

Haverhill Education Association News

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May 2020



Letter from the President:

Sisters and Brothers,

First of all, I hope that all of the mothers among us had a wonderful Mother's Day in quarantine with your families earlier this month. It's these times when we'd normally gather together and make memories that highlight the challenges and sacrifices required by our current situation. Since schools closed on March 13th, the HEArt of Haverhill has been nothing short of incredible in your response. Without hesitation, you met the challenge head-on and have engaged in remote learning on a level most would not have thought possible previously. As we round the final corner toward the last day of school on June 19th, many of us have already closed up our classrooms and packed up our belongings for next year with great uncertainty about what next year will bring. Whatever next year may look like - whether we return to our classrooms full-time, begin the year with remote learning in place once again, or have some sort of hybrid system with features from both - it will require funding. Already we have seen dire economic prospects spook local officials into calling for austerity. Swift and direct pressure on the Mayor and School Committee has helped, so far, to tamp that energy down, but we have by no means settled the issue. If we are to be successful and reject the austerity agenda and achieve a fully-funded budget, we will need to maintain and continue to escalate our response to any further calls to cut school spending and lay off or furlough our educators. Coordinating with locals in the Merrimack Valley Labor Education Collaborative and across the state, we will be calling on members from throughout the region to take action not just here in Haverhill but elsewhere in support of our shared goals. Stay tuned for announcements regarding some of the actions we have planned and how you can help. If you are interested in joining MVLEC and coordinating some of these actions with us, just email me at anthonyparolisi@gmail.com.

In other areas, our membership committee continues to reach out to non-members and to review our current roster to clarify any errors. If you have been contacted to complete another membership application, please do so as soon as possible. A clerical error at the MTA has led to many of our dues-paying members to be left off of the state roster and we want to get that remedied as soon as possible. Unit members who have not yet signed up to be a member will be contacted in the coming weeks by our building representatives to introduce themselves and assess their willingness to join. Our Summer Member program with the MTA will then follow up with membership applications to get them on board. It's through this work that we will continue to build and strengthen our union.

As the year comes to a close, there are many other loose ends still to be tied. The work of the scheduling and evaluations committees has been put on pause due to the current pandemic, and we will be working in the coming weeks to get that work back online. Our bylaws committee has nearly finished its proposal and amendments will be sent to the membership by May 21st so that they may review them in time for a vote at our June representatives meeting. Of course, there is also the matter of differentials and stipends. A meeting had been scheduled for March 24th to review and finalize the increased differentials we proposed last summer. Unfortunately, the shutdown caused yet another regrettable delay. I continue to communicate with the School Committee and am still optimistic that this will be done before the end of the year. If you would like to help get this over the finish line, please send a friendly email to School Committee Members (schoolcommittee@haverhill-ps.org) with

the subject line: "Differentials Make a Difference!". Ask them to finish the work we started together and finalize the differentials as soon as possible.

As always, thank you for the hard work each and every one of you does every day to care for the children of Haverhill. What you have accomplished in these past two months has been nothing short of heroic.

In Solidarity,

Anthony

* * * * * [COVID19 MOA](#) * * * * *

5 hours of Remote Work:

- 3 hours: Planning and Delivery of Remote Instruction.
- 2 hours: Communication and Social Emotional Support
- All unit members are expected to be available for *remote work* attending to their general duties and responsibilities as required by the District. ([see MOA](#))
- Unit members may use reasonable discretion in the timing and method of performance of their remote work responsibilities, provided that their obligations to students are met.
- Teachers shall make a good faith effort to provide meaningful and productive learning opportunities via remote instruction to their students during the cessation of physical classroom instruction.
- Educators are expected to work together as a school community to offer daily live contact opportunities with their students and/or families in one of several ways that is comfortable to the unit member.

Technology:

- Staff will utilize school-approved online platforms as instructed by the District to facilitate learning.
- The District shall be responsible for providing technical support to educators and students/parents so that remote learning can occur.
- All unit members are expected to check email not less than twice per day and respond to/acknowledge emails in a timely manner, keeping in mind the goal of maximizing student contact with staff members.

2 hours Meetings:

- One hour virtual building and curriculum meetings may be held weekly at mutually agreed upon times.
- Meetings will be recorded and emailed to all building/department unit members so that those who were not able to attend the virtual meetings live can view them.

