

Haverhill Education Association News

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

Haverhill.massteacher.org

HavEd@verizon.net

February 2020



IMPORTANT REMINDER for Teachers!

If you intend to retire within the next year you need to submit your letter to HR by February 15th to receive the one time bonus of \$1,000!

Letter from the President:

Sisters and Brothers,

Happy New Year!

I don't know which is harder to believe, that January is already over, or that February vacation is only days away! I guess that the old adage is true, *time flies when you're having fun!* The new year has been a flurry of activity for our Association. ESPs are heading to the bargaining table on February 11th, with the Secretarial Unit also gearing up to start negotiating their next contract as well. Several buildings are organizing around their collective power to solve problems at the building and district level - whether by conducting building climate surveys, organizing around Special Education issues, or volunteering for our many committees, rank and file members are stepping up and doing the work of our union every single day. If you are still looking for an opportunity to get involved and get active in this work, just email me at anthonyparolisi@gmail.com.

While we celebrate the passage of the Student Opportunity Act - a victory that could not have been achieved without the rank and file activism of members like you - work remains to be done. In the coming weeks you'll be hearing more from the HEA about the \$6.9 million in *additional* Chapter 70 aid Haverhill is due to receive. It is imperative that we channel the same energy that won the funding into efforts to make sure it is spent on students. We will need your help in engaging the community and advocating for a budget which reflects our values when having discussions with elected officials. Stay tuned for more information about community forums and other opportunities to help us push for the great schools our children deserve. When we fight - we win!

In Solidarity,

Anthony

Save the date - Wednesday, May 13th
Annual HEA Honors Banquet at DiBurro's

Condolences

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

- Deb Schultz on the death of her father in law
- Rebecca Elwell on the death of her step father
- Terri Suplinskas loss of mother in law
- Lena Rodriguez on the loss of her sister
- Mary Laprel (Walnut Square) on the loss of her mom
- Mary Laprel (Bradford) on the loss of her grandmother
- Nicole Gavin on the loss of her grandmother
- Sue Boland on the loss of her mother in law
- Christina Bamford on the loss of her father
- The family of Edward Flanagan
- The family of Joan Francis

Congratulations

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

- Melissa (Dampousse) Bosworth on her recent wedding
- Kate (Gregoire) Hammel on the birth of her son
- Jennifer (Cannon) Hart on the birth of her son

Get Well Wishes

Sheila Jameson
Zach Simmons
Henry Toromoreno

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.)

Scholarship Update

We are excited to announce the ability to donate to the 2020 HEA Scholarship online! Go to our website Haverhill.massteacher.org for the link or go to paypal.me/HEArtofHaverhill

In the spirit of friendly competition -

here's the donations so far by school and how much our Retirees have donated:

Bartlett	0	Golden Hill	0	JG Whittier	0	Retirees	\$130	Upper Tilton	0
Bradford	0	Greenleaf	0	Moody	0	Silver Hill	\$62	Walnut Square	\$20
Consentino	0	HHS	0	Nettle	0	Teach	0	Anonymous	0
Crowell	0	Hunking	0	Pentucket Lake	\$5	Lower Tilton	0		
									Total \$217

HEA Apparel

Red, Long Sleeve, Ladies Cut Shirt, Sizes Small - XL \$20, XXL & XXXL \$25

Red, Long Sleeve, Unisex Shirt, Sizes Small - XL \$20, XXL & XXXL \$25

Red Hoodies Sizes Small - XL \$45 each, XXL & XXXL \$50

All made in the USA

All proceeds benefit

the Haverhill Education Association Scholarship Fund

Order and pay online through the HEA website with PayPal or contact Suzette DiTonno at ditonnosuzette@gmail.com for more information.

Contract Updates:

Paraprofessionals Contract - expires June 30, 2020

Negotiations begin on February 11th - Thank you to the following members for joining: Maureen Zuber, Rosaline Anavisca, Nancy Burke, LeeAnn Ferguson, Trish Shaw, Vikki Steed, Lynn Sullivan, Deb Tilly, and Leslye Zylkuski.

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

We have a new [online intake form](https://haverhill.massteacher.org/report-your-issue/) (<https://haverhill.massteacher.org/report-your-issue/>) for contract violations!

Please use this so we can appropriately address concerns that need immediate attention through the grievance process. REMEMBER, we have 20 days from the infraction to submit a grievance.

Some concerns are addressed without having to submit through the grievance process but we still need to document the concerns properly. Help us ensure the fair treatment of all employees by submitting the form with detailed information in a timely manner.

If you need any assistance, ask your building reps or contact the e-board directly.

*** * * * * Tuition Reimbursement * * * * ***

Before the Course:

- Complete the Request for [Course Approval & Tuition Reimbursement Form](#) and submit to Krysten Howell in Human Resources with an attached copy of the course description or program outline for verification.
- Educators are responsible for submitting all of the required information on the Course Approval & Tuition Reimbursement Form before the course is approved.
- Forms submitted for approval after the start of the course will not be considered

After the Course

- Provide evidence of completed Course Approval & Tuition Reimbursement Form that has been authorized prior to taking the course(s). Forms submitted without prior approval will not be considered.
- Provide official transcripts verifying the college/university, name of employee, title of course, date course was completed and a grade of B or better.
- Provide paid receipt for course. Reimbursement shall be at the rate of one hundred forty (\$140.00) per credit, not to exceed four hundred twenty dollars (\$420.00). Fees and PDP's are not eligible for reimbursement.
- Submit the proper documentation to Human Resources within thirty (30) days of completing the course and the reimbursement will be paid within sixty (60) days of receipt of required documentation.

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 - Leeann Ferguson & Vicki Steed

Nettle - Maeve Torres

Pentucket Lake – Lauren Roberts & Lynn Sullivan

Silver Hill – Judi Carleton & Leslye Zylkuski

Teach - Ben Flagg & Tracy Kuver

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> (grievances, contract violations)	Sarah Emilio	sarahemiliohea@gmail.com	978-973-1769
<u>2nd Vice President</u> (scholarship, website, newsletter, banquet)	Suzette DiTonno	ditonnosuzette@gmail.com	978-204-0463
<u>Treasurer</u> (finances, membership dues)	Jill Perkins-Bouchard	heatreasurer@gmail.com	978-914-2930
<u>Secretary</u> (elections, bylaws, emails)	Deb Russell	debrussell80@verizon.net	978-764-8840
<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!