rather than one. Such a lottery system would still meet the statutory requirement of a blind lottery. Regardless of the measures that you may introduce, we request that any such measures have a reasonable expectation of resulting in significant demographic changes. The measures that were described in your letter and in your annual reports have not succeeded to achieve this end."

Here is Silver Hill's emailed response, reproduced in full:

"The law states that how the lottery is to be conducted. There is no negotiating of the law. Any means to give one group an advantage over another is a discriminatory practice and therefore, unlawful. Our attorney is also included in this email.

Euthemia Gilman"

DESE has confirmed that Silver Hill Horace Mann Charter lottery complies with all applicable laws and cannot be legally altered.

For our members' convenience, the charter renewal application and other documents and arguments made in favor of and opposed to the Silver Hill Horace Mann Charter renewal have been posted to our website, haverhill.massteacher.org. They can be accessed directly at the following URLs:

- <http://haverhill.massteacher.org/2017/06/08/silver-hill-horace-mann-charter-school-renewal-application-gets-first-approval-hea-to-vote-on-june-15/>
- <http://haverhill.massteacher.org/2017/06/09/shhmcrenewalinfo>

I want to thank each one of you who has taken the time to read this information. It is the right thing to do to make an informed decision. It is my hope that you will cast your vote based on the information and your individual decision. The HEA needs to support all of our teachers and that includes the teachers at SHHMCS as well as the rest of the district. My job has been and continues to be to inform you so that you can use your freedom to cast your vote on June 15th.

Other areas of concern:

1. HHS – The outside Science center continues to be developed with the hard work of both ESP's and Teachers. Trees have just been planted and a weather station is being looked into. Can we get the old one there to work or will a new one with the updated software is necessary? We shall see.
2. Some teachers have been given notice of their non-renewal due to licensure issues. Don't let this happen to you. Make sure you are aware of what you need to do to complete your license.
3. We are at level II for a grievance for Nettle, where the school is using ESPs as teachers.
4. Negotiations teams for ESPs and Secretaries have been formed and meetings have begun. Members of the ESP negotiations team have started to go out to all schools to inform members who could not make the meeting where we prioritized the areas that we want changes in.
5. All the members of the HEA that are heading into retirement should know that they can remain as retired members for both the HEA and the MTA, if they wish. Please contact a member of the executive committee or your building representative to find out what you need to do.
6. The HEA had one additional member attend the MTA Annual Meeting of Delegates in Boston. Improvements were made, even if slightly. Remember to add your name next year to this very powerful assembly. This is where your voice can be heard!
7. Five ESPs were selected to attend the MTA ESP convention this year. The HEA paid for their conference fee. Four actually attended. Please know that next year we will give preference to individuals that had not previously been selected.
8. The Turn Around Grant for Tilton was submitted to DESE. The union has not signed an MOA for any of the grant's impact on our contract. We are told that each part of the grant will in fact be bargained before implementation happens. I truly hope that this is what happens. I have stayed in contact with the administration over this concern. Officially we have not heard if Tilton has received the grant or not. I will send out a message when I receive word on the results.
9. HHS will be having training on dual teaching between regular and special education teachers this summer to increase cooperation and understanding of the process. Can anyone share what if anything special is happening at other schools?
10. Any member who was not renewed or has otherwise chosen not to return to the Haverhill Public Schools must know that he or she is eligible to continue subscribing to the city sponsored health insurance plan until the end of August at the employee premium rate. Though the HEA has sought for 3 years to get the human resources and business departments to calculate premium deductions accordingly, affected teachers should be told soon how much they will have to pay to remain covered at the month of August and be offered a reasonable plan to make the necessary payments. Affected members with questions are encouraged to contact human resources. Please let Anthony Parolisi know (anthonyparolisi@gmail.com) if you encounter any issues. No one should be required to purchase COBRA for the month of August as a result of his or her non-renewal or decision to leave the district.

I hope everyone has a wonderful summer vacation. This is our time to reflect and renew our energies for next year. I am thinking about the changes that I want to make within my own classroom and am excited to have so time to relax as well as to start gathering new material for my students. I will take some time for myself of course. However, we all know that teaching does not end with our summer. It is in our minds and hearts. Please know that you are appreciated more than you are often told. You mold the minds of our future, isn't that fantastic? ☺

Sincerely,
Lisa Begley
 HEA President

Congratulations to Holly McGrath – 2017 HEA Scholarship Winner!



HEA Swap Shop

Vacation Ownership/Timeshare for Sale \$6200.00

Week 38 in Sept. Fully deeded for life. Corner unit, 2 bedroom lockout, sleeps 8. Can be used separately as two vacation weeks; studio/1 bedroom. Units feature climate control and color cable TV. Many also feature gas fireplaces, in-room spa tub, large-screen TVs and full kitchens, washer & dryer. Can be used/exchanged immediately with RCI's Powerpoint System.

Onsite, handicap-accessible amenities include children's pool, exercise room, indoor and outdoor swimming pools, and a restaurant.

Located in the heart of the White Mountains in Bartlett, New Hampshire, the Attitash Mountain Villages timeshare is perfect for any time of year. With a close proximity to the quaint village of North Conway, guests can enjoy shopping, dining, and a wealth of outdoor activities. The resort is set on Attitash Mountain for those interested in skiing, snowboarding, sledding, and après ski events in the winter, as well as mountain biking, hiking, and barbequing in the summer!

For resort information and pictures visit www.attitashmtvillage.com. If interested, please email Lisa Collins (l1orri11@yahoo.com) for more information!

Pollard Brook Condo Rental in Lincoln, New Hampshire

Week of July 31. One bedroom, sleeps four with kitchen, living room, dining room, and Jacuzzi. \$600 call Michelle 508-641-1326

Have something to trade or sell? HEA members can advertise for free! Contact Anthony Parolisi (anthonyparolisi@gmail.com) to post your ad in the next edition of the HEA Newsletter!

New Mileage Rate for 2017-2018 School Year

On December 13, 2016, the IRS announced that the new standard mileage rate for deductible costs of operating an automobile for business purposes for 2017 will be **\$0.535** (53½ cents) per mile. per our contract, this new rate will take effect on July 1, 2017.

Condolences

Wishes of comfort and peace are extended to:

- *Beth Buschini for the loss of her mother.*
- *Tricia Dupre (daughter) and Hortense Burton (wife) for the loss of Lew Burton.*
- *Annie Kalashian for the loss of her mother.*
- *Nancy Burke for the loss of her mother.*
- *Diana Gentile for the loss of her brother.*
- *Jennifer Onafaro for the loss of her brother-in-law.*

Congratulations!

- to Mandy Breton on the birth of her child!
- to Kristen (McCarthy) Gallagher on her recent marriage!

Get Well Soon!

Wishes for a speedy recovery to Pat Nolet.

2017 HEA Honors Banquet



(cont. on p. 4)



additional photos from the 2017 HEA Banquet can be found on our website, haverhill.massteacher.org

Executive Board Contact Information

President Lisa Begley: 603-303-7778 / lisa.begley.hea.president@gmail.com
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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 cannot 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!*