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La campaña de Brensley condena actos antisemitas



(Read it in English on page 2)

La campaña de Anne Brensley condenó hoy los comentarios antisemitas surgidos a raíz de un artículo de opinión suyo publicado en el Boston Herald. Tras este último incidente, y sumado a una serie de amenazas previas, Brensley se ha visto en la difícil situación de tener que contar con seguridad el día de las elecciones.

Entre las reacciones, se incluyó una caricatura antijudía grotesca, publicada en el hilo de discusión de Facebook que acompañaba a su columna. La imagen emplea rasgos físicos exagerados y estereotipos antisemitas bien conocidos para denigrar a la comunidad judía. Asimismo, Brensley ha recibido una gran cantidad de mensajes amenazantes y racistas.

«Al alzar la voz, uno inevitablemente provoca que aquellos contra quienes se habla se revelen», señaló Brensley. «El antisemitismo se ha vuelto más vil y descarado; como miembro de la comunidad judía, no voy a tolerarlo, ni tampoco ninguna otra forma de intolerancia religiosa».

Brensley no es ajena a las amenazas. En un informe del 22 de octubre de 2025, *Bearing Arms* documentó mensajes amenazantes que ella recibió durante su campaña. Dichos mensajes incluían llamamientos a asesinar a los republicanos, con afirmaciones como: «Un buen republicano es un republicano muerto». Amenazas más recientes sugerían incluso alinearla junto a otros republicanos para acabar con sus vidas a tiros.

Hasta ahora, Brensley era una de las pocas candidatas que realizaba su campaña sin medidas de seguridad. Este último ataque antisemita, sumado a los antecedentes mencionados, ha hecho evidente la necesidad de reforzar la seguridad mientras Brensley concluye su campaña para el cargo de Secretaria de Estado.

«Preferiría seguir reuniéndome con los votantes en sus propios entornos sin sentir la presencia de personal de seguridad a mis espaldas; sin embargo, dado que se espera una jornada electoral muy tensa, es probable que recurra a apoyo adicional».

La campaña de Brensley hizo un llamado a los líderes de todo el espectro político para que condenen, de manera inequívoca, tanto el antisemitismo como las amenazas de violencia política.

«Hacer frente al antisemitismo nunca debería ser una cuestión partidista», afirmó Brensley. «Cuando supe que Seth Moulton y Bill Galvin podrían haber sido objeto de amenazas relacionadas con la manipulación de su correspondencia, condené tales posibles actos. Espero que ellos hagan lo mismo».

ADENTRO / INSIDE

LFDCS Celebrates Hispanic Heritage Month - En	2
Desde Mi Esquina / From My Corner	3
Haverhill Celebrates Hispanic Heritage Month - Sp. & Eng.	4
Izamiento de la Bandera Cubana - Sp	5
Luke Jackson - cambios para 2027 - Sp	6
Inauguration of Lawrence Police Station	9
NECC News and Sports	12
Freedom Trail Smartphone App in Spanish	15

Lawrence School Kicks Off New Annual Hispanic Heritage Celebration



In celebration of Hispanic Heritage Month, on October 8, 5th grade students at Lawrence Family Development Charter School (LFDCS) gathered with their families for an afternoon of salsa dancing, flag decorating, and Frida Kahlo-inspired art. Organized by LFDCS' 5th grade teachers, this event marked the launch of a new annual tradition, bringing the Upper School A classrooms to life. Nearly 50 parents joined 98 students across the interactive activity stations celebrating hispanic heritage.

While this event highlighted the rich diversity of the community, Hispanic heritage is celebrated year-round at LFDCS. The school's heritage language program model supports students in obtaining proficiency in English while fostering strong bilingual skills, academic confidence, and deep cultural pride.

(See more pictures on page 2)

"Keep your face always toward the sunshine - and shadows will fall behind you."

Walt Whitman



Governor's Councilor Eunice Zeigler's Campaign Launches Digital Ad, Announces Key Endorsements in Campaign for Reelection

Governor's Councilor Eunice Zeigler today launched two digital ads touting her record as a strong independent voice on the Council, which vets and approves judicial and parole appointments, and announced key endorsements from elected officials as her reelection campaign gears up to get out the vote during Massachusetts' early voting period.

The 30-second ad, released across social media platforms, offers a snapshot of Zeigler's accomplishments during her first two-year term as Governor's Councilor for District 5, which includes 36 cities and towns stretching across the Merrimack Valley to the North Shore.

