

Haverhill Education Association News

March 2023

800 Broadway Street #3, Haverhill, MA 01832



Letter from the President:

Happy Spring? Happy Almost Spring? Happy Post-February Break! We certainly know that it is MCAS season. Anyone who has lived with MCAS testing since its insidious inception in 1993, first administration in 1998, and its proficiency requirements in 2003, knows that this is the true definition of insanity... doing the same thing over and over and expecting different results (Einstein). Since Governor Healey was elected, we and the MTA hope to end this 20+ year nightmare of "destructive and punitive" testing. Stay informed about the [Thrive Act](#). It is a bill that seeks to:

- Replace the MCAS graduation requirement with one that allows students' districts to certify that they have satisfactorily completed coursework showing mastery of the skills, competencies and knowledge required by the state standards.
- Eliminate state receiverships and reinstating democratic control to communities and school committees.
- Establish a commission to create a new, whole-child system of assessing our schools, building on important experiments in our state and nation, which can be implemented in coming years.
- Switch to school and district evaluation and accountability requirements that focus on:
 - Supporting locally led school improvement plans while still aligning with federal law.
 - Student learning and assessment will be re-oriented in a developmentally appropriate way that educates and supports the whole child.
- The 30-year experiment with test, punish and privatize will end and students, communities and true learning will be placed front and center. [MTA Thrive Act Fact Sheet](#)

As our action team has informed you, we are continuing to fight the School Committee and David Connelly and their dishonest attempts at stealing money from us. THEY LIED and are continuing to lie about our return to work agreement. Reach out to Barry if you'd like to join the action team. If you haven't seen this, check out the dastardly actions of our School Committee on our [DID YOU KNOW](#) fact sheet.

Onto more satisfying news: since our last newsletter, we finally completed our 10 month clerk paperwork and finalized the deal to bring the security specialists into our membership. While every step isn't as seemingly as gratifying as when we begin our negotiations, both units made legitimate progress above their previous pay steps and job description clarifications.

Speaking of negotiations, reach out to Katelyn heamembershipchair@gmail.com or Vickie vsteedhea@gmail.com to sign up for the ESP and Clerk Action teams, respectively, to move that needle in the next round of contract negotiations.

Funding the new Consentino is on the table as well. If you are a Haverhill resident or can actively participate in spreading information about a vote for debt exclusion, please stay tuned into the Yes for Consentino! Yes for Haverhill! Action the HEA will be supporting. Connect with member Joanna Dix joanna.dix@gmail.com or follow their Facebook page <https://www.facebook.com/profile.php?id=100090252227572>. The option to vote for a debt exclusion (the school will be built regardless) will free up city funds to help all of our units negotiate in the future, including police and fire, and not trap us in another "endless" debt that Haverhill has suffered with its Hale hospital debt.

Be well. As you have already proven, you can do hard things (March!).

In Solidarity,

Tim



Contact Us:

New Email: haverhilled@gmail.com

Website: Haverhill.massteacher.org



[facebook.com/
HaverhillTeachers/](https://facebook.com/HaverhillTeachers/)



twitter.com/haverhilled



[instagram.com/
haverhillteachers](https://instagram.com/haverhillteachers)

REMEMBER STRIKE-TOBER!!

MORE PICTURES CAN BE FOUND and LOADED ONTO:
[STRIKE PHOTO FILE](#)

If you haven't, please consider adding any media you have from that historic strike!



MORE PHOTOS and ACTIONS:



Tim, Barry, Cliff with signed Strike Signs.



Heart of Haverhill Food Drive
Walnut Square



Heart of Haverhill Food Drive
HHS



2023
HEA FOOD DRIVE



Thanks to Consentino, Pen Lake Silver Hill, and Moody School for their work for the food drive!



Order Your HEA Gear Here:

<https://forms.gle/yrjAwvq9R3qmK6iv7>



Do you have or know a member who has an HHS Class of 2023 student? The HEA Scholarship form is available at HHS guidance, on Naviance or by clicking below:

[HEA SCHOLARSHIP](#)

Save the Date:

2023 HEA ❤️ End of Year Banquet

June 20, 2023

COST TBA

Bradford Country Club

201 Chadwick Road

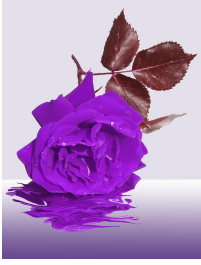
4:00 - 7:30

**Please take a moment to join with
your friends and colleagues
across the district**

AND

**Celebrate our 2023 Retirees and
20 Year Honorees.**

Condolences



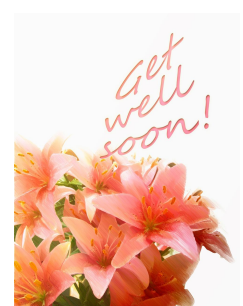
Our heartfelt sympathies go out to our fellow members
as they mourn their loved ones

Eileen Spero on the loss of her husband
Joyce Kimani on the loss of her stepfather
Lisa Anderman on the loss of her mother
Mary Johnston on the loss of her mother in law
Joan Provencher on the loss of her brother
Kathleen Frieswick (retired) on the loss of her husband
Karen Peabody on the loss of both her mother and father
Julie Berthume on the loss of her mother and former educator, Pat Nolet
Karen Fried on the loss of her mother and former educator, MaryAnne (Yeo) Lane
Juan Jiminez on the loss of his grandmother



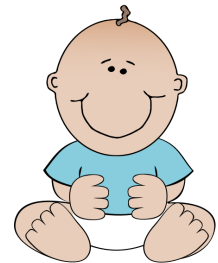
Best Wishes for A Speedy Recovery

Megan Ivone
Carrie Torossian
Maureen Zuber
Kim Seymour



Congratulations!

