



ESP BARGAINING UPDATE #1

February 11, 2020



The ESP Negotiation Team prior to the first bargaining session.

The ESP Bargaining Team sat down with the School Committee for what was a positive start to the bargaining process. We put forth 7 proposals based on the feedback we solicited from the members of the bargaining unit. The School Committee was attentive to the presentation and discussion of the proposals. We look forward to presenting the remaining proposals, including a living wage for all ESPs, at our next session.

The ESP Bargaining Team consists of ESP Unit Rep/Chairperson Maureen Zuber, Rosaline Anavisca, Nancy Burke, LeeAnn Ferguson, Trish Shaw, Vickie Steed, Lynn Sullivan, Deb Tilly, and Leslye Zylkuski. The team has also decided to keep all bargaining sessions open to all HEA members. Any member of the HEA, including teachers and clerks, are invited to sessions to observe and participate. The next bargaining sessions are scheduled for March 23rd (4:30 pm) and April 7th (4:00 pm) at City Hall. To attend, please email the team chair, Maureen Zuber (mzuberhea@gmail.com).

A Contract Action Team is forming now to organize in support of the ESPs and our living wage campaign. All members interested in helping to secure a fair contract for our ESPs are invited to the first CAT meeting on Tuesday, March 10th at the HEA office (800 Broadway) at 4:00 PM. All members are welcome to join the CAT as well. For more information, contact Anthony Parolisi (anthonyparolisi@gmail.com).

Proposals Discussed:

- ❖ Tuition Reimbursement and more relevant professional development
- ❖ Increasing the number of ESPs in the district with minimum staffing at every building
- ❖ Protecting ESPs against involuntary transfers based on seniority
- ❖ Providing time for ESPs to meet and consult with other educators
- ❖ Allowing 15 sick days per year to be used for family illnesses (currently only 3!)
- ❖ Establishing sick time buy-back upon retirement
- ❖ Create a 26-pay period option like the Teacher unit now has

Red For Ed Wednesday Continues!

Stand in Solidarity with your ESP sisters and brothers! Wear RED Tomorrow and show that you support a fair contract for ALL Haverhill Public Schools employees!

Need some more red apparel? Order your **HEArt of Haverhill** Hoodies and Long-Sleeved T-shirts today! Proceeds benefit the 2020 HEA Scholarship Fund! For details, to make a purchase, or to donate online, email Suzette DiTonno (ditonnosuzette@gmail.com).

Important Dates

Contract Action Team (CAT) Meeting

- ★ Tuesday, March 10th, 4:00 pm, HEA Office (800 Broadway)

Negotiation Team Meeting

- ★ Monday, March 16th, 4:00 pm, HEA Office

Bargaining Sessions (wear your red HEA gear!)

- ★ Tuesday, March 23, 4:30pm (email by Friday, March 20 to attend)
- ★ Tuesday, April 7, 4:00pm (email by Friday, April 3 to attend)

School Committee Meetings:

- ★ Thursday, February 13th at 7 pm, City Hall
- ★ Thursday, February 27th at 7 pm, City Hall
- ★ Thursday, March 12th at 7 pm, City Hall
- ★ Thursday, March 26th at 7 pm, City Hall

Please email either Maureen Zuber (mzuberhea@gmail.com) or Anthony Parolisi (anthonyparolisi@gmail.com) for more information or to attend a bargaining session.