"Growing up in Methuen, the daughter of Haitian immigrants, I learned that a strong voice in the room changes everything," Zeigler said. "As your Governor's Councilor, I will continue to advocate for strong leadership that is fair and judges that uphold the rule of law."

Zeigler's campaign also rolled out a slate of new endorsements supporting her reelection as District 5 Governor's Councilor, including from U.S. Senator Ed Markey, State Auditor Diana DiZoglio, Essex County District Attorney Paul Tucker, Essex County Sheriff Kevin Coppinger, and Southern Essex County Register of Deeds Eileen Duff.

Election Day is November 3.

For more information about Governor's Councilor Eunice Zeigler, please visit https://www.eunicezeigler.com/

Brensley Campaign Condemns Antisemitic

Anne Brensley's campaign today condemned antisemitic comments made on her Boston Herald Op-Ed. Following the latest incident, and against a backdrop of previous threats, Brensley has made the frustrating decision to have security on Election Day.

Among the responses was a grotesque anti-Jewish caricature posted in the Facebook discussion accompanying her column. The image uses exaggerated physical features and familiar antisemitic stereotypes to demean Jewish people. She has also received a plethora of threatening and racist messages.

"Speaking out always invites those you are speaking out against to reveal themselves," said Brensley. "Antisemitism has become more vile and more bold and as a member of the Jewish community, I won't tolerate it or any other religious bigotry."

Brensley is no stranger to threats. In an October 22, 2025 report, Bearing Arms documented threatening messages she received while campaigning. Those messages included calls for Republicans to be killed and the statement, "A good republican is one that's dead." Recent threats included lining her up with other republicans and shooting them dead.

Brensley has been one of a handful of candidates who has been campaigning without security. The latest antisemitic abuse, together with that history, has reinforced the need for additional security as Brensley completes her campaign for Secretary of State.

"I would prefer to continue meeting voters where they are without feeling security over my shoulder, but we are going to have a very charged Election Day so I may get assistance."

The Brensley campaign called on leaders across the political spectrum to unequivocally condemn antisemitism and threats of political violence.

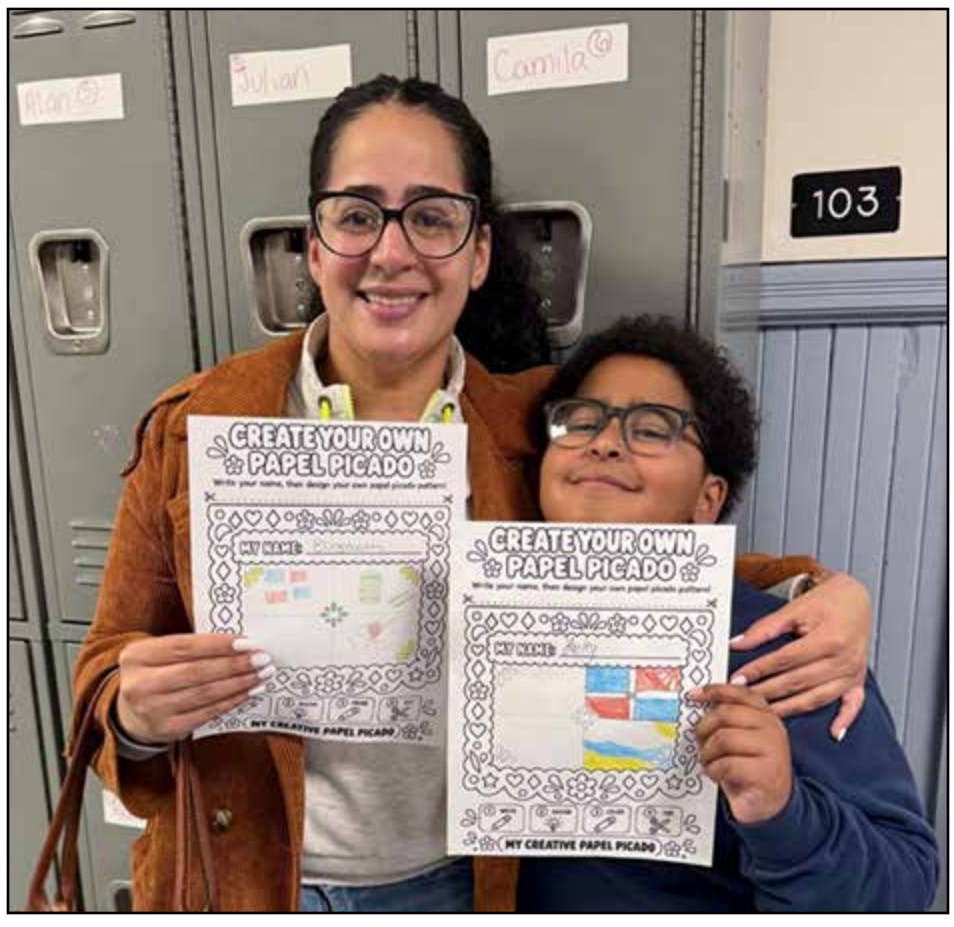
"Confronting antisemitism should never be a partisan question," Brensley said. "When I heard Seth Moulton and Bill Galvin may have been threatened with compromised mail, I condemned the possible actions. My hope is they will do the same."

