

Haverhill Education Association News

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December 2019



***Thank you to all
who joined us, in the rain,
for the
55th Annual VFW Santa Parade!***

Letter from the President:

Sisters and Brothers,

On behalf of the Executive Committee, I want to wish you a happy holiday season. We have the fortune of a full two-week vacation during which I hope each of you spend your time enjoying loved ones and a well-deserved break. As we have just returned from Thanksgiving break, I am thankful that Dr. Marotta and the School Committee voted not to open schools for a half day on the 23rd of December as well as keeping them closed on January 2nd and 3rd!

I want to thank every one of the *HEArt of Haverhill* who joined in the 55th Annual VFW Santa Parade last week. It was a rainy, wind-swept day, but those that stuck it out looked GREAT in their new hoodies! Stay alert for other opportunities to receive one of your own!

Lastly, before we all leave for the winter vacation, I hope to see you all one last time in 2019 at the HEA Holiday Party on December 19th. Please join us at Casa Blanca (2 Essex Street) from 6-9 PM and celebrate the season with your HEA brothers and sisters! The event is open to all members and one guest and will include free appetizers with a cash bar. To RSVP, visit tinyurl.com/HEAHolidayParty.

In Solidarity,

Anthony

YMCA Educators of the Year

Congratulations to all the Nominees and the Winner, Neil Wilkens from Greenleaf Academy!



Chantal Alder - Tilton Lower, Kerri Alves - Silver Hill, JoAnn Atwood - Golden Hill, Nancy Burke – Haverhill High School, Noreen Carifio - Silver Hill, Lyndsey Chastney - Consentino, Jennifer Davoli – Bradford Elementary, Jennifer Gagnon - Silver Hill, Katherine Giarrusso - Hunking, Sara Hastings - Tilton Upper, Victoria Kelley – Haverhill High, Cara Labelle – Haverhill High, Erin MacKay – Tilton Lower, Melinda Mellor - Tilton Lower, Daniela Murphy - Silver Hill, Dinorah Peralta – Bradford Elementary, Jennifer Rubera – Whittier Middle School, Kelley Shea - Tilton Lower, Jonathan Warne – Whittier Tech, Katelyn Watts – Consentino, Neil Wilkens - Greenleaf Academy

The Haverhill Education Association is proud to announce this year's 2019 HEA ESP of the Year, Scotty Rosado. Scotty received several nominations from his sisters and brothers at Haverhill High School, who named his dedication to his students and incredible work ethic, as reasons why he should be ESP of the year. As a result, Scotty has also been submitted to the MTA and NEA as the HEA's nominations for state and national ESP of the year. Scotty Rosado is an ESP in the Vocational Skills classroom at Haverhill High School known as the "Coffee Cafe." His nominators cite his positive attitude and concern for students make him a "big brother that they can go to and he will help them." Teachers who work with him agree that their students could not be as successful as they are without Scotty in the classroom to encourage and assist students with their goals.



Condolences

Our heartfelt sympathies go out to our fellow members as they mourn their loved ones

- Cheryl Lynch for the passing of her father in law
- Jillian Noonan for the passing of her Father.

Congratulations

With joy we celebrate some new additions to the HEA Family!

- Sam Aiello on the birth of a baby girl
- Adam Zona on his recent wedding

*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.)*

Contract Updates:

Paraprofessionals Contract - expires June 30, 2020

Negotiation Team has been formed. Thank you to the following members for joining: Maureen Zuber, Lynn Sullivan, Trish Shaw, Deb Tilly, Nancy Burke, Rosaline Anavisca, Kathy Greene and Leslye Zylkuski.

IMPORTANT - Save the Date - Thursday, December 12th, 2019

All staff please come support ESP's as we kick off our Contract Campaign! HEA Office 800 Broadway.

Doors open at 4 pm. Food and beverages will be provided as we wrap gifts of uncompensated work activities for Committee Members. Presentation of gifts during the Public Comment Period.

Leave for School Committee Meeting at 6:30 pm

OR

Meet us at City Hall for the School Committee Meeting at 6:45 pm

"Let us stand together and let our voices be heard!"

Clerical Contract - expires June 30, 2020 - Clerical Negotiation Team now forming, please contact Cyndi O'Shaughnessy if you are interested in joining.

Teacher Contract - expires June 2022

KNOW YOUR CONTRACT

EDUCATOR

In-Service Credit toward Classification Changes

22.5 PDPs = 1 In-service credit

45.0 PDPs = 2 In-service credits

67.5 PDPs = 3 In-service credits

Please note: a. One program must equal a minimum of 22.5 PDPs to receive credit.

b. PDPs cannot be accrued to equal 22.5 PDPs

Salary changes due to classification changes because of advanced degrees and equivalencies are recognized September 1. All credits for approval must be received in the Human Resource Department prior to November 1 in order to receive a salary adjustment retroactive to September, which will be paid in November. Any transcripts filed after November 1 must be justified as a failure of the college to provide the transcript and will be handled on an individual basis.

ESP

15 sick leave days per year (14 sick days with one donated to the sick bank total 15) annually

(after 5 consecutive days, a principal can ask for a doctor's note)

May use 3 sick leave days for family illness in the immediate family

3 personal days per year (if not used you may convert them to 5 sick leave days)

PERFECT ATTENDANCE = 1 weeks' salary at per diem rate, payable in August

Bereavement, jury duty, worker's compensation, holidays, vacation days (if applicable), and personal days will not be considered absences.

CLERICAL

Merit Days:

Each quarter without using a sick day = 1 Merit day

Each year without using a sick day = 5 Merit days

Bereavement, jury duty, worker's compensation, holidays, vacation days (if applicable), and personal days will not be considered absences.

There are no conditions for MERIT DAY use (ie can be used for ½ day or full)

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

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 -Barbara Freeman, 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
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

<u>President</u>	Anthony Parolisi	anthonyparolisi@gmail.com	978-914-3146
<u>1st Vice President</u>	Sarah Emilio	sarahemiliohea@gmail.com	978-973-1769
	(grievances, contract violations)		
<u>2nd Vice President</u>	Suzette DiTonno	ditonnosuzette@gmail.com	978-204-0463
	(scholarship, website, newsletter, banquet)		
<u>Treasurer</u>	Jill Perkins-Bouchard	heatreasurer@gmail.com	978-914-2930
	(finances, membership dues)		
<u>Secretary</u>	Deb Russell	debrussell80@verizon.net	978-764-8840
	(elections, bylaws, emails)		
<u>ESP Unit Representative</u>			
	Maureen Zuber	mzuberhea@gmail.com	978-914-5715
<u>Secretarial Unit Representative</u>			
	Cyndi O'Shaughnessy	unionrepsecretary@gmail.com	978-973-2138

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!