Contract Updates:

Paraprofessionals Contract - expires June 30, 2020 negotiations ongoing. Next Contract Negotiation is June 10th at 5 pm. Please contact Maureen Zuber if you are interested in joining.

Clerical Contract - expires June 30, 2020 negotiations ongoing, please contact Cyndi O'Shaughnessy if you are interested in joining.

Teacher Contract - expires June 2022

KNOW YOUR CONTRACT

We have an [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 assistance ask your building rep or contact the e-board directly.

Condolences

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

- Nelly Garcia-Santana on the loss of her mother-in-law and father-in-law
- Mildred Flores on the loss of her father
- Kelly Fairbrother on the loss of her dad
- Amy McMillan on the loss of her mother-in-law
- Rachel Marzioli on the loss of her dad

Congratulations

With joy we celebrate

some new additions to the HEA Family!

- Alysha Bartlett on the birth of her son
- Lauren Roberts on the birth of her daughter
- Monica Koimene on the birth of her daughter
- Jennifer Hart on the birth of her son
- Samantha Horne on the birth of her twins
- Allison Prahlow on the birth of her daughter
- Mary Johnston on the birth of her son
- Jeff Molesso on the birth of his son
- Monika Malossek on the birth of her daughter

Special Tribute to Mary Boland from her daughter

My name is Monica Kelley. My mother's name is Mary Boland. She was a beloved elementary school teacher in the Haverhill School System for many years. On Feb 2, 2020, the gates of heaven opened for her. It is impossible to publish the list of each of her family members who presently work, have worked, or are associated with Haverhill Education. However, I thought you might be interested in her connection.

Mary Boland	Teacher	Smiley, Walnut Square, Greenleaf School, Sacred Hearts School
William P. Boland	husband	Haverhill Trade School, Whittier Voc Tech
Kathleen St Jean	daughter	Retired Teacher, Consentino School
Kristine St Jean	granddaughter	Art teacher, Hunking School
Monica Kelley	daughter	Retired ELA Teacher, presently part time tutor at Nettle School
Chris Kelley	son in law	Retired Caprentry Teacher, Haverhill Trade School, Whittier Voc Tech
Courtney Kelley	granddaughter	Math teacher, Haverhill High, Whittier Voc Tech
Maria Cantwell	granddaughter	Grade 1 Teacher, Bradford Elementary
Joe Boland	son	Retired Guidance Counselor, Whittier Voc Tech
Sue Boland	daughter in law	Grade 1 Teacher, Pentucket Lake
Bruce Powers	son in law	Retired Guidance Counselor, Haverhill High School
Ellen Powers	daughter	Retired Child Care Teacher, Whittier Voc Tech
Jacqueline Vlahos	granddaughter	Guidance Counselor, Whittier Middle School
Mary Kaiser	daughter	ESP, Whittier Middle School
Robert Kaiser	son in law	Teacher, Whittier Voc Tech

Fifteen of her grandchildren have graduated from HHS and have received college degrees. Seven of the fifteen are teachers. One of her grandchildren, Shannon Kaiser, is presently a senior at HHS. My mother loved teaching and influenced so many to pursue careers in the field of education.

Scholarship Winner

The HEA Scholarship Committee is pleased to announce this year's winner of the 2020 Haverhill Education Association Scholarship Winner - **Jason McKeon!**

In Jason's essay he spoke of many wonderful teachers who have helped shaped the person he is. Below is his essay:

"It would be an honor to receive this scholarship from the Haverhill Education Association and I will make you proud and I will ensure the success of the prior awardees is preserved. I am a life-long resident of Haverhill and have thoroughly enjoyed the public-school experience notably the quality, dedication and focus of the teachers.



My journey in the Haverhill School system started at the Moody School where Mrs. Gilmore taught me patience and caring as a pre-Kindergartner, and then to Tilton where Mrs. Eadie introduced me to the classroom environment as a 1st grader - this gave me the academic foundation of today. After Tilton I entered Consentino where Mr. Reardon expanded my knowledge with Science and Mr. Begley focused me on athletics which resulted in me excelling in basketball and track. At the High School, Mr. Pike introduced me to the world and taught about diversity and Mr. Maguire taught me business skills and the importance of steady leadership and mentoring as my coach for 12 seasons of varsity running. These wonderful, caring and dedicated teachers/mentors have formed my character and foundation - there are many moreall have made me into who I am today.