Lawrence School Kicks Off New Annual Hispanic Heritage Celebration

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Desde Mi Esquina

POR DALIA DÍAZ
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Algunos lo llaman «transparencia»; para mí, es «discriminación»

Este es un tema que preferiría no tratar, ya que conlleva una carga emocional y puede convertirse fácilmente en una cuestión de percepción. Lawrence ha experimentado muchos cambios, tanto positivos como negativos. Sin embargo, el aparente desprecio por los procedimientos establecidos, las cualificaciones profesionales y la rendición de cuentas en los últimos años resulta profundamente preocupante. Me inquieta especialmente cómo se llevan a cabo las contrataciones en la ciudad y si los candidatos cualificados reciben un trato justo, dado que las conexiones políticas y el favoritismo personal parecen influir en las decisiones.

El Comité de Personal entrevistó a Bélgica Linette Pérez el 15 de octubre de 2026 y, con una votación de 2 a 1, decidió avanzar su candidatura para que fuera considerada por el comité en pleno el 20 de octubre. En su currículum, ella afirmaba haber obtenido una Maestría en Trabajo Social por la Salem State University en el año 2000.

Resulta inquietante cuestionarse si el gobierno municipal ofrece igualdad de oportunidades a los candidatos cualificados. No obstante, las circunstancias que rodean este nombramiento exigen un examen riguroso.

Me preocupa que el favoritismo político haya influido en el proceso de selección y que otros candidatos hayan sido tratados injustamente o hayan sufrido discriminación. Estas inquietudes merecen una revisión imparcial basada en pruebas, no en suposiciones.

Por ello, hice algo que pocos habitantes de Lawrence parecen dispuestos a hacer: recurrí a las autoridades estatales y federales en busca de respuestas. Asimismo, contacté por mi cuenta a la Salem State University para verificar el título alegado. La universidad respondió: «La SSU no tiene constancia de que una estudiante con este nombre se haya graduado aquí. Además, este no es uno de nuestros diplomas, y ninguno de los nombres que aparecen coincide con los de los miembros de la dirección de la SSU».

La Carta Constitucional permite al alcalde designar a otro funcionario o empleado municipal para que desempeñe las funciones de un cargo de forma temporal, hasta que dicho puesto pueda cubrirse conforme a lo estipulado en la Carta Orgánica, la ley o las ordenanzas. Sin embargo, esta facultad no exime de la necesidad de contar con la cualificación adecuada ni de cumplir con la rendición de cuentas. El problema radica en que el Concejo Municipal acepta todo lo que propone el alcalde, sin ejercer supervisión alguna, a pesar de que ellos tienen la última palabra.

Cuando la Sra. Pérez compareció ante el Concejo Municipal en pleno el 20 de octubre, reconoció que no poseía una maestría. No obstante, el concejo aprobó su nombramiento con 7 votos a favor y 2 en contra. No hubo disculpas, explicaciones ni preocupación aparente ante dicha discrepancia.

Estoy solicitando a la Comisión contra la Discriminación de Massachusetts y a la Comisión de Ética que revisen mi documentación y determinen si la ciudad tomó en cuenta o se basó en esta credencial, si esta fue verificada adecuadamente y si se aplicaron los mismos criterios a todos los aspirantes.

El papel de la directora de Recursos Humanos

La conducta de la directora de Recursos Humanos, Caryl García, también merece ser examinada.

Durante las deliberaciones del Comité de Personal, la Sra. García afirmó que tenía el expediente académico de la Sra. Pérez sobre su escritorio. Sin embargo, la Sra. Pérez reconoció posteriormente que no poseía dicho título. El trabajo de la Sra. García consistía en investigar —tal como yo lo hice—; en cambio, optó por proteger a Linette. Estas declaraciones parecen contradictorias y deben esclarecerse mediante la grabación de la reunión, las actas y los expedientes de personal pertinentes.

