

## Haverhill Education Association News

800 Broadway #3, Haverhill, MA 01832

[haverhill.massteacher.org](http://haverhill.massteacher.org)

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Ted Kempinski, President – Anthony J. Parolisi, 1<sup>st</sup> Vice President – Jill Bouchard, Treasurer

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

### HEA to Present Resolution to School Committee – November 15th

Thursday, November 15, is a busy day for the HEA. 1<sup>st</sup> Vice President Anthony Parolisi and our HEA Negotiation Team will be negotiating with the School Committee that afternoon. There is also a School Committee meeting that evening. **We need – and are asking – you, our members – to join us in urging the Haverhill School Committee to sign a resolution in support of reforming the state funding formula.** The resolution can be seen on our website at [haverhill.massteacher.org/11/01/fundourfuture](http://haverhill.massteacher.org/11/01/fundourfuture).

Please take the time to join us for the start of the School Committee meeting at 7:00 PM, where we will deliver a short statement in support of this resolution. Under the reformed funding formula, Haverhill schools stands to acquire an additional \$14 million in monies for the education of our students.

### Urgent Action Needed – Join us December 3rd STOP the Wildflower Charter School!

Earlier this month, the HEA learned that DESE is considering an application for a proposed new charter school in Haverhill. Should the Wildflower Montessori Charter School be approved, 240 seats in grades 1-8 and state aid of up to \$2 million through 2022 will be diverted from Haverhill's already cash-strapped schools.



**WHAT:** DESE public hearing

**WHEN:** Monday, December 3<sup>rd</sup>, 4-6 pm

**WHERE:** UMass Lowell-Haverhill, Innovation Hub  
2 Merrimack St (Harbor Place), 3<sup>rd</sup> Floor

Haverhill already loses \$3.3 million annually to charter schools that currently exist. With the state funding formula in serious need of reform, and the Haverhill Public School's historic underfunding of public education in general, our schools simply cannot afford to lose any more! Reps will be distributing postcards for you to include your comments and send to DESE ahead of the meeting. Please commit to send your message opposing this new charter school and join us December 3<sup>rd</sup>!

### HEA Member Organizers – Request for Applications

The HEA has been awarded the National Education Association's Urban District Organizing Grant!!! As a result the HEA Board has voted to use matching funds in order to hire **5 Member Organizers to help increase member engagement, identify new leaders, help us develop community partnerships, and build our union's power through the Heart of Haverhill and Fund Our Future Campaigns.** They will work with the HEA leadership, MTA and NEA organizers, and community coalition partners to get HPS the funding and resources our kids deserve. Organizers will be paid a \$1000 stipend and must commit to attend Next Generation Leadership training in early 2019 and expect to work about 10 hours per month. Applicants should be deeply committed to improving workers' lives and building a strong "labor-consciousness" within the Haverhill Public Schools and the broader community. **To review the job description and application requirements, visit [haverhill.massteacher.org/organizers](http://haverhill.massteacher.org/organizers). Letters of intent are due by December 20<sup>th</sup>.**

## Bargaining Update

Sisters and Brothers,

We are trying to open up our bargaining team to involve more participants. It helps us show the collective power of our union, keep management accountable, and increase transparency. This means we need more people to join us during bargaining meetings this year. You will be observers and participants, but we can caucus with you during the meeting.

### Future Bargaining Dates (@ 4pm City Hall)

11/15/18 – Thursday

12/18/18 – Tuesday

1/15/19 – Tuesday

## Nominations Open for Special Election

There will be a general election on Thursday, December 20<sup>th</sup>, 2018 for the positions of Second Vice President and Secretary. The election of Second Vice President became vacant in September when Anthony Parolisi was elected to the then-vacant First Vice President position. Former Secretary Jeff Blaustein resigned on November 8, leaving that seat vacant as well. Jeff has been a dedicated Executive Board Member and building representative for the past 9 years. On behalf of the HEA membership, the Executive Board thanks him for his service to our members.

Both positions are open to all HEA members. The period for nomination will open November 19<sup>th</sup> and end December 3<sup>rd</sup>, 2018. **Anyone seeking candidacy should send an email indicating your intention to run along with any statement you would like members to consider to [tedkhea@gmail.com](mailto:tedkhea@gmail.com) by 12:00 midnight on the December 3<sup>rd</sup>.** 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 December 20<sup>th</sup>, 2018.

| <i>Schedule of HEA Events</i>                                 |   |
|---|---|
| <i>November 15<sup>th</sup> – Bargaining Session #2 – 4pm</i> | January 24 <sup>th</sup> – Representative Meeting, 4pm      |
| November 29 <sup>th</sup> – Representative Meeting, 4pm       | February 28 <sup>th</sup> – Representative Meeting, 4pm     |
| <i>December 3<sup>rd</sup> – Wildflower Public Hearing</i>    | March 21 <sup>st</sup> – Representative Meeting, 4pm        |
| <i>December 18<sup>th</sup> – Bargaining Session #3 – 4pm</i> | April 25 <sup>th</sup> – Representative Meeting, 4pm        |
| December 20 <sup>th</sup> – Representative Meeting, 4pm       | May 9 <sup>th</sup> – Representative Meeting, 4pm           |
| <i>January 15<sup>th</sup> – Bargaining Session #4 – 4pm</i>  | <i>May 15<sup>th</sup> – Honors Banquet @ DiBurro's 6pm</i> |
| June 6 <sup>th</sup> – Representative Meeting, 4pm            |   |

## School Committee Report Confirms: District “Significantly Underfunded”

See the report for yourself! Haverhill Public Schools spends nearly \$3000 less per pupil than the state average and only spends 2% above the state minimum (compared to a statewide average of 19%)! This is not "adequate"!

Review the report by visiting our site [haverhill.massteacher.org/2018/10/11/masbo-financial-operations-review/](http://haverhill.massteacher.org/2018/10/11/masbo-financial-operations-review/)

According to DESE, the average teacher salary in Haverhill was \$69,043 compared to a state average \$78,708 in FY2017, the last year for which data is available. Haverhill's average salary *dropped* over \$3000 from the previous year while the state average *increased* by over \$2000 over the same time. (cont. on p. 3)

## SC Report (cont. from p. 2)

The following passage appears in both the draft and final reports (p. 43) and is unambiguous – the Haverhill Public Schools needs more than what Mayor Fiorentini is willing to allow for in his budget.

*“In summary, the MASBO team is impressed with the potential through the school district to be able to confront some very serious challenges, such as the lower than state average net school spending level; the annual loss of state Chapter 70 reimbursement due to higher numbers of school choice students leaving the district; average district per pupil costs and teacher salaries that are significantly below the state average; and a very large percentage of high needs and high poverty students.”*

## Our deepest sympathies to

- Tiffany Mosho, for the loss of her grandmother.

## Congratulations!

- to Jillian Slyva for the birth of her son!

### Executive Board Contact Information

**President Ted Kempinski:** 978-837-2080 / tedkhea@gmail.com

**1<sup>st</sup> V.P Anthony Parolisi** (grievances/contract violations): 978-914-3146 / anthonyparolisi@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

## 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, Nancy Koorapaty, Deb Tilly**
- **Hunking – Liz & Tim Briggs, Kelly Fairbrother**

- **Moody – NOMINEE NEEDED**

- **Nettle – Michelle Joubert, Maureen Zuber**
- **Pentucket Lake – Lauren Roberts, Sara Corsaro-Parent, Lynn Sullivan**
- **St. James – NOMINEE NEEDED**
- **Silver Hill Horace Mann – Judi Carleton, Leslye Zylkusi**
- **Tilton – Dana McNamara, Christine Hickey**
- **Walnut Square – Nicole LaRose-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 President Ted Kempinski by calling via email to TedKHEA@gmail.com (subject: Building Representative).

### 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; OR
  - b. deny the request and end the interview immediately; OR
  - c. give the employee a choice between having the interview without representation (you should never choose this option!) or ending the interview.
- 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!



## 8<sup>th</sup> 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](http://haverhill.massteacher.org/scholarship).

***IF EVERY MEMBER DONATES JUST \$5, WE RAISE OVER \$4500!***

### **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



2018 HEA Scholarship Winner Jeremy Victor poses with HEA President Ted Kempinski (left) and his parents (right) at the 2018 HEA Honors Banquet held at DiBurro's

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