

Haverhill Education Association News

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Lisa Begley, President – Ted Kempinski, 1st V.P. – Anthony J. Parolisi 2nd V.P. – Jeff Blaustein, Secretary
Jill Perkins-Bouchard, Treasurer – Lois Silva, ESP Rep. – Patti MacRae, Secretarial Rep. – Linda Kiefer, Office Secretary

Schedule of HEA Events

December 7 th – Representative Meeting, HEA Office, 4pm	March 15 th – Representative Meeting, HEA Office, 4pm
January 25 th – Representative Meeting, HEA Office, 4pm	April 26 th – Representative Meeting, HEA Office, 4pm
February 15 th – Representative Meeting, HEA Office, 4pm	May 17 th – Representative Meeting, HEA Office, 4pm May 23rd – HEA Honors Banquet, DiBurro's, 6pm
June 14 th – Representative Meeting, HEA Office, 4pm	

President's Report

~ President Lisa Begley

Sick Bank Change – The executive board has unanimously agreed to a language change for the use of the sick bank. The following is the written change that will now be used to determine sick bank use for purposes of maternity:

“While days may be withdrawn for recovery from health complications that result from an atypical pregnancy and/or delivery, days may not be withdrawn for the purpose of child bonding after normal pregnancy without an attendant physical disability or serious illness of the mother identified and documented by a physician.”

Rationale: The use of the sick bank for maternity purposes has been interpreted differently by various sick bank committees (Sick bank committee includes both HEA representatives, school board/administration). This has caused both parties to recognize that the current language has too great of interpretation and thus causes it not to be administered universally on a consistent basis. We feel that the added language clarifies the contractual language. We have chosen to work with the administration on this change as we both recognize the possibility that arbitration could prevail or fail for either one of us. Arbitration costs the HEA a substantial financial burden and as such we would rather use it when there is no other option available. Some may be wondering why we did not wait until our contract negotiations however, we did not see any substance to be gained by not settling and proceeding to arbitration that we could lose, but rather we agreed to a settlement for the current grievant and greater clarity for future purposes which will enable a more fair and universal understanding of the sick bank to be applied.

Personal Day Requests – The HEA has been made aware that an e-mail from the District to administrators caused some confusion regarding the use of personal days. Personal days need to be submitted to the superintendent with an explanation ONLY when they are being used on the day before or after a holiday. If that is not the case then the designee, who is the principal of your building, can approve the request for a personal day. The District does want all paperwork forwarded to them to keep accurate records and to place into their files. Unfortunately, a couple of schools misinterpreted this to mean that all requests should immediately go up to District headquarters. The administration now understands the confusion that the email has caused and agreed to send out another clarifying e-mail to the administrators at all the schools.

The following language regarding personal days is found in Article XV, 1a:

Personal days: up to three days, except before or after a holiday. If such leave, at that time is necessary the Superintendent must be provided with a written request stating the specific reasons for the requested absence a minimum of ten (10) working days prior to the date requested. Any employee absent on the day before or after a holiday without prior approval from the Superintendent will not be paid. Leave will not be taken on a less than full day basis. These days are not to exceed one day per term. If a teacher needs a personal day for urgent personal matters, that individual shall notify the Principal at least 24 hours in advance. Personal Days may be denied on state testing days. If the teacher does not use the three personal days in the school year, those days will be converted into sick days and added to their accruals. New employees in their first year of employment shall be granted one (1) personal day per quarter, for not more than three (3) days per school year.

Please note that the first quarter ended on Friday, November 3rd. The remaining 3 quarters end on January 20th, March 31st, and on the last day of school (dates have been adjusted for the 2 days already missed and will be adjusted for any future school closings).

Chyten Contract – A one-year Memorandum of Understanding has been agreed upon between the executive board and HPS to contract with the company Chyten and their test prep, college interest/counseling program. Our members that volunteer to teach an additional class at HHS will receive a \$30.00 per hour stipend for their training and then 1/5 of their salary based on the number of days that they teach the additional class, which will be included with their normal pay. This means that they will be able to use it towards retirement purposes. Anyone interested should contact Dr. Thakkar and

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apply as they only need a small number of individuals. The numbers of teachers will be determined by the number of students that sign up in 11th grade for the test prep class.

Licensure – Last year we lost several teachers who did not keep up their licensure requirements for one reason or another. It seems that a common theme was the “pending” that showed up on their status with the MA Department of Education. Please know that “pending” actually means that they are waiting for documents. Only when it says, “Ready for Review” does your status indicate that everything required has been submitted and is awaiting an actual review. Also remember if you have even one ELL student in your academic classroom you need to complete the SEI endorsement within a year. Time goes by too quickly; don’t wait to complete the SEI endorsement if you are an academic teacher. Specialists need 15 PDPs in ELL and Special Ed as their newest requirement to renew their licenses.

School Committee Meetings – I previously sent out a request for all members to attend the beginning of each School Committee meeting based on the schedule that I provided. It is imperative that we start filling the seats at these meetings or we will not be seen as interested and invested in their decisions. Since the e-mail message was not as friendly to view I am sharing it again! Take the time to make a difference! Our secretaries and ESP’s are currently working on an old contract and negotiating a new agreement. Let’s support them as they support us!

November 16 th – Hunking	March 22 nd – Nettle
December 14 th – Tilton	April 12 th – Haverhill High School
January 11 th – Silver Hill	May 10 th – Pentucket Lake and Bradford
January 25 th – Consentino	May 24 th – Golden Hill
February 8 th – Walnut Sq. and Whittier	June 7 th – St. James/HALT
March 8 th – Crowell, Moody, and Greenleaf	June 21 st – ALL Haverhill Public Schools

Negotiations – Both the secretaries and the ESPs (Paraprofessionals) are working on an expired contract. Both negotiations teams have been working hard to get the best contract that we can. Please keep informed about what is being asked and how we think we are doing. This information is to be shared with all interested members with personal meetings to start shortly within each school. We have the largest negotiations team for the ESPs in a long time. Remember it is only through your participation that we truly can make a difference.

How Many Sick Days Do You Have? – Please check on how many sick days you have. With the change from X2 to school brains we don’t want any mistakes to have occurred. Check in with human resources (Krysten Howell or Nina Torrisi) to get an update on your actual days. We are allowed to carry over up to 150 days each year. This year we then added on 13 additional days as one day went into the sick bank.

DUTY FREE LUNCH – Everyone is allowed a duty-free lunch of 30 minutes. Although we do have some ESPs that do eat with their students they are then allowed to leave 30 minutes earlier each day. These ESPs are identified by their principals ahead of time. No one should be asking you to give up this lunch period for a meeting, etc. In extreme emergencies things do happen. If you missed your lunch due to a legitimate emergency then ask for coverage so that you can have your 30-minute duty free lunch.

PREP PERIODS – Each teacher/specialist is entitled to one prep period per day. Again, if a legitimate emergency causes you to miss this period please document it in an email and request the period be returned to you during another class period. We use this time for so many important tasks and taking it away from us is puts us and our students in a difficult position.

Start Times – A reminder! If students arrive before the contractual start time and need to come into the building for safety purposes and/or breakfast then teachers can be asked to monitor the students within the cafeteria or another designated area. These duties can occur 30 minutes prior to student start time. Students should not be going to classrooms early. This is so that while some teachers have a duty others can be getting ready for their day. Duties should be shared among the staff throughout the building.

Library and Technology ESPs –

Please remember that the library ESPs and the technology ESPs throughout the district are not getting paid as teachers, which means that they should not be expected to create lesson plans or teach a lesson to a classroom of 25-plus students even though they are more than willing to assist students when they come into their room. Hunking and Tilton both have a certified library/media teacher as well as HHS. All other schools have library ESPs and technology ESPs. These ESPs work hard to monitor and assist entire classrooms of students, they are aware of IEPs and 504s as

well as medical conditions. That is a lot to do and handle without teacher support. Please do not ask them to plan, teach, or assess any student work.

Silver Hill: Innovation School? – A meeting was held on October 24th at Silver Hill by parent Devan Ferreira. She is looking to see if there is interest in having Silver Hill become an Innovation School once the charter is dissolved. Although the teachers at Silver Hill had previously voted “no”, the law allows for others to bring it forward again. I attended the meeting and thought that Mrs. Ferreira did a nice job presenting what the timeline would look like to complete the application and gain approval. Currently there is no written plan for this, so that is in fact what the meeting was about: to see if there was any initial interest to start the process. Since no plan is written for the HEA to view, anything that would go into the plan would be speculation at this time. I can tell you that some parents showed concerned about losing free all-day kindergarten. It is my opinion that free all-day kindergarten is something that I wish for every Haverhill Public School kindergarten student. Questions also were brought up about wishing to keep the board of trustees, keeping the current students and siblings at the school and, of course, keeping the curriculum that is currently being taught. I will continue to monitor the progress as best as I can and try to keep everyone informed. For the purposes of clarity for our members, I visited www.doe.mass.edu/redesign/innovation/ site for the following:

What are the essential features of an Innovation School?

An Innovation School (either a conversion of an existing school or a new school) is an in-district public school that can be established by a wide range of applicants, may utilize increased autonomy and flexibility in six areas (curriculum, budget, schedule and calendar, staffing, professional development, and district policies), and is authorized by the local school committee.

In exchange for increased ownership, discretion, and authority to establish and operate an Innovation School, eligible entities will be held responsible for improving student learning and school performance in accordance with measurable annual goals. Two goals of establishing these schools are to foster innovation across the state and increase students’ access to excellent educational opportunities – while retaining funding within public school districts.

Thank You to Superintendent Scully – I would like to take the time to point out that Mr. Scully is working hard to show our successes in Haverhill. He took an article in the Lawrence Eagle Tribune that was misleading in its information and wrote a letter to the hard-working staff, parents and students of the Haverhill Public Schools. The letter was thoughtful, well written in my opinion and contained specifics to the MCAS data that shows improvements in Haverhill.

In solidarity,
Lisa

Congratulations!

- *To Aimee McCarthy for the birth of her daughter!*
- *Alison George for the birth of her son!*
- *Deanna (Ziminski) Fetty for her recent marriage!*
- *Stacey O’Brien and Patrick Flaherty for the birth of their daughter!*

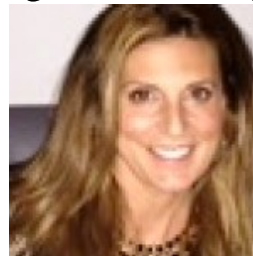
Building Representatives

<ul style="list-style-type: none">• Bartlett – NOMINEE NEEDED• Bradford – Dan Cerat, Mandy Breton• Consentino – NOMINEE NEEDED• Crowell – NOMINEE NEEDED• Golden Hill – Deb Russell• Greenleaf – Barbara Freeman• HHS – Nancy Burke, Sarah Emilio, & Deb Tilly• Hunking – Liz & Tim Briggs, Kelly Fairbrother	<ul style="list-style-type: none">• Moody – NOMINEE NEEDED• Nettle – Michelle Joubert• Pentucket Lake – Lauren Roberts• St. James – Paul Bourque• Silver Hill Horace Mann – Leslye Zylkusi• Tilton – Dana McNamara, Christine Munier• Walnut Square – Nicole Sanchez• Whittier – Lauren Sanguedolce
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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).*

Condolences

Angela Iannalfo



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Wishes of comfort and peace are extended to:

- *The family and friends of Diane Shaw, who recently passed away.*
- *Michele Goldstein for the loss of her father-in-law.*
- *Daniel, Martha, and Patricia Sullivan for the loss of their father.*
- *Jan Scanlon for the loss of her brother.*
- *Kelly Curtin for the loss of her father.*
- *Kathy Daley for the loss of her mother.*
- *Susan Markjevitiz for the loss of her husband.*
- *Kathy Greene for the loss of her mother.*
- *Marylou Tremblay for the loss of her mother.*

Words cannot begin to express the deep sense of loss felt by the Hunking School community and the entire Haverhill Education Association following the unexpected passing of a dear friend and colleague. Our deepest sympathies are with her family as they mourn the passing of a loving mother, wife, and friend who touched so many lives in her time with us.

Membership in the National Education Association includes a \$1,000 complimentary life insurance policy. To name a beneficiary visit www.neamb.com/insurance/faq-nea-complimentary-life-insurance.htm

7th Annual Haverhill Education Association Scholarship Drive

Selected by a panel of HEA members based on need, commitment to education, community engagement, and teacher recommendation, the award represents the continuing commitment of the HEA's members to all of their students' lifelong learning goals. All scholarship money awarded each year is raised through the hard work and generosity of HEA members. More information is on our website: haverhill.massteacher.org/scholarship.

IF EVERY MEMBER DONATES JUST \$5, WE RAISE OVER \$4000!

DONATE TODAY!

To contribute, see your building representative or any member of the Executive Committee.

You may also mail your contribution to:

HEA Scholarship
800 Broadway #3
Haverhill, MA 01832

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
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