Solicito la lista completa de los aspirantes, la descripción del puesto y los requisitos exigidos, los registros de las entrevistas, los criterios de evaluación y las razones por las cuales cada candidato avanzó o no en el proceso. Esta documentación es fundamental para determinar si los aspirantes fueron evaluados de manera justa y si la persona seleccionada cumplía con los requisitos establecidos.

Cuando es posible que se haya dejado de lado a aspirantes con la formación académica pertinente y una sólida experiencia profesional, mientras persisten serias dudas sobre las credenciales de la persona seleccionada, la ciudadanía merece respuestas. La ciudad debe demostrar que sus decisiones se basaron en criterios legítimos y relacionados con el puesto, y no en conexiones políticas o preferencias personales.

Cuando surgen dudas fundadas sobre un trato desigual, los funcionarios públicos tienen la obligación de ofrecer respuestas a los residentes, y las autoridades competentes deben examinar las pruebas.

Si queremos que Lawrence ponga fin a la práctica de contratar a amigos y aliados políticos sin tener en cuenta la cualificación profesional, debemos llevar nuestras denuncias más allá del Ayuntamiento y de las redes sociales. Debemos presentarlas ante las autoridades encargadas de garantizar la rendición de cuentas en la administración pública.

From My Corner

BY DALIA DÍAZ
daliadiaz@rumbonews.com

Some people call it “transparency”; to me, it is “discrimination”

This is a subject I would rather not discuss because it is emotional and can easily become a matter of perception. Lawrence has experienced many changes, both positive and negative. However, the apparent disregard for established procedures, professional qualifications, and accountability in recent years has become deeply troubling. I am particularly concerned about the city's hiring practices and whether qualified applicants are being treated fairly when political connections and personal favoritism appear to influence decisions.

The Personnel Committee interviewed Bélgica Linette Pérez on October 15, 2026, and voted 2–1 to advance her candidacy for further consideration by the full committee on October 20. Her résumé stated that she earned a Master of Social Work from Salem State University in 2000.

It is disturbing to question whether our city government is providing equal opportunities to qualified applicants. Yet the circumstances surrounding this appointment demand serious scrutiny.

I am concerned that political favoritism may have influenced the selection process and that other applicants may have been treated unfairly or discriminated against. These concerns deserve an impartial review based on evidence, not assumptions.

So, I did something few Lawrencians seem willing to do I reached out to state and federal authorities for answers. I also independently contacted Salem State University to verify the claimed degree. The university responded: “SSU does not have any record of a student by this name having graduated. Additionally, this is not one of our diplomas, nor do any of the names match any of the SSU leadership.”

The City Charter does allow the mayor to designate another city official or employee to perform the duties of an office temporarily until the position can be filled according to the charter, law, or ordinance. However, that authority does not eliminate the need for proper qualifications and accountability. The problem is that the City Council abides by anything the mayor wants without supervision, but they have the last word.

When Ms. Pérez appeared before the full City Council on October 20, she acknowledged that she did not have a master's degree. Nevertheless, the council approved her appointment by a 7–2 vote. There was no apology, explanation, or apparent concern about the discrepancy.

I am asking the Massachusetts Commission Against Discrimination and the Ethics Commission to review my documentation and determine whether the city considered or relied upon this credential, whether it was properly verified, and whether the same standards were applied to every applicant.

The role of the human resources director

The conduct of Human Resources Director Caryl García also warrants examination.

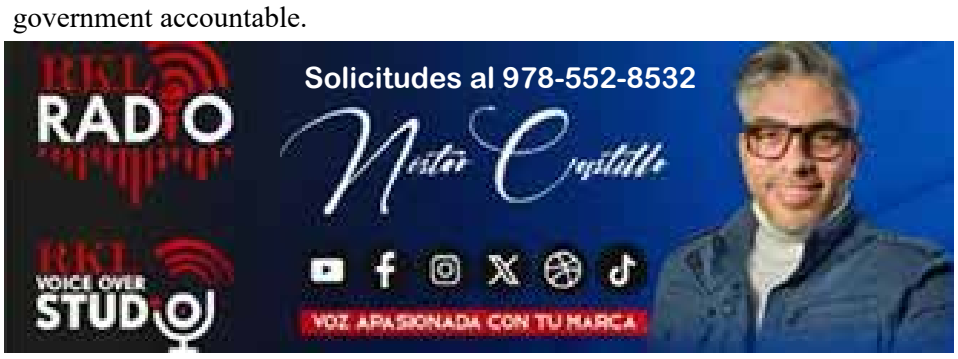
During the Personnel Committee proceedings, Ms. García stated that she had Ms. Pérez's academic transcript on her desk. Yet Ms. Pérez subsequently acknowledged that she did not possess the degree. Ms. García’s job was to investigate like I did and instead, she protected Linette. These statements appear inconsistent and must be reconciled through the meeting recording, minutes, and relevant personnel records.

