

# Haverhill Education Association News

December 2020

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

[Haverhill.massteacher.org](http://Haverhill.massteacher.org)

[HavEd@verizon.net](mailto:HavEd@verizon.net)

<https://www.facebook.com/HaverhillTeachers/>



## Letter from the President:

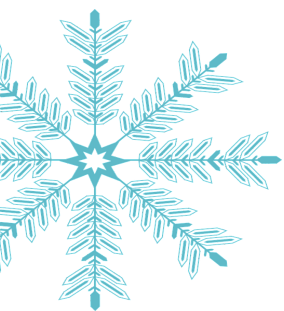
Sisters and Brothers,

What a year 2020 has been! Despite all of the challenges presented to us, the members of the HEA have persevered. You've come together to demonstrate outside City Hall (twice), held a car parade from Haverhill to Andover, and in the past month alone declared no confidence in not only DESE and Commissioner Jeff Riley, but also the Haverhill School Committee. Watching the way you all support one another and fight for the safe schools our students and we deserve is awe-inspiring.

In the days ahead, I hope that you will all take plenty of time to rest and enjoy the holidays with your family. Of course, the School Committee has chosen to meet on the 29th, which will require us to pay close attention and be prepared to respond to whatever decision they might make. Please keep an eye on your emails and watch for important updates from the action team, including details about the next general membership meeting on December 30th.

Merry Christmas and Happy Holidays.

In Solidarity,  
Anthony



## Recipe Corner

### *Auntie Claus' Cheesy Artichoke Dip*

*Submitted by Nicole Sanchez*

#### *Ingredients:*

*14 oz can of artichoke hearts (plain,  
drained)  
¾ cup of mayonnaise  
¼ of sour cream  
½ -¾ cup of shredded mozzarella cheese  
¼ cup grated parmesan cheese  
1 heaping teaspoon of minced garlic  
½ teaspoon pepper*



#### *Directions:*

*If baking, set oven for 350.*

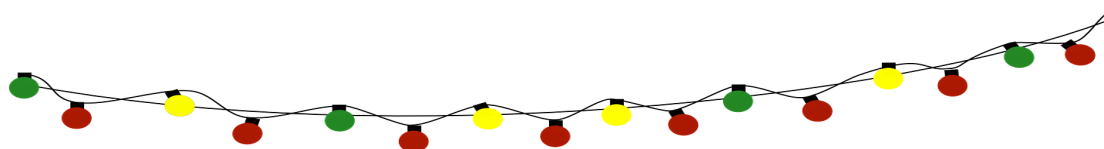
*Slice and dice artichokes*

*Mix mayo, sour cream, and minced garlic*

*Add artichokes and then cheese*

*Put in small casserole dish and heat in oven (20 minutes) or microwave until bubbly*

*Stir and enjoy with pita bread slices, crackers or sliced baquette*



[COVID19 MOA](#) (Click on the link to familiarize yourself with it.)

## Contracts

*Paraprofessionals/ESP Contract - expired June 30, 2020 negotiations ongoing.*

*Clerical Contract - expired June 30, 2020 negotiations ongoing,  
please contact [Cyndi O'Shaughnessy](#) if you are interested in joining.*

*Teacher Contract - expires June 2022*



### Information from our Treasurer Lauren Sanguedolce Dues Deduction

Unit	Employment	Hours	Total Dues	Per Pay Check
Teacher	Full Time	0.51-1.00 FTE	\$869	\$43.45
Teacher	Part Time	0.26-0.50 FTE	\$446	\$22.30
Teacher	Part Time	0.00-0.25 FTE	\$360	\$18.00
Clerical	Full Time	0.51-1.00 FTE	\$522.90	\$26.15
Clerical	Part Time	0.26-0.50 FTE	\$273.20	\$13.66
Clerical	Part Time	0.00-0.25 FTE	\$223.35	\$11.17
ESP	Full Time	0.51-1.00 FTE	\$322.20	\$16.11
ESP	Part Time	0.26-0.50 FTE	\$172.85	\$8.64
ESP	Part Time	0.00-0.25 FTE	\$135.68	\$6.78

