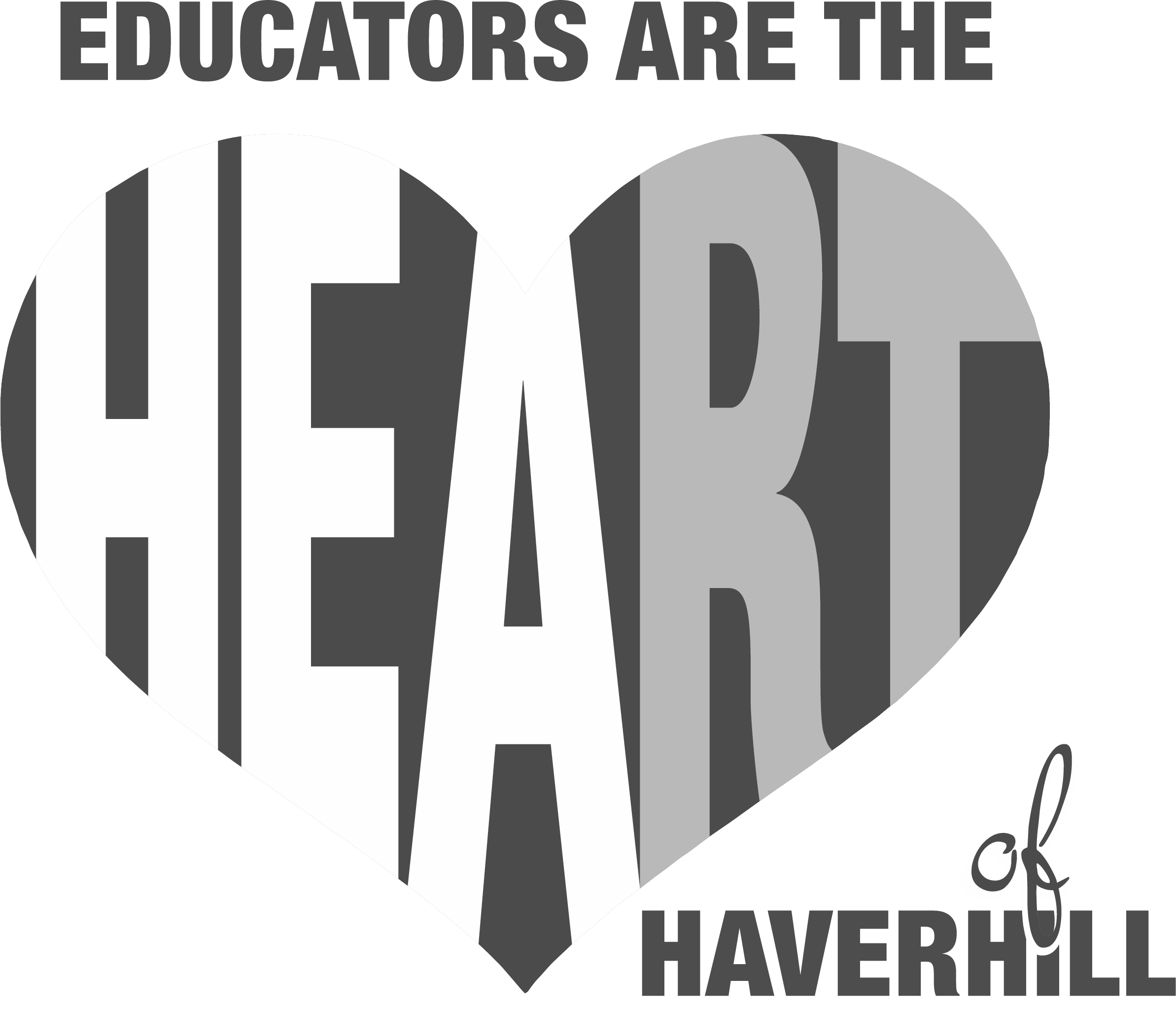
**Haverhill Education Association News**

800 Broadway Street #3, Haverhill, MA 01832 978-372-7079

Haverhill.massteacher.org [HavEd@verizon.net](mailto:HavEd@verizon.net)

September 2019

***Annual (Social) Meeting***

Please join us on **Thursday, September 26th** between **3 pm and 7 pm**!

Catch up with colleagues, enjoy some food and hear about the plans for the 2019-2020 year.

We have many big things planned. Hope to see you there!

**AmVets**

**576 Primrose Street**

**Haverhill, MA**

**Letter from the President:**

Sisters and Brothers of the Haverhill Education Association,

It is my distinct honor to write to you today and welcome you “back to school” for the 2019-20 school year. As president, I am committed to working together with the executive committee, faculty representatives, and all of our membership to organize as a Union, identify our priorities, and take strong, coordinated action in support of our goals as an Association. Together, the educators who make up the HEArt of Haverhill will continue to build our capacity and use our voice to improve our working conditions and compensation and develop the Haverhill Public Schools into the schools our children deserve.