I am requesting the complete applicant list, job posting and required qualifications, interview records, evaluation criteria, and reasons each candidate was or was not advanced. These records are essential to determining whether applicants were evaluated fairly and whether the selected candidate met the established requirements.

When applicants with relevant education and substantial professional experience may have been passed over while serious questions remain about the selected candidate's credentials, the public deserves answers. The city must demonstrate that its decisions were based on legitimate, job-related criteria rather than political connections or personal preferences.

When credible questions of unequal treatment arise, public officials owe residents answers, and the appropriate authorities must examine the evidence.

If we want Lawrence to put an end to hiring friends and political associates without regard for qualifications, we must take our complaints beyond City Hall and social media. We must bring them to the authorities responsible for making government accountable.



Celebración de la Herencia Hispana en Haverhill

Un encuentro que reunió a cientos de personas en una jornada de cultura y unidad

Por Kathy Rurak

El domingo, 11 de octubre, más de 200 personas se dieron cita en The Pinnacle, en Harbor Place, para celebrar el Mes de la Herencia Hispana. El evento fue el resultado de un esfuerzo conjunto entre Eridania Nieves (de ERI Entertainment y directora de GEMS en la escuela secundaria Haverhill High School), Carmenza Bruff (presidenta del Comité Cultural Colombiano), Kathy Rurak (organizadora comunitaria y recaudadora de fondos local), Argenis Marte (presidente de la Coalición Latina), Penelope Guerrero Pérez (tesorera de la Coalición Latina y miembro del Comité Escolar), Aliesha Grandison y Yojani A. Sosa Guerrero, conocido como “Tico”.

Durante la tarde, los asistentes disfrutaron de una gran variedad de comida gratuita, entretenimiento y actividades para niños.

Mariachis llegados desde México, junto a un espectacular grupo de artistas de origen dominicano, peruano, guatemalteco, puertorriqueño, colombiano y cubano, deleitaron al público. También se ofrecieron a la venta hermosas piezas de artesanía hispana, y se instalaron mesas informativas que incluían formularios de registro de votantes y recursos de salud locales. Además, hubo numerosas actividades para los más pequeños, amenizadas por payasos con coloridos atuendos. Todo esto tuvo lugar en un entorno privilegiado, en la tercera planta de The Harbor Place, gracias a la generosidad de George Peters, presidente y director ejecutivo de NE Invents y gerente de The Pinnacle en Harbor Place.

Haverhill Bank fue el patrocinador principal del evento. Otras entidades colaboradoras fueron el Haverhill Cultural Council, el Columbian Cultural Council y varios negocios locales: Pentucket Bank, Bright Bridge Credit Union, Almanzar Insurance, RALopez Tax y Go Tax (Gary Ortiz). La generosa cantidad y variedad de platos de distintas culturas fueron aportadas, en gran medida, por la Coalición Latina en colaboración con tiendas de comestibles (bodegas) locales.

El evento contó también con la distinguida presencia de la alcaldesa Melinda Barrett, el representante Andy Vargas y la consejera de la gobernadora, Eunice Zeigler. Por su parte, Marina Acosta asistió en representación de los senadores Pavel Payano y Barry Finegold.

Ya se está trabajando en la planificación de la celebración del próximo año.

Como señaló Eridania Nieves durante el evento: “Unidos somos más”.

Haverhill Hispanic Heritage Celebration

Draws Hundreds for Day of Culture and Unity

By Kathy Rurak

On Sunday, Oct.11, over 200 hundred people gathered at The Pinnacle at Harbor Place to celebrate Hispanic Heritage Month. The event was a collaborative effort of Eridania Nieves of ERI Entertainment and director of GEMS at Haverhill High School, Carmenza Bruff, President of the Columbian Cultural Committee, Kathy Rurak, local community organizer and fundraiser, Argenis Marte, President, Penelope Guerrero Perez, Treasurer of the Latino Coalition and member of the School Committee, Aliesha Grandison and Yojani A Sosa Guerrero “Tico.”

The afternoon event featured a variety of free food, entertainment and activities for children.