## **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.



## **Congratulations**

*With joy we celebrate*

*some new additions to our HEA Family*

*Molly Cartier on her summer wedding (sorry this was missed in October!)*

*Elizabeth McCarron on the birth of her daughter*

*Samantha Aiello birth of her daughter*

*Jennifer Breslin birth of her son*

*Sarah Corkery birth of her daughter*

*Jennifer Hart birth of her son*

*Mary Johnson birth of her son*

*Samantha Massahos birth of her son and daughter*

*Jeff Molesso birth of his son*

*Ashley Polson birth of her daughter*

*Nicholas Raponi birth of his son*

*Melanie and Fred Tarbox birth of their son*

*Engagement of Maureen and Phil Zuber's son Zachary*

## **Get Well Wishes**

*In our thoughts for healthier days ahead*

*Paul Loan*

*Cheryl Lynch*

## **In Our Thoughts**

*Julie Taylor*

## **Condolences**

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

*Neil Wilkins for the passing of his mom*

*Christine Saab for the passing of her dad*

*Christine Beckwith for the passing of her mom*

*Sue Klempa for the passing of her mom*

*Kristina Morowski for the passing of her grandmother*

*Suzanne Coffin for the loss of her mom*

*Fred Tarbox for the loss of his grandmother*

*Samantha Hackett for the loss of her grandfather*

*With sorrow, we also mourn the passing of our former member Therese BouMitri.*

# 2020-2021 HEA ESP of the Year Nominees

This year the HEA received a record number of outstanding candidates. Congratulations to everyone and especially to Millie Flores who will represent the HEA as she goes on to compete for the 2021 MTA ESP of the Year Award!

## *Nominees:*

*Alexandra Foltz, Nettle*  
*Angela Stiles, Tilton Lower*  
*Beverly Berry, Hunking*  
*Carmela Crippen, Hunking*  
*Cathy Clayton, Silver Hill*  
*Colleen Sughrue, Consentino*  
*Edzaida Alvarez, Consentino*  
*Eglantina (Annie) Toska, Consentino*  
*Heather St. Onge, Tilton Lower*  
*Jennifer Hafford, Hunking*  
*Joan Provencher, Haverhill High*  
*Kristen Mooradian Segan, Nettle*  
*Leslie Leva, Hunking*  
*Lisa Chartier, Silver Hill*  
*Lynn Sullivan, Pentucket Lake*  
*Maeve Callewaert, Tilton Upper*  
*Mary Kaiser, JG Whittier*  
*Maureen Zuber, Nettle*  
*Michelle Baddour, Tilton Upper*  
*Millie Flores, Haverhill High School - WINNER*  
*Renee McQuirk, Nettle*  
*Sheila Fitzgerald, Hunking*  
*Therese Boumitri, Hunking*  
*Valerie D'Urso, Bradford*

Congratulations to all our ESPS for the work that they do and for going above and beyond on a daily basis!

The HEA Executive Board



My name is Amanda Borowski and I am a sub-separate Special Education Teacher at the high school. I am writing to nominate Mrs. Millie Flores as ESP of the Year.

In a sub-separate environment, our students receive the best education that suits their learning style. In order to provide that education, we teachers require the additional support of our ESPs in order to be able to provide a differentiated education for every child in front of us. Students who are in a setting that have ESPs in the class need that extra support to achieve their goals and to be a functioning member of the school community. Our ESPs start their day before most of the teachers; at 7:10 on the dot, you will see the ESPs ready to greet our students off their buses. From there, they assist the students with their breakfast and adjust for the school day. When you peer into our rooms, you will see our ESPs feeding our students, lifting them, assisting them, changing them, toileting them. You will see our ESPs assisting in deliveries, cooking, reading, socializing, eating lunch, and laughing with our students. Throughout the day, you're going to see our ESPs taking care of our scholars as if they are their own child. The ESPs here in Haverhill invest their time, love, and energy into the students, thriving on living paycheck to paycheck. If we teachers did not have our ESPs, we could not be able to have the amazing special education programs we have available to our community. Our ESPs are beyond essential to run a cohesive school.

My amazing ESP, Millie Flores, is a prime example of selflessness at HHS. Millie works with a student who has physical, cognitive, and intellectual disabilities, as well non-verbal with zero communication skills and has only been exposed to Spanish. Millie has helped her student who had never been to school before learn how to sit in a classroom with peers, how to walk in a gait trainer, and has created a bilingual curriculum for not only the student, but also for the parent. Millie goes above and beyond for her students, building such a beautiful relationship with every student she works with. When Millie is not at school or on a Google Meet, every student in the classroom notices it and asks for her. I cannot get upset when the kids interrupt because they're late, but need to say hi to Miss Millie.

Miss Millie has made such a difference in so many children's lives. Every student loves her and has known her most of their lives. I've only worked with Millie for two years and feel as though she has been in my life for years. If Millie was not in my classroom, I would not be able to provide the education the students deserve on my own. Millie is more than essential, she is a NECESSITY and should be Haverhill's ESP of the Year!



## The HEA Board of Representatives voted to adopt the MTA ESP Bill of Rights



**A Living Wage.** All Education Support Professionals should be paid a living wage. No job should require more than seven years to reach the top step.

**Affordable Health Insurance.** No ESP should be receiving the dreaded “zero-dollar check” in order to afford health insurance premiums. All checks for ESPs must reflect *at least the state minimum wage* for hours worked. The district should make up any difference between the actual amount of the check after insurance has been taken out and what the ESP would have received at the state private-sector minimum wage.

**Health and Safety.** ESPs continue to be victims of physical, verbal and emotional abuse and bullying in the workplace. In order to provide a safer environment in our schools, ESPs need adequate supplies, fully staffed programs, clear protocols, employer-provided trainings on OSHA rules, and whistleblower protections.

**Paid Family and Medical Leave.** Just like all Massachusetts residents, ESPs deserve access to paid *Family and Medical Leave Act* benefits, as well as access to other FMLA protections, no matter how many hours a week they work.

**Job Security.** Too many ESPs do not know if they will have a job from one year to the next. School districts need to eliminate this insecurity and commit to the importance of ESPs. ESPs need automatic renewal language, a 90-day probation period, and strong just cause provisions.

**Recognition as Educators.** ESPs deserve a strong voice in their schools, resources to access training outside of the district, relevant and meaningful professional development opportunities, and a role on every employee committee in every district.

**Affordable Education to Strengthen Careers.** The vast majority of ESPs earn less than \$30,000 a year despite the fact that nearly 80 percent have college degrees. Many ESPs carry significant amounts of student debt or are helping family members pay off student debt. Many ESPs want more education but cannot afford to pay for it. ESPs deserve an affordable way of climbing the education career ladder — as well as a way of paying off career-related debt.

[www.massteacher.org/esp](http://www.massteacher.org/esp)

# BILL OF Rights

## Living Wage Calculator

Annual amounts were determined using the MIT Living Wage Calculator and are based on the living wage for a single person. The numbers represent absolutely the lowest wage that an ESP should be making and should be used to help develop starting rates in MTA contracts.

Source: [livingwage.mit.edu](http://livingwage.mit.edu)

### By County

County	Salary
Barnstable	\$28,434
Berkshire	\$26,354
Bristol	\$26,104
Dukes	\$30,035
Essex	\$34,278
Franklin	\$26,957
Hampden	\$24,648
Hampshire	\$24,648
Middlesex	\$35,568
Nantucket	\$31,720
Norfolk	\$36,754
Plymouth	\$32,926
Suffolk	\$37,045
Worcester	\$25,958

### By City

City	Salary
Boston/ Cambridge/ Newton	\$34,819
Pittsfield	\$26,541
Springfield	\$24,648
Worcester	\$26,562

**These are annual rates.** To find your hourly rate, divide the annual rate by the number of school days a full-time ESP works, and then again by the number of hours a full-time ESP works.

Go to [www.massteacher.org/esp](http://www.massteacher.org/esp) or contact [MTAESP@massteacher.org](mailto:MTAESP@massteacher.org) for more information.