Over the summer, we have been laying the groundwork for this mission. Working together with the Massachusetts Teachers Association (MTA) and the National Education Association, several members went door-to-door to speak to MTA members in Haverhill and other communities about issues that matter most to them. We identified almost 150 emerging activists among our own membership, and members came together at their homes to discuss the issues most important to them. Through this work we are building our strength as a Union and I look forward to continuing in this direction by forming a membership committee responsible for recruiting, organizing, and retaining members in all units throughout the school year.

We have also been working to build relationships throughout the community. One endeavor I’m particularly proud of is our work with the Haverhill Latino Coalition (HLC). I and others have met with them several times throughout the summer to discuss how we can help each other in support of better schools for all Haverhill students and increase engagement between educators and their Latino parents. Recently, the members of the HLC organized to convince the School Committee to create a subcommittee dedicated to recruiting and retaining minority educators. They requested, and the School Committee agreed, to include members of the HEA on the committee so that our members may be a part of that conversation.

The Teacher Negotiations Team has been working diligently to bargain a new contract with the School Committee. Though it’s impossible to determine as I write this what the status of bargaining will be while you read this (two bargaining sessions and associated contract actions will have occurred in the meantime), this is as clear to me now as ever: WHEN WE FIGHT, WE WIN. The first two weeks of school have seen a deluge of press highlighting the low morale of Haverhill educators - a condition that didn't develop overnight or in a single year but over several years of declining respect and support - which has led to what the Eagle Tribune called an “exodus” of experienced teachers from the district.

Additionally, the HEArt Of Haverhill is part of the national Red For Ed movement that has swept the country. Red For Ed is a movement of educators, acting through their unions and with their communities, that has won significant victories to stop the advancement of charter schools - as we did with the Wildflower Montessori School last year in Haverhill - and to secure the education funding our students deserve. Right here in Massachusetts, as part of this movement, we have our own Red For Ed victory. We are now one step closer to winning the public schools our students and communities deserve. The top priority for the MTA this past year - through the Fund Our Future Campaign - has been to win more state funding for our public schools. At the end of July, our campaign won a major victory with the passage of a state budget that includes $269 million in new funds for public schools. This could not have happened without your activism. For Haverhill, state funding increased by $3.7 million dollars in fiscal 2020.

We, the educators in this district, are the experts on what our students and our schools need. Through the union, we have the voice and the power to improve our schools by having a say in how that money gets spent. Our job right now is to use our collective voice to ensure that the money is used to provide the things that will positively impact the teaching and learning conditions in our district.

Despite this down-payment-on-school-funding win, there is a lot more to do. The budget provides just a one-time increase. For the second year in a row, the Legislature failed to pass a new bill that would change the funding formula into the future. The bill that we and our community partners are supporting is called the *Promise Act*. It would phase in more than $1 billion in new state aid over seven years. We have a good chance to pass a bill based on the principles of the *Promise Act*, but only if thousands of educators are involved. You’ll be hearing much more about this as the school year unfolds.

I hope you all have a great year. Be sure to visit our local website and social media pages as well as the MTA’s website and social media pages so you can keep up with what’s going on in education and our union. If you have any questions at all, please do not hesitate to reach out to your union representative or a member of the executive committee.

In solidarity,  
Anthony

Anthony J. Parolisi  
President

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| --- | --- |
| Condolences  Our heartfelt sympathies  go out to our fellow members  as they mourn their loved ones  - Katrina Duggan for the loss of her husband  - Ginger Iola for the loss of her father in law  - Christina Lynch for the loss of her dad  - Mary Beth Soterion for the loss of her dad  - Joyce Paquette (retired) and Eileen Paquette for  the loss of a husband and father in law | **Congratulations**  With joy we celebrate some new additions to the HEA Family!  - Kristen Fried on the birth of a baby boy  - Meghan Pstragowski on the birth of a baby boy |
|
| Please email any updates about our members to Suzette DiTonno at [ditonnosuzette@gmail.com](mailto: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.) | |
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**Contract Updates:**

**Teachers Contract** - expired June 30, 2019. Negotations have been ongoing for over a year, major sticking point salary!

**Paraprofessionals Contract** - expires June 30, 2020 (negotiation team will be forming soon)

**Clerical Contract** - expires June 30, 2020 (negotiation team will be forming soon)

**KNOW YOUR CONTRACT**

**Teacher Report Times**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **School** | **Start** (M-Th) | **End** (M-Th) | **Friday** (End) | **Duty Free** Lunch | **Faculty Meeting**  not to exceed 50 minutes | **Curriculum Meeting**  not to exceed 2 hours |
| HHS | 7:20 | 2:25 | 2:20 | 30 mins | 2:15-3:05 | 2:15-4:15 |
| Middle & Bradford Elem. | 8:15 | 3:10 | 2:55 | 30 mins | 2:55-3:45 | 2:55-4:55 |
| Elementary | 8:45 | 3:40 | 3:25 | 30 mins | 3:25-4:15 | 3:25-5:25 |
| K (AM) | 8:55 | 11:30 |  |  |  |  |
| K (PM) | 12:45 | 3:45 | 3:25 |  |  |  |

**Clerical Report Times**

|  |  |  |  |
| --- | --- | --- | --- |
| **Location** | **Start** | **End** | **Duty Free Lunch** |
| Administrative Offices | 8:00 | 4:00 | 1 hour |
| Transportation | 6:30  9:30 | 2:30  5:30 | 1 hour |
| HHS | 7:15 | 3:15 | 1 hour |
| 11 month Elementary | 8:00 | 3:30 | 30 minutes |

**ESP Report Times (please communicate with principal for actual report time)**

|  |  |  |  |
| --- | --- | --- | --- |
| **School** | **Start** (M-F) | **End** (M-F)  30 mins. duty free lunch | **End** (M-F)  30 mins eating with students |
| HHS  (7 ½ hours) | 7:20 | 2:50 | 2:20 |
| Middle & Elem.  (6 ½ hours) | 8:15  8:45 | 2:45  3:15 | 2:15  2:45 |
| Middle & Elem.  (6 hours) | 8:15  8:45 | 2:15  2:45 | 1:45  2:15 |

\*6 ½ hours excluding 30 minute duty free lunch \*7 ½ hours excluding 30 minute duty free lunch

If you have any questions about your contract or if you feel that it is being violated, please contact Sarah Emilio ([sarahemiliohea@gmail.com](mailto:sarahemiliohea@gmail.com)). We only have 20 days to file a grievance when changes occur.

**Attention Retirees**

You are invited to the MTA’s 18th Annual Retired Members Gathering, September 24-25, 2019

at the Hilton Boston/Woburn in Woburn, MA.

The conference provides a great opportunity for MTA members to gain new skills, make friends and reconnect with colleagues, use their voices to advocate for public education, and hear from MTA leaders.

Workshops will be held on a variety of issues and topics, including healthcare, finances, genealogy, history, technology and elder law.

<https://massteacher.org/about-the-mta/who-we-are/retired-members/2019gathering>

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| **2019-2020 Union Dues** | |
| Full - time teacher $862 | Part - time teacher $442 |
| Full - time ESP $318.70 | Part - time ESP $171.10 |
| Full - time secretary $519.90 | |
| Dues are deducted for 20 pay periods starting with the 2nd pay check. For example, teacher deduction will be $43.10 per pay period for 20 paychecks.  Please check your pay to make sure the correct amount is being deducted.  If you have any questions please email heatreasurer@gmail.com. | |

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| **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 (subject: Building Representative).* | |
| **Bradford** *–* Dan Cerat  **Consentino** - Colleen Wrisley  **Golden Hill** – Danielle Bouchard & Barry Davis  **Greenleaf Academy - *NOMINEE NEEDED***  **HHS** – Lisa Begley, Liz Briggs, Nancy Burke, Ted Kempinski, Nancy Koorapaty, & Deb Tilly  **Hunking** *–* Tim Briggs & Kelly Fairbrother  **Moody *– NOMINEE NEEDED***  **Nettle** – Colleen Panici | **Pentucket Lake** – Lauren Roberts & Lynn Sullivan  **Silver Hill** – Judi Carleton & Leslye Zylkuski  **Teach** - Ben Flagg & Anita Fowler  **Tilton Lower** – Christine Hickey & Dana McNamara  **Tilton Upper - *NOMINEE NEEDED***  **Walnut Square** – Nicole LaRose-Sanchez  **Whittier** – Kathleen Brown, Lauren Sanguedolce & Mary Senior |

**Executive Board Contact Information**

President **Anthony Parolisi** [anthonyparolisi@gmail.com](mailto:anthonyparolisi@gmail.com) 978-914-3146

1st Vice President **Sarah Emilio** [sarahemiliohea@gmail.com](mailto:sarahemiliohea@gmail.com) 978-973-1769

(grievances, contract violations)

2nd Vice President **Suzette DiTonno** [ditonnosuzette@gmail.com](mailto:ditonnosuzette@gmail.com) 978-204-0463

(scholarship, website, newsletter, banquet)

Treasurer **Jill Perkins-Bouchard**  [heatreasurer@gmail.com](mailto:heatreasurer@gmail.com) 978-914-2930

(finances, membership dues)

Secretary **Deb Russell**  [debrussell80@verizon.net](mailto:debrussell80@verizon.net) 978-764-8840

(elections, bylaws, emails)

ESP Unit Representative

**Maureen Zuber** [mzuberhea@gmail.com](mailto:mzuberhea@gmail.com) 978-914-5715

Secretarial Unit Representative

**NOMINEE NEEDED**