Mariachis from Mexico and a spectacular variety of Dominican, Peruvian, Guatemalan, Puerto Rican, Colombian and Cuban entertainers delighted the crowd. Beautiful items of Hispanic arts and crafts were for sale. Informational tables included voter registration forms and local health resources. And, happily, there were lots of activities for kids featuring vibrantly dressed clowns. All of this took place in a beautiful setting on the 3rd floor of The Harbor Place thanks to the generosity of George Peters, President and CEO of NE Invents and Manager of Pinnacle at Harbor Place.

Haverhill Bank was the event’s Major Sponsor. Other contributors included the Haverhill Cultural Council/Columbian Cultural Council and local businesses: Pentucket Bank, Bright Bridge Credit Union, Almanzar Insurance, RALopez Tax and Go Tax/ Gary Ortiz. The generous amount and variety of foods from different cultures was largely provided by The Latino Coalition with partnership from local bodegas.

The event was also honored by the presence of Mayor Melinda Barrett, Rep. Andy Vargas and Gov. Councillor Eunice Zeigler. Marina Agosta represented Senators Pavel Payano and Barry Finegold.

Plans are already in the works for next year’s celebration.

As Eridania Nieves said during the event, “Unidos Somos Mas” “Together We Are More”.

A Future Worth Building An invitation to invest in the next generation

Dear Friends of Bradford Christian Academy,

Every morning, six-year-old Ellie climbs into the car, eager for another day at Bradford Christian Academy. On the way to school, she asks for praise songs and sings along at the top of her lungs. She is already writing stories independently, reading beyond her parents' expectations, and excitedly wondering what she will learn next.

For Ellie's mother, Kaitlin, these everyday moments reveal something extraordinary: the difference a BCA education is making in her daughter's life. Ellie's teachers are nurturing her love of learning, helping her discover her abilities, and teaching her who she is in Christ. As Kaitlin puts it, **BCA is a place where children are "known, loved, and challenged."**

This is what a BCA education makes possible. And it is a future worth investing in.

As we approach Thanksgiving, we are grateful for the families, teachers, and faithful friends who have made BCA such a remarkable community for more than two decades. Together, we have helped hundreds of young people grow in knowledge, character, and faith.

Today, we stand at an important turning point in BCA's story—one that brings both difficult endings and the possibility of a promising new beginning. After years of declining enrollment, our Middle and High School programs will conclude at the end of this school year.

But we see a promising future for BCA's Lower School.

Our K–5 program is a vibrant community where children receive excellent academic instruction, personal attention, and a Christian education. With a school structure designed specifically for these foundational years, encouraging enrollment opportunities, and a financial plan aligned with the needs of the Lower School, we see a realistic path toward long-term financial strength.



To make that future possible, we must secure $430,000 in financial support by mid-January. Of that amount, $230,000 represents our Annual Fund goal, supporting this year's operations and tuition assistance. An additional $200,000 will provide the transitional support needed to manage cash flow during the coming school year.

These financial commitments are essential to securing the Lower School's future. We are not asking you simply to help BCA get through another year. We are inviting you to help establish a strong foundation for the years ahead.

Imagine the lives that can be shaped in the years ahead: children discovering the joy of learning, growing in confidence and character, developing a strong foundation of faith, and recognizing the gifts God has given them. Imagine the difference those children will make in their families, their communities, and the world.

Your generosity can help make that future possible.

As you consider your year-end giving, would you prayerfully consider making a generous gift to help secure BCA's future?
This Thanksgiving, we are profoundly grateful for all who have believed in Bradford Christian Academy and made its mission possible. We hope you will join us in building what comes next.

With gratitude and hope,

Victoria Kennedy
Head of School
Bradford Christian Academy

Our Contact Information
Bradford Christian Academy
97 Oxford Avenue
Haverhill, MA 01835
978-373-7900
http://www.bradfordchristianacademy.org

Please make your year-end gift by December 31, or contact us about a financial commitment toward our mid-January goal.

Izamiento de la Bandera Cubana frente al Ayuntamiento de Lawrence, MA

10 de Octubre del 2026

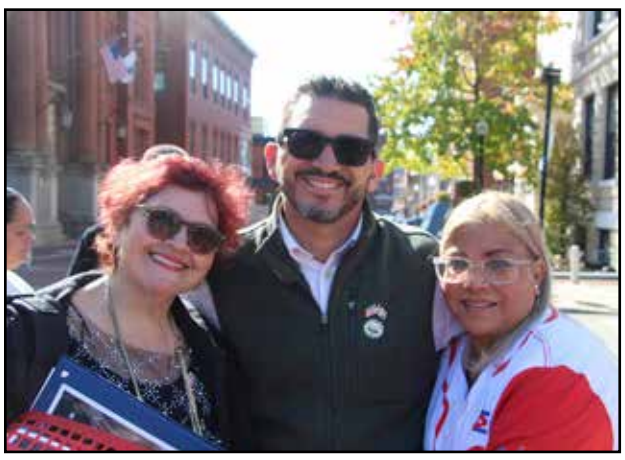
(Fotos: Cortesía de Richard Russell)

Los cubanos del Valle de Merrimack estamos muy agradecidos a Alberto Abreu, presidente del Movimiento Cultural Cubano de Lawrence por su esfuerzo izando la bandera cubana todos los años frente al ayuntamiento.

En las fotos lo vemos acompañado de Vanessa Espendez, Marina Acosta, John Rigal, Jonathan Guzmán, Arnaldo José Dávila, Ernesto Bautista, Martha Vélez y muchos otros que siempre lo apoyan con su presencia.























"You don't learn from smart people, you learn from idiots. Watch what they do, and then don't do it!" A reminder that learning comes from observing and emulating others' actions

"No se aprende de la gente inteligente; se aprende de los idiotas. ¡Observa lo que hacen y, luego, no lo hagas!". Un recordatorio de que el aprendizaje proviene de observar y emular las acciones de los demás.

Rudolf Wanderone

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Nota del editor:

Al acercarse el final del año, los departamentos de Recursos Humanos desempeñan un papel fundamental para garantizar que la organización cumpla con las leyes laborales, la administración de beneficios y los requisitos de presentación de informes reglamentarios.

Las actividades de cumplimiento de Recursos Humanos y beneficios al cierre del año suelen incluir: revisar la exactitud de los expedientes de los empleados, verificar la inscripción y la elegibilidad para los beneficios, preparar los documentos fiscales obligatorios, realizar pruebas de no discriminación en los planes de beneficios y asegurar el cumplimiento de las normativas laborales federales y estatales. Asimismo, las organizaciones deben confirmar que se hayan distribuido los avisos anuales, actualizar los manuales y políticas para los empleados según sea necesario, y evaluar los cambios en los programas de atención médica, jubilación y licencias para el próximo año. Completar estas tareas de cumplimiento de manera proactiva ayuda a reducir los riesgos legales y financieros, favorece la satisfacción de los empleados y garantiza una transición fluida hacia el nuevo año. Si desea obtener ayuda con cualquiera de estos requisitos de cumplimiento de fin de año, contáctenos a través de info@lukejacksoncorp.com.

PFML de Massachusetts: Actualizaciones importantes para 2027

Los empleadores en Massachusetts deben comenzar a prepararse para varias actualizaciones del programa de Licencia Familiar y Médica Pagada (PFML, por sus siglas en inglés) que entrarán en vigor el 1 de enero de 2027. El Departamento de Licencia Familiar y Médica (DFML, por sus siglas en inglés) ha publicado las tasas de contribución para 2027, el monto máximo de beneficio semanal y otras actualizaciones anuales. Además, los empleadores deberán proporcionar avisos actualizados sobre el PFML a sus empleados y a los trabajadores elegibles que reciben el formulario 1099-MISC, antes de que entren en vigor las nuevas tasas.

¿Qué cambiará en 2027?

La tasa de contribución general al PFML se mantendrá igual que en 2026; sin embargo, cambiará la forma en que las contribuciones se distribuyen entre la licencia médica y la licencia familiar. La tasa de contribución total permanece en 0.88%, pero su desglose varía: las contribuciones del empleador se desplazan de la licencia médica hacia la licencia familiar. A partir del 1 de enero de 2027, las modificaciones a la ley de PFML destinarán una mayor parte de las contribuciones del empleador a la licencia familiar en lugar de a la licencia médica. Este cambio tiene como objetivo mitigar el impacto de las directrices recientes del IRS (Servicio de Impuestos Internos) respecto al tratamiento fiscal de los beneficios del PFML de Massachusetts. El DFML ha publicado las tasas de contribución para el año 2027, tanto para empleadores con menos de 25 trabajadores elegibles como para aquellos con 25 o más trabajadores elegibles.

2027
Distribución de la tasa de contribución para empleadores con 25 o más personas cubiertas – Licencia familiar

Se puede retener hasta el 40 % de la contribución para la licencia familiar del salario de la persona cubierta (0,28 % de los salarios elegibles). Los empleadores con 25 o más personas cubiertas son responsables de aportar el 60 % restante (0,42 % de los salarios elegibles).

Licencia médica

Se puede retener hasta el 100 % de la contribución para la licencia médica del salario de la persona cubierta (0,18 % de los salarios elegibles).