This foundation has allowed me to reach heights that I thought I would never achieve. I am a member of the National Honor Society, National Foreign Language Honor Society and National Business Honor Society. I have been a varsity member of the Haverhill High School Cross-Country and Track Teams.

My family embraces public education due to the quality of learning and the diverse experience. Based on this appreciation, I will pursue my passion for finance and investing at the UMass Lowell Manning School of Business. While at UMass Lowell, I plan to continue my philanthropic activities while maintaining academic distinction.

Throughout my life, I have always focused on leading and helping those in need. My family believes in giving back to the community and I volunteer at the Haverhill Boys & Girls Club whenever I can which includes assisting in their fundraisers and helping the members to reach their full potential as productive, caring, responsible citizens. From my experience volunteering at the Haverhill Boys & Girls Club, I have witnessed and experienced the joy and satisfaction to see kids I have been involved with over the past few years grow into mature, young adults.

This conviction - helping those that need help - was, in large part, formed and shaped by my experience by the teachers that have embraced me - mentoring, caring, focusing on those that need attention, and knowledge - is (now) a passion of mine, and looking back on what I have done, has brought me the greatest joy.

I thank you for this consideration. Jason Patrick McKeon

If you would like to donate online, go to our website Haverhill.massteacher.org for the link.

Donations to the scholarship in Memory of:

- ★ Hazel Aho - *Hazel taught in the Physical Education Department at the Consentino School for many years. She was always so kind and caring to so many students that were in need. I never heard a harsh word from Hazel, as she had the best interest of her students always in mind. I know she will be rememebered dearly by the staff and students for the wonderful way she demonstrated her love for teaching. Her actions always spoke louder than her words. May Hazel and all the faithful departed teachers of Haverhill rest in peace.* From Patricia LaPointe

- ★ Susan Burns - *A Great Teacher, Great Friend* From Judy Zaino

- ★ Carol Rogers, Diane Sitro, Mary Boland, and Joan Francis From Judith Noyes

HEA Apparel

Red Long Sleeve Ladies Cut (these run very small)

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 (Supplies are limited)

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.

2020 HEA Honors Banquet (update)

Sadly, this year we were unable to hold our annual banquet due to the restrictions in place from COVID 19. We had hoped things would have improved so that we could reschedule for sometime over the summer. However due to the ongoing stay at home orders from the Governor, the Executive Board decided to postpone formally honoring our retirees and honorees for 2020 until May 2021. We would like to celebrate the retirement of many of our members and the 20 years of service of many others. On the next page is a list of all those celebrating these exciting milestones. Please join the Executive Board in thanking them for their dedication to the kids of Haverhill.

Retirees:

Susan Blim - HHS

Anita Bonacorsi - JG Whittier

Susan Brandon - Nettle

Noreen Carifio - Silver Hill

Nancy Chamorro - Central Office

Jane Comeau - Central Office

Sandra Fullerton - Moody

Nancy Geary - Central Office

Virginia Iola - Bradford/Hunking

Rosemary Keefe - HHS

Kathleen Lucia - Consentino

Nancy Lusignan - HHS

Margaret (Peg) MacInnis - HHS

Jill Markos - Walnut Square

Donna Medugno - Burnham

Laurie Mooradian - Hunking

Cathy O'Brien - Nettle

Lois Silva - HHS

Deborah Tilley - HHS

Mary Lou Tremblay - Nettle

Frank Viscuse - District wide

Meredith Wiech - Moody

Cheryl Wood - Burnham

Alice Yabe - HHS

20 Year Veterans:

Theodore Becker

Michelle Bell

Melissa Burns

Carol Buzzell

Lori Capra

Deborah Comiskey

Lauren Dawis

Nicole Duquette

Sarah Emilio

Karen Fosnock

Cherise Gosselin

Wendy Howell

Peter Ivancic

Allison LaCoste

Doris Levasseur

Rebecca Morin

Renee Murphy

Vincent Pettis

Lisa Pezzella

Karen Pronovost

Jennifer Rubera

Michael Santoro

Eileen Spero

Diane St. Pierre

Kimberly Surette

Eglantina Toska

Kristen Wade

Keri Woolf

Kristen Wyman

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, Meaghan Ivone, & Rachel White
Consentino - Barbara Freeman, Kaitlyn Watts, & 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
Tilton Lower & Upper – Christine Hickey & Dana McNamara
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!