

# Haverhill Education Association News

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EDUCATORS ARE THE



February 2019

## A Letter from the President

Greetings HEA Members,

It has become clear the true intent of Wildflower Charter School proposal, a creation of a private school using public money meant for all the students of Haverhill. Our students and the future of some member's careers will be significantly affected if this application is passed by the Board of Education even though most voters in Haverhill voted against charter schools. I am asking that you take a few minutes **to send an email to the following group of DESE individuals and Board members by February 11th** and the sooner, the better. When we turned out our members for the hearing, DESE took notice. We need them to do that again and vote "NO" on the Wildflower Charter School.

This is the list of DESE individuals who need to hear from you. Personalize your message. Let them know that you are concerned for the future of education in Haverhill. If you are a resident of Haverhill, also mention that.

psagan@doe.mass.edu

jmorton@doe.mass.edu

kcraven@doe.mass.edu

edoherty@doe.mass.edu

amanda.fernandez@doe.mass.edu

Maya.Mathews@doe.mass.edu

mmckenna@doe.mass.edu

jriley@doe.mass.edu

abagg@doe.mass.edu

hbettenbcourt@doe.mass.edu

Martin.West@doe.mass.edu

mstewart@doe.mass.edu

eo@massmail.state.ma.us

Michael.moriarty@doe.mass.edu

Below is a list of bullets for you to select some important points to put in your email to these individuals. Select two or more of the ideas to send to them in your email.

- To establish the Wildflower Charter School in Haverhill will create an inequitable use of financial resources for all children in Haverhill.
- Haverhill Public Schools have already lost money to Hillview: 3.1 million dollars was sent to the Hillview Charter to support a small portion of Haverhill students.
- The city of Haverhill cannot afford to lose additional monies from the Haverhill school budget.
- The bussing of students that would be required, will cost hundreds of thousands more than the money that would be dedicated to the Wildflower Charter School.
- The final site has not been established - Proponents are claiming the school will be in neighborhoods of highest need, but it is unclear where the schools will be and what the cost will be. That part of the proposal, we feel, is deliberately vague.
- The proposal with respect to ESL and Sped staff is vague to the point of nonexistent. It is not clear that those student populations will be served by the proposed Wildflower Charter School. This will result in those students returning to the Haverhill Public Schools

while the money that followed the student(s) out of the Haverhill Public Schools will remain with the Charter School.

- More parents are becoming engaged in the educational process and opportunities in Haverhill. They are finding their voice and using it on behalf of their children and the other children who attend the Haverhill Public Schools.
- Many of our public-school staff live in Haverhill and are raising their families here. Haverhill teachers are invested in their community and its schools; they are working diligently to improve them. To bring an additional charter school into the District at this time would set back the work that has begun.
- Equitable and inclusive education for all students is the goal of our city.
- We have a new Superintendent who is committed to equity and ensuring that each student reach his/her potential. She needs the opportunity to work with a budget dedicated to all Haverhill students, not one where more funds have been siphoned off for the benefit of a selected few.
- Charter schools are not held accountable on a yearly basis. Staff is not held accountable as are public school teachers. They do not need a license to teach.
- Wildflower intends to place microchips in the students' shoes. This is totally inhumane. Thank you from the HEA with this last phase of our attempt to prevent Wildflower from drawing millions of dollars away from our Haverhill public schools.

Sincerely,

Ted Kempinski

HEA President

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**Teacher Contract Negotiations Update** - A negotiation meeting took place on January 15th. The next meeting is scheduled for Tuesday, February 12th. The Negotiation team is working with Teddi Winkler from the MTA to present our proposals to the city.

**Scholarship Update** - The HEA Scholarship Drive is up and running! Attached to this newsletter is an envelope to send in a donation if you are able. Members are asked to each donate \$10 if possible. The envelopes can be mailed to the HEA at 800 Broadway Street #3, Haverhill, MA 01832, sent via interoffice mail to Suzette DiTonno at Pentucket Lake or given to your building representative.

**Our goal this year is \$3,000! Please help send a Hillie to college!**

Our retirees keep us in their thoughts and generously donate each year. A **BIG** heartfelt thank you to the following retirees for their generous donations to the 2019 HEA Scholarship Drive:

- |                   |                |
|-------------------|----------------|
| ★ Hortense Burton | ★ Judi Gosbee  |
| ★ Dave Saba       | ★ Cameron Boyd |
| ★ Margaret Hayes  | ★ Judith Grant |
| ★ Mark DiFruscio  | ★ Barbara Gove |

(A special note from one of our retirees!)  
*To My Colleagues at the HEA,  
Thank you for never forgetting me. I  
appreciate you sending me the newsletters!!  
I gave over 30 years of my life to teaching in  
Haverhill and was greatly rewarded in more  
ways than I can count!!! Also, please find  
my scholarship donation enclosed.*

*With deepest respect,  
Dave Saba (Consentino)*

Thanks to their generosity we have already raised  
\$345.00!!

**SAVE THE DATE! Our Annual HEA Banquet to honor our retirees and 20 year veterans, will be held on Wednesday, May 15th, 6:30pm at DiBurro's. More details to follow soon.**

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|--|---|
| <p style="text-align: center;"><u><i>Condolences</i></u></p> <p><i>Our heartfelt sympathies go out to our fellow members as they mourn their loved ones.</i></p> <ul style="list-style-type: none"> <li>- <i>Maureen Cavanaugh for the loss of her Dad</i></li> <li>- <i>Ellen Corriveau for the loss of her Mom</i></li> <li>- <i>Kate DiBurro for the loss of her Dad</i></li> <li>- <i>Kristen Portillo for the loss of her Dad</i></li> <li>- <i>Kaitlin Watts for the loss of her Mom and Dad</i></li> <li>- <i>The Family of Geraldine Blais retired teacher from Bradford Elementary</i></li> <li>- <i>The Family of Susan Spurling retired from J.G. Whittier</i></li> </ul> | <p style="text-align: center;"><u><i>Congratulations</i></u></p> <p><i>With joy we celebrate some new additions to the HEA Family!</i></p> <ul style="list-style-type: none"> <li>- <i>Ariana Dekeon on the birth of her daughter, Alina Dru Mangion</i></li> <li>- <i>Lindsey Flores on the birth of her daughter</i></li> </ul> |
|  | <p style="text-align: center;"><u><i>Get Well Wishes</i></u></p> <p><i>To our members trying to heal</i></p> <ul style="list-style-type: none"> <li>- <i>Anna Forte</i></li> <li>- <i>Karen Peabody</i></li> </ul>  |
| <p>Please email any updates about our members to Suzette DiTonno at ditonnosuzette@gmail.com. (Anyone can email Suzette, especially if you don't have a building rep. for your school, we want to make sure everyone has our support in the good times and the difficult ones.)</p>  |   |

**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 the 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 anyway 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 Rights handy - you never know when you might need it!*

## **Building Representatives**

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 Deb Russell by calling (978) 764-8840 or via email to [debrussell80@verizon.net](mailto:debrussell80@verizon.net) (subject: Building Representative).*

***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 – Stephanie Viola*

*Silver Hill Horace Mann – Judi Carleton & Leslye Zylkuski*

*Tilton – Dana McNamara & Christine Hickey*

*Walnut Square – Nicole LaRose-Sanchez*

*Whittier – Lauren Sanguedolce*

## **Executive Board Contact Information**

|  |                       |                           |              |
|--|-----------------------|---------------------------|--------------|
| <b>President</b>   | Ted Kempinski         | tedkhea@gmail.com         | 978-837-2080 |
| <b>Vice President</b><br>(grievances, contract violations)               | Anthony Parolisi      | anthonyparolisi@gmail.com | 978-914-3146 |
| <b>2nd Vice President</b><br>(scholarship, website, newsletter, banquet) | Suzette DiTonno       | ditonnosuzette@gmail.com  | 978-204-0463 |
| <b>Treasurer</b><br>(finances, membership dues)                          | Jill Perkins-Bouchard | heatreasurer@gmail.com    | 978-914-2930 |
| <b>Secretary</b><br>(elections, bylaws, emails)                          | Deb Russell           | debrussell80@verizon.net  | 978-764-8840 |
| <b>ESP Unit Representative</b><br>Lois Silva                             |                       | jsilva@gmx.com            | 978-373-0083 |
| <b>Secretarial Unit Representative</b><br>Patti McRae                    |                       | p.macrae@comcast.net      | 978-478-7065 |