Distribución de la tasa de contribución para empleadores con menos de 25 personas cubiertas

Los empleadores con menos de 25 personas cubiertas deben remitir una tasa de contribución efectiva del 0,46 % de los salarios elegibles. Esta tasa es menor debido a que los empleadores pequeños no están obligados a pagar la parte patronal de la contribución para la licencia médica.

El beneficio semanal máximo también aumenta para 2027

El salario semanal promedio a nivel estatal es de $2.007,20, y el monto máximo del beneficio semanal aumenta a $1.284,61. El monto máximo del beneficio se actualiza anualmente según los cambios en el salario semanal promedio del estado y se aplica a los empleados elegibles que reciben beneficios de PFML (licencia familiar y médica pagada).

Nuevos requisitos de notificación para los empleadores

Los empleadores deberán proporcionar a sus empleados y a los trabajadores

(Continúa en la página 6)

A Note from the Editor,

As the year comes to a close, Human Resources departments play a critical role in ensuring organizational compliance with employment laws, benefits administration, and regulatory reporting requirements.

End-of-year HR and benefits compliance activities typically include reviewing employee records for accuracy, verifying benefit enrollment and eligibility, preparing required tax documents, conducting nondiscrimination testing for benefit plans, and ensuring compliance with federal and state labor regulations. Organizations should also confirm that annual notices have been distributed, update employee handbooks and policies as needed, and evaluate changes in healthcare, retirement, and leave programs for the upcoming year. Proactively completing these compliance tasks helps reduce legal and financial risks, supports employee satisfaction, and ensures a smooth transition into the new year. Contact us info@lukejacksoncorp.com, if you would like assistance with any of these end of the year compliance requirements.

Massachusetts PFML: Important Updates for 2027

Massachusetts employers should begin preparing for several updates to the Paid Family and Medical Leave (PFML) program taking effect January 1, 2027. The Department of Family and Medical Leave (DFML) has released the 2027 contribution rates, maximum weekly benefit amount and other annual updates. Employers will also be required to provide updated PFML notices to employees and eligible 1099-MISC workers before the new rates take effect.

What's Changing in 2027?

The overall PFML contribution rate will remain the same as in 2026, but the way contributions are divided between medical and family leave will change. The total contribution rate stays at 0.88%, but the split changes: employer contributions shift from medical leave to family leave Beginning January 1, 2027, amendments to the PFML law will shift a greater portion of employer contributions from medical leave to family leave. The change is intended to mitigate the impact of recent IRS guidance regarding the tax treatment of Massachusetts PFML benefits. DFML has released the 2027 contribution rates for employers with fewer than 25 eligible workers and those with 25 or more eligible workers.

2027
Contribution rate split for employers with 25 or more covered Individuals Family leave

Up to 40% of the family leave contribution can be withheld from a covered individual's wages (0.28% of eligible wages). Employers with 25 or more covered individuals are responsible for contributing the remaining 60% (0.42% of eligible wages).

Medical leave

Up to 100% of the medical leave contribution can be withheld from a covered individual's wages (0.18% of eligible wages).

Contribution rate split for employers with fewer than 25 covered individuals

Employers with fewer than 25 covered individuals must send an effective contribution rate of 0.46% of eligible wages. This contribution rate is less because small employers are not required to pay the employer share of the medical leave contribution.

Maximum Weekly Benefit Also Increases For 2027

The state average weekly wage is $2,007.20 and the maximum weekly benefit rate is increasing to $1,284.61.

The maximum benefit amount is updated annually based on changes in the state's average weekly wage and applies to eligible employees receiving PFML benefits.

Employers Have New Notice Requirements

Employers will need to provide revised PFML notices reflecting the 2027 contribution rate changes to employees and eligible 1099-MISC workers before January 1, 2027.

DFML is expected to release updated rate sheets and workforce notices later this fall. The department will also release an updated 2027 PFML Workplace Poster. Massachusetts employers, including employers with approved private PFML plans, will need to post the updated workplace poster in accordance with applicable requirements.

WWW.RUMBONEWS.COM

A medida que se acercan las elecciones de medio término, la League of Women Voters celebra 20 años de empoderar a los votantes a través de VOTE411

A una semana de las elecciones, la League celebra dos décadas ayudando a decenas de millones de estadounidenses a acceder a información electoral confiable y no partidista.

La League of Women Voters celebra el 20º aniversario de VOTE411.org, su sitio web de confianza y no partidista dedicado a la información electoral, que ha ayudado a decenas de millones de estadounidenses a acceder a la información que necesitan para hacer oír su voz en las urnