

January 2018 – Happy New Year!

Haverhill Education Association News

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Upcoming HEA Events

January 11 th – School Committee Meeting, City Hall Please join us at 6:45pm in support of our ESPs!	April 25 th – MTA Retirement Seminar, HEA Office, 4pm Registration Required
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
March 15 th – Representative Meeting, HEA Office, 4pm	May 23 rd – HEA Honors Banquet, DiBurro's, 6pm
	June 14 th – Representative Meeting, HEA Office, 4pm

From the President's Desk

~ President Lisa Begley

ESP NEGOTIATIONS – WE NEED YOU AT THE JANUARY 11TH SCHOOL COMMITTEE MEETING. We want everyone there for 6:45pm to show our support for our ESPs (paraprofessionals). As you know, ESPs are some of the hardest-working and most under-appreciated individuals in our district. They play an integral part in the education of our students. Let us support them in their fight for a well-deserved contract. They support us when our contracts are being negotiated, now they need us to support them!

MTA Retirement Seminar, April 25th – The MTA will be hosting a retirement seminar for interested teachers at 4pm in our office (800 Broadway). Registration is required. Anyone interested should contact me at lisa.begley.hea.president@gmail.com.

Because our contract is full of useful information, I also wanted to share a couple of items from it you to review. When everyone understands the contract it is easier to communicate with principals who may not be as familiar with its content. There are principals who have taken the time to read, become familiar with, and follow it, which is greatly appreciated. Unfortunately, one or more individuals at some schools have shared concerns over some issues, so I want to reinforce the following points (in order of appearance in the teachers' contract):

Meetings (Article VIII, p. 21-22) – Meetings are not to exceed one building and one curriculum meeting per month. Teachers may be required to attend not more than four evening meetings each school year for meetings with parents. **The evening meetings include Open House and 3 Parent-Teacher Conferences at the High School. Such meetings are not to exceed 90 minutes in length. Elementary and middle school teachers shall be required to attend three evening meetings each school year (Open House and 2 Parent-Teacher Conferences due to trimester grading), with an additional meeting which may be called at the discretion of the Superintendent of Schools provided notice is given at least 3 weeks in advance.**

Our Concerns: When administrators "suggest" that teachers participate in a meeting that is not required and then reprimand a teacher for not attending. If it is truly a voluntary event then a teacher should not be chastised choosing not to attend. Building representatives are asked to remind administrators of this when they ask for participation at a voluntary event.

Non-Teaching Duties (Article X, p. 22-23) – Teachers *may agree* to perform lunch and/or cafeteria duties during their assigned lunch and be paid at the same rate as noon supervisors.

Our Concerns: It does not matter if you are working in a grant-funded position or not. This is a rule and all the other parts of the contract still pertain to you! All full-time employees are entitled to a duty-free 30-minute lunch. It's the law! Don't stand by and have it taken away from you.

Student Learning Time/Teacher Work Year (Article XII, p. 25) – Remember that if by February 28th **eleven or more cancellations** due to inclement weather or other emergencies have occurred, the Superintendent of Schools has the authority to open school during the April vacation week.

Our Concerns: I think I can safely say that none of us wants this to happen. However, we need to remember that it is part of the contract. Even the "Snowmageddon" of a few years ago, which led to this language in the last round of negotiations, did not reach 11 cancellations however it is possible this could occur. As of January 5th, there had been only 4 cancellations this school year. In any event, please consider this language when making your plans for April vacation.

ARE YOU ON OUR EMAIL LIST?

If not, please contact Secretary Jeff Blaustein (jbandkb14@gmail.com) so you, too, can receive our information in a timely fashion.

January 2018 – New Year/New Contracts?

Teacher Start Time (Article XII, p. 26) – It is understood that teaching time shall stay consistent throughout this contract.

Level	Teacher In Assigned Classroom*	Student Start Time	Student Dismissal	Teacher Departure Mon. – Thurs.	Teacher Departure Friday
High School	7:20	7:25	2:05	2:25	2:20
Middle Schools/ Bradford Elem.	8:15	8:30	2:45	3:10	2:55
Elementary Schools/Golden Hill/Pentucket Lake/Silver Hill/ Moody	8:45	9:00	3:15	3:40	3:25
Kindergarten AM	8:55	9:00	11:30		NA
Kindergarten PM	12:45	12:30	3:15	3:45	3:25

* Or to a location designated by the Principal

Our Concerns: Are you being asked to start teaching early or to monitor students in your classroom before school begins? We know that there are cases where students get to school prior to the student start time. We have duty assignments to monitor students who arrive early. Students should be monitored within the café or gym. Duties need to be shared equitably and not only by a few. We can also look at the time students are being dropped off. Do we need to have the administration speak to some parents? Do they need to speak to transportation?

Prep Periods (Article XIII, p. 27) – Teachers are to have five preparation periods per week and will be set up on a program of one period per day whenever possible. A preparation period is designed to enable a teacher to prepare lessons, correct papers, counsel youngsters, meet parents, visit classrooms, confer with other members of the professional staff about school related activities, and, in general, provide the teacher with an opportunity to prepare himself/herself to service the youngsters in the Haverhill School System.

Our Concerns: We all know that when a true emergency occurs, the administration may need to ask us to give up our prep. However, they need to give us back that prep in a timely manner. A timely manner, in my opinion, would be within five work days. **The administration should never make you give up a prep on any consistent basis – this includes grade-level or curriculum PLCs.** They can't tell you what you should be working on during your preps. We all know that we can't make our copies or change our bulletin boards from home, for example. There are many things that we have to be able to get done during the school day. We all take more than enough work home and principals should not be taking away our preps. **Please let us know if this is happening at your school.**

Teacher Protection (Article XVIII, p. 30) – Teachers shall be required to report in writing any case of assault on teachers in connection with their employment to his/her principal with a copy to the Superintendent of Schools.... An alleged assault will be promptly investigated by the teacher's principal and Superintendent of Schools. The report of this investigation shall be forwarded to the School Committee.... The Committee will render assistance to the teacher in connection with the handling of the incident by law enforcement....

Our Concerns: We need to give the administration the documentation that they need to be able to investigate the alleged assaults on both teachers and staff (paraprofessionals). It should not matter that a student is in pre-school, elementary, middle, or high school. Without immediate attention to address these concerns, the student is going to continue with the behaviors. Take the time to complete the documentation and always inform the administration of these situations.

Class Size (Article XIX, p. 31) – The HEA and School Committee “recognize the desirability of classes not exceed twenty-five (25) pupils for grades 1 through 3 and thirty (30) pupils for all other grades. If class sizes are exceeded, the School Committee will endeavor to improve its teacher aide programs taking into consideration educational priorities and budgetary considerations.

Our Concerns: We are concerned that class sizes around the district may not be equitable. If you have class sizes substantially above or below these numbers let your building reps know. We believe that the district may have to relook at districting for each school. Although we always hope that the higher administration knows about all class sizes, let's make sure that is the case. My class sizes at HHS always start at 30 at the beginning of the semester.

Sick Leave (Article XX, p. 31) – Can be used for medical, dental and counseling appointments....

Our Concerns: If you go to any medical appointment it is good practice to ask the doctor's office for proof of attendance that you keep for your records. The administration may ask for proof of attending these appointments if three days in a row are taken or if they suspect a pattern of behavior that could indicate fraud. *Without a pattern of absence these notes are not required.*

January 2018 – New Year/New Contracts?

Teacher Negotiations Team Formed

Anthony Parolisi – Consentino School, Chairman

Suzette DiTonno – Pentucket Lake Elementary School

Sarah Emilio – Haverhill High School

Erin Lavalley – Nettle Middle School

Katie Perron – Nettle Middle School

Deb Russell – Golden Hill Elementary School

Alternates: Lisa Begley (HHS), Nicole Larose-Sanchez (Walnut Sq.)

