

Haverhill Education Association News

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Ted Kempinski, President – Anthony J. Parolisi, 2nd Vice President

Jeff Blaustein, Secretary – Jill Bouchard, Treasurer

Lois Silva, ESP Rep. – Patti MacRae, Secretarial Rep. – Linda Kiefer, Office Secretary

Welcome Back!

~ President Ted Kempinski

On behalf of the HEA executive board, I'd like to welcome you back to school. As you know, we are facing a number of significant challenges this year. We face funding that ranks near the lowest in the state, an expired contract, inequity between our schools, the weaponization of evaluations, the tyranny of standardized testing, ever-increasing responsibilities and expectations, huge student debt, and rising health care costs. With help from our MTA organizers, the HEA will dive deep into each building and work with you to learn more about your needs and concerns. We will identify common problems, help create space to come up with common solutions, support taking collective actions, and fight the issues that have been draining your work and energy building by building and across the district.

This year the HEA will undergo a dynamic shift with a focus is on building union power. To do that, we must start with one small action at a time. At the end of the day we are more powerful than we know. We control the labor in this district and we represent the future of the city. We must remind the district and city leaders of this power. Together we will use this power to improve our working conditions and our students' learning conditions. They are one and the same.

The Action Team launched the "HEArt of Haverhill" campaign to advocate for increased funding at the local and state level for public education. Together with the MTA, the HEA is already working to build a coalition of community supporters to help make sure that we get the resources we need to help our students succeed. As you discuss the issue of school funding with your friends and neighbors, consider these key points:

- Haverhill Public Schools ranks 297th out of 317 districts in per pupil expenditure statewide.
- In each of the previous 3 school years, Haverhill spent over 18% less than the average per pupil expenditure statewide.
- The City of Haverhill could increase education spending by \$3 million without an override.
- The state funding formula, adopted in 1993, needs to be reformed. Doing so would return an estimated \$14 million in education funding to the budget.
- In Haverhill, where the average teacher salary is \$10,000 below the state average, our educators are struggling to earn a middle class wage.

This campaign can't succeed without you. Please join us for our general meeting on September 13th at the Roma Restaurant. Together, we will plan the next steps in our fight for better schools for our students and a better contract for our educators!

In Solidarity, *Ted Kempinski*

Building Representatives

<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • Moody – NOMINEE NEEDED • Nettle – Michelle Joubert • Pentucket Lake – Lauren Roberts, Sara Parent • St. James – Paul Bourque • Silver Hill Horace Mann – Leslye Zylkusi • Tilton – Dana McNamara, Christine Munier • Walnut Square – Nicole LaRose-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).*

Bargaining Team to Present Tentative Agreement September 13th

Sisters and Brothers,

This week, the negotiating team received an offer from the School Committee that we see as a big win for the HEA.

While many proposals remain on the table from both sides, the HEA has reached a tentative one-year agreement for the current school year, including a 2% raise retroactive to July 1, 2018. Negotiations will immediately commence and both parties have agreed to meet once a month until a longer-term deal can be made. In addition, beginning in the 2019-20 school year, members will have the option to receive their annual salary in either 22 or 26 biweekly paychecks, a popular result from the membership surveys we conducted a year ago.

We have no doubt that this sudden willingness to show us respect and consider reasonable proposals is the result of our building collective power. We feel this offer puts us in the best possible position to fight and win an even better 3 year contract, while giving us a cost of living adjustment for this year.

Our showing of solidarity at convocation and our call to March for Respect on City Hall have obviously had a tremendous impact on School Committee and city leaders.

On September 13th we will discuss and vote on this proposal at the General Membership Meeting, then March for Respect with and rally at City Hall to fight for our fair share of funding from the city and state for the years ahead!

If the HEA general membership chooses to ratify this deal at the meeting on the 13th – as is the recommendation of both the negotiations team and the HEA executive board – then it means our work to secure fair funding for our school community is just beginning. We will continue to fight for the nearly \$3 million more from the city and \$14 million from the state that our students and staff deserve. As we see it, these funds are rightfully the schools', and we intend to demand they are given back!

Schedule of HEA Events

HEA General Membership Meeting, September 13th, 2018

Roma Restaurant, 29 Middlesex St., Haverhill, MA 01835

Doors Open at 4pm, Agenda Begins at 4:30pm

- I. Call to Order**
- II. HEA State of the Union Address**
- III. MTA President Merrie Najimy and Vice President Max Page**
- IV. Officer Reports**
 - A. Secretary
 - B. Treasurer
- V. Committee Reports**
 - A. HCAT – Organizing HEA and Building Union Power
 - 1. Building-Based Issue Organizing
 - B. Political Action Committee
 - C. Committee on Public Relations
 - D. Negotiations
- VI. HEA Teacher Contract Ratification Vote**
- VII. Call to March for Respect/Rally with HEArt at City Hall**

September 27 th – Representatives Meeting, 4pm	February 28 th – Representative Meeting, 4pm
October 25 th – Representative Meeting, 4pm	March 21 st – Representative Meeting, 4pm
November 29 th – Representative Meeting, 4pm	April 25 th – Representative Meeting, 4pm
December 20 th – Representative Meeting, 4pm	May 9 th – Representative Meeting, 4pm <i>May 15th – Honors Banquet @ DiBurro's, 6pm</i>
January 24 th – Representative Meeting, 4pm	June 6 th – Representative Meeting, 4pm

Membership Dues Rate Chart 2018-2019

	HEA	MTA	NEA	Total
Teachers (full-time)	\$169.00	\$494.00	\$192.00	\$855.00
Teachers (part-time)	\$84.50	\$247.00	96.00	\$427.50
Secretaries (full-time)	101.40	\$297.00	\$116.50	\$514.90
Secretaries (part-time)	\$50.70	\$148.50	\$58.25	\$257.45
ESP (full-time)	\$51.40	\$149.00	\$116.50	\$316.90
ESP (part-time)	\$25.70	\$74.50	\$58.25	\$158.45

Payments may be made through payroll deduction (20 payments beginning 9/21) or the total amount must be paid by check before November 30, 2018. Checks should be made payable to the HEA and sent to the office at 800 Broadway #3, Haverhill, MA 01832.

Email Jill Bouchard, heatreasurer@gmail.com, with any questions about membership or dues.

Nominations Open for Special Election

There will be a general election on Thursday, September 27, 2018 for the position First Vice President. There is not an incumbent; the position is open to all HEA members. The period for nomination will open September 6th and end September 20th, 2018. Anyone seeking candidacy please send an email stating your intention to run along with any statement you would like to make to me at jbandkb14@gmail.com by 12:00 midnight on the 20th. Any information concerning duties, responsibilities, and salary can be found in the bylaws on the HEA website. Elections will be held at individual schools and collected by their Faculty Representatives on September 27th.

New Mileage Rate for 2018-2019 School Year

According to the IRS, the new standard mileage rate for deductible costs of operating an automobile for business purposes for 2018 is **\$0.545** (54½ cents) per mile. Per our contract, this new rate took effect on July 1, 2018.

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!*

Executive Board Contact Information

President 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
Secretary Jeff Blaustein (elections, bylaws, email list): 978-289-2796 / jbandkb14@gmail.com
Treasurer Jill Perkins-Bouchard: (finances, membership/dues) 978-914-2930 / heatreasurer@gmail.com
ESP Unit Rep. Lois Silva: 978-373-0083 / jsilva@gmx.com
Secretarial Unit Rep. Patti MacRae: 978-478-7065 / p.macrae@comcast.net

Our deepest sympathies to

- *Karen Bona, for the loss of her father.*
- *George Nigro, for the loss of his wife.*

To submit any news, opinions, or other item for publication in the HEA Newsletter, email anthonyparolisi@gmail.com or contact your building representative.



JOIN HAVERHILL EDUCATORS
IN DEMANDING THE SCHOOL FUNDING THAT
OUR STUDENTS AND COMMUNITY DESERVE

MARCH FOR RESPECT

Thursday, Sept. 13

4:30 p.m.

**HEA General Membership Meeting
at Roma Restaurant, 29 Middlesex St.**

6 p.m.

March from Roma to City Hall

6:30 – 7 p.m.

Rally at City Hall before School Committee Meeting

EDUCATORS ARE THE



Great schools for all Haverhill students!
Fair contract for all Haverhill educators!