**CAN YOU GUESS  
WHAT SCHOOL  
HAD THESE VISITORS?**

**HEA Bulletin Board at Nettle!**

**EDUCATORS ARE THE**



**HAVERHILL**

**HAVERHILL EDUCATION ASSOCIATION**  
[haverhill.massteacher.org](http://haverhill.massteacher.org)

**Fort James**



**Freebies-Take One!**



**Negotiations**

ESP BARGAINING UPDATE #1

2018 EOP of the Year

2018 EOP of the Year

2018 EOP of the Year

**Important Info**

ESP BARGAINING UPDATE #1

2018 EOP of the Year

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**Why join?**  
Membership Advantages

Enjoy these benefits?

**THANK A UNION**

- Weekend off
- Minimum Wage
- PTO
- Paid Sick Leave
- Child Labor Laws
- Group Work Day
- Health & Safety CSH4
- Seniority
- Equal Pay Act
- Civil Rights
- Vision
- Collective Bargaining
- Wrongful Termination Laws
- Age Discrimination Laws
- Racial
- Sexual Harassment Laws
- Americans with Disabilities Act
- Voting Day
- Military Leave
- Workers Compensation

**Secretorial**

Union News

**Contract Concerns?**  
-Fill out this Intake Form

**Involvement Opportunities**  
-Many choices to have a voice

**Weingarten Rights**  
-Read this before any meeting

**HAVERHILL EDUCATION ASSOCIATION**  
[haverhill.massteacher.org](http://haverhill.massteacher.org)

**EDUCATORS ARE THE**



**HAVERHILL**

## ***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](mailto:debrussell80@verizon.net) (subject: Building Representative).*

**Bradford** – Dan Cerat, Meaghan Ivone, & Rachel White  
**Consentino** - Barbara Freeman, Irina Ostrovskaya, Kaitlyn Watts, & Colleen Wrisley  
**Golden Hill** – Danielle Bouchard  
**Greenleaf Academy** - ***NOMINEE NEEDED***  
**HHS** – Lisa Begley, Liz Briggs, Nancy Burke, Deb Comiskey, Ted Kempinski, & Nancy Koorapaty  
**Hunking** – Tim Briggs  
**Moody** - Leeann Ferguson & Vicki Steed

**Nettle** - Maeve Torres  
**Pentucket Lake** – Alysha Bartlett, Lauren Roberts & Lynn Sullivan  
**Silver Hill** – Judi Carleton, Megan Duffy & Leslye Zylkuski  
**TEACH** - Ben Flagg  
**Tilton Lower & Upper** – Christine Hickey & Dana McNamara  
**Walnut Square** – Nicole LaRose-Sanchez  
**Whittier** – Emily Boulger & Krista DiGloria

## **Executive Board Contact Information**

**President - Anthony Parolisi**

[anthonyparolisi@gmail.com](mailto:anthonyparolisi@gmail.com) 978-914-3146

**1st Vice President - Sarah Emilio** (grievances, contract violations)

[sarahemiliohea@gmail.com](mailto:sarahemiliohea@gmail.com) 978-973-1769

**2nd Vice President - Suzette DiTonno** (scholarship, website, newsletter, banquet, PEC)

[ditonnosuzette@gmail.com](mailto:ditonnosuzette@gmail.com) 978-204-0463

**Treasurer - Lauren Sanguedolce** (finances, membership dues)

[lasanguedolce@gmail.com](mailto:lasanguedolce@gmail.com) 978-407-2774

**Secretary - Deb Russell** (elections, bylaws, emails)

[debrussell80@verizon.net](mailto:debrussell80@verizon.net) 978-764-8840

**ESP Unit Representative - Maureen Zuber**

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

**Secretarial Unit Representative - Cyndi O'Shaughnessy**

[unionrepsecretary@gmail.com](mailto:unionrepsecretary@gmail.com) 978-973-2138

**Membership Chair - Barry Davis**

[HEAMembershipchair@gmail.com](mailto:HEAMembershipchair@gmail.com) 781-654-5063



## **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.**

*Print out and keep this Weingarten Rights handy -  
you never know when you might need it!*