

CITY OF HAVERHILL

MASSACHUSETTS

CITY SOLICITOR'S OFFICE

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WILLIAM D. COX, JR.
CITY SOLICITOR

June 19, 2015

Ted Kempinski, First Vice President
Haverhill Education Association
800 Broadway, #3
Haverhill, MA 01830

RE: Level III Grievances Heard June 4, 2015

Dear Mr. Kempinski:

This letter is to confirm the actions taken by the Haverhill School Committee with regards to four (4) Level III grievances heard in Executive Session on Thursday, June 4, 2015.

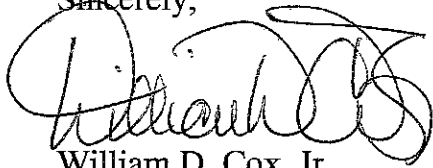
First, with regards to the grievances concerning the filling of a 12 month clerical position in the Facilities Office, and, the filling of the Associate Principal and Assistant Principal positions at Haverhill High School, the Committee voted to deny both grievances. It is the position of the Committee that these three positions were posted as required. The two high school position were filled on an interim/temporary basis while they were posted and subsequently filled. The secretarial position was originally posted on May 30, 2014 and again posted on July 7, 2014.

Second, as to the grievance filed relative to the equitable distribution of duty periods, the Committee voted to accept the grievance, but not the remedy. The Mayor did not participate in this matter. PLC meetings, which both parties support, are meetings voluntary attended by staff. Principals may schedule the meetings as they determine, however, they should be mindful that staff should not be exempted from fulfilling their contractual duty assignments in order to attend PLC meetings.

Finally, the Committee heard the HEA's grievance involving the use of out of unit hourly employees to fill positions within the bargaining unit. The Mayor did not participate in this matter. The Committee had concerns about the practice, but felt they needed further information as to the impact in order to make a decision. The Committee requested, and the HEA agreed, to continue the hearing of the grievance for a period of sixty (60) days to allow the Committee to get further information and to attempt to minimize the impact of accepting the grievance.

Thank you.

Sincerely,

A handwritten signature in black ink, appearing to read "William D. Cox, Jr.", with a large, stylized flourish at the end.

William D. Cox, Jr.

WDC/md

cc: School Committee Members
James F. Scully Superintendent of Schools