Kendra (Brackett) Phillips had a baby boy!
Jen McGrath had a baby named Matthew!
Bertha Valladares had a son named Leandro!





***NEW* RETIREE INFORMATION STATION!!!**

Please send your updates to the HEA so we can all stay in touch with each other and with your lives. hea2ndvp@gmail.com

We are sending our HEArtfelt condolences to the families of retired educators, Pat Nolet and MaryAnne (Yeo) Lane.

Dreaming/thinking of Retiring?

Helpful tips from a member:

All members who "believe" they have 10 or less years should send an email to the MTRA (Massachusetts Teacher Retirement System) to the following email

GenInfo@trb.state.ma.us and include the following:

Full/legal name
Current Address
School System
MTRS #

Request: I would like information regarding the following:

1. When did I begin contributing to the retirement system?
2. Are there any recorded breaks in my service?
3. Did I take any paid or unpaid leave?
4. Did the MTRS not receive any money from me at any time?
5. How much substitute teaching did I accrue?
6. How much will I be credited for part-time teaching? For example, I taught Kindergarten half-day classes. How will that time be accounted for?

If a member can purchase military time, in any city, state, time, etc begin the process now.

I suggest beginning now due to the cost and the time it takes for the MTRS to get their information together for you. Buyback info is on their website but it takes FOREVER.

Once the member has ALL their information from MTRS, call the MTA to make an appointment with an MTA retirement consultant. There is a page on the MTA website with names, locations, and times. I had to make an appointment months in advance. This service is included in our union dues.

Honestly, this process has taken a total of almost three years when added together. Good luck!

Nicole Sanchez



Information from Your Membership Chair: Katelyn Watts

If you know someone who needs a membership, please email
heamembershipchair@gmail.com

Information from Your First Vice-President/Grievance Chair:

Barry Davis

Contact: barrydavishea@gmail.com

Remember to ask for an HEA rep any time an admin is making an inquiry, even if you are unsure its disciplinary in nature.

Information from Your Treasurer: Lauren Sanguedolce

DUES		Full-Time	Half-Time	Quarter-Time
		Standard	Standard	Standard
Teacher	NEA	\$204.00	\$113.50	\$68.50
	MTA	\$503.00	\$251.50	\$251.50
	HEA	\$200.00	\$100.00	\$50.00
	Total	\$907.00	\$465.00	\$370.00
Clerk	NEA	\$122.50	\$73.00	\$48.25
	MTA	\$302.00	\$151.00	\$151.00
	HEA	\$120.00	\$60.00	\$30.00
	Total	\$544.50	\$284.00	\$229.25
ESP	NEA	\$122.50	\$73.00	\$48.25
	MTA	\$151.00	\$75.50	\$75.50
	HEA	\$60.00	\$30.00	\$15.00
	Total	\$333.50	\$178.50	\$138.75

Building Representatives

We also need your help! To serve, please contact HEA Secretary Deb Russell by calling (978) 764-8840 or via email to haverhilledsecretary@gmail.com (subject: Building Representative).

Bradford - Dan Cerat, Jennifer Zabelsky
Consentino - Irina Ostrovskaya
Gateway-
Golden Hill -
Greenleaf Academy -
HHS - Cliff Ashbrook, Deb Comiskey, Ted Kempinski
Hunking - Kelly Fairbrother, Teri Pouliot
Moody - Lisa Bongo

Nettle -
Pentucket Lake - Suzette DiTonno, Lynn Sullivan
Silver Hill - Megan Duffy, Paul Corriveau
TEACH -
Tilton Lower & Upper - Christine Hickey & Dana McNamara
Walnut Square - Nicole LaRose-Sanchez
Whittier - Emily Boulger, Scott Blanchette

REPRESENTATION URGENTLY NEEDED!
Gateway, Golden Hill, Nettle, TEACH

Executive Board Contact Information

President - Tim Briggs	havedpresident@gmail.com 603-706-0077
1st Vice President - Barry Davis (grievances, contract violations)	barrydavishea@gmail.com 781-654-5063
2nd Vice President - Liz Briggs (scholarship, website, newsletter, banquet, PEC)	hea2ndvp@gmail.com 603-706-0078
Treasurer - Lauren Sanguedolce (finances, membership dues)	lasanguedolce@gmail.com 978-407-2774
Secretary - Deb Russell (elections, bylaws, emails)	haverhilledsecretary@gmail.com 978-764-8840
ESP Unit Representative - Maureen Zuber	mzuberhea@gmail.com 978-914-5715
Secretarial Unit Representative - Vicki Steed	vsteedhea@gmail.com 978-204-4743
Membership Chair - Katelyn Watts	HEAMembershipchair@gmail.com 978-376-6236

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!*

80-20 HEA Scholarship Raffle!!

Each ticket enters you into a raffle in which you could win 80% of the total; 20% goes to the scholarship fund.

Drawing held at End of Year Banquet:

May

Tickets – \$5 each



To enter, please complete the blank form and return with your payment. We'll replicate the ticket if you request more than one. Please give cash to your building rep or send a check (to HEA) via Liz Briggs @ HHS. Donations can also be made via paypal paypal.me/HEArtofHaverhill or QR code above.

80-20 HEA Scholarship Raffle!!

Name:

Building:

Payment Type:

Tickets: .

To enter, please complete the blank form and return with your payment. We'll replicate the ticket if you request more than one. Please give cash to your building rep or send a check (to HEA) via Liz Briggs @ HHS. Donations can also be made via paypal paypal.me/HEArtofHaverhill or QR code above.