Additional consultants (for questions regarding past negotiations): Ted Kempinski (HHS), Joe Cunha (Bradford)

The team will begin meeting this month. Stay tuned for an email inviting teachers to participate in prioritizing the concerns identified by the survey we asked you to complete earlier this school year. We will include every suggestion/concern that can be addressed through contract negotiations. Unfortunately, some items cannot be addressed through negotiation, such as whether or not we get our insurance through the GIC. Under the law, Mayor Fiorentini was allowed to unilaterally impose that change despite the objections of all the city employee unions, including the HEA.

Teacher Evaluations Spotlight: Do I Need to Upload My Evidence to TeachPoint?

~ **First V.P. Ted Kempinski**

There is no clear answer on this issue. According to our contract and evaluation language there is no provision absolutely requiring the uploading of evidence to TeachPoint. The only requirement is that you provide your evidence to your evaluator. I recommend uploading to TeachPoint whenever possible for it is convenient and it archives all your evidence with date stamps. If you are unable to upload your evidence to TeachPoint I strongly suggest documenting the evidence in the following ways:

- 1) Take pictures of your evidence and keep a copy. Upload these photos to TeachPoint with a description and a location to help your educator find it.
- 2) Email your evaluator with a description of the evidence. Upload a copy of that email as evidence to TeachPoint
- 3) If it is possible, give the evidence to your evaluator and have them sign a receipt. Things are sometimes lost and with the receipt you are covered.

Allow me to point out that these recommendations are for those who do not currently upload individual artifacts to TeachPoint. I caution you that having evidence in a binder on one's desk will not suffice as evidence without being time-stamped/mailed notification. This is because the evaluation language requires teachers to submit *by January 5th* "evidence on parent outreach, professional growth, progress on goals (and other standards, if desired)* or four weeks before Formative Assessment Report date established by Evaluator" (Appendix B). Please, I caution everyone to meet or exceed minimum expectations to avoid any evaluations disputes. This current evaluation cycle is different than in the past due to our many, many grievance victories in this area.

I hope that you find this information of value. If you have any questions, please email me.

Many thanks,
Ted Kempinski
TedKHEA@gmail.com

Building Representatives

- **Bartlett – NOMINEE NEEDED**
- **Bradford – Dan Cerat, Mandy Breton**
- **Consentino – NOMINEE NEEDED**
- **Crowell – Angela Stiles**
- **Golden Hill – Deb Russell**
- **Greenleaf – Barbara Freeman**
- **HHS – Nancy Burke, Sarah Emilio, & Deb Tilly**
- **Hunking – Liz & Tim Briggs, Kelly Fairbrother**

- **Moody – Constance Dickopf**
- **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**

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

Wishes of comfort and peace are extended to:

- *Arianna Dekeon for the loss of her grandmother.*
- *The family of Kathy McAninch, who recently passed.*
- *Allyson Dawkins for the loss of her mother-in-law.*
- *Susan Beaudoin for the loss of her brother.*

Congratulations!

To Danielle Joffre for the birth of her son!

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

We want to hear from you! Share articles, tips,
photos, advice from the classroom, and more on our
Facebook page (@HaverhillTeachers)
and Twitter (@HaverhillEd)

2018 HEA Scholarship Drive Continues

Last month HEA building representatives began collecting donations for this year's 7th annual HEA Scholarship. Each year, the Scholarship Committee chooses a college-bound Haverhill High School graduate who has been a student in the Haverhill Public Schools from grades 5-12. The award, which is raised by our members, is meant to symbolize the commitment Haverhill's educators make to the continued success of our students every single day. As educators, we strive to help every student become a lifelong learner. By contributing to the fund and encouraging others to join us, we invest and contribute to their educational success long after they have left our classrooms.

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.

Please see your building representative and make a donation today! You can also mail your donation to:

HEA Scholarship
800 Broadway #3
Haverhill, MA 01832

Find more information online, including local media coverage of the scholarship (and the application) at haverhill.massteacher.org/scholarship

Past HEA Scholarship Winners

Emily Suplinskas – Class of 2012
Lauren Hajec – Class of 2013
Erik Clark – Class of 2014
Stephanie Guy – Class of 2015
Julia McLaughlin – Class of 2016
Holly McGrath – Class of 2017

Executive Board Contact Information

President Lisa Begley: 603-303-7778 / lisa.begley.hea.president@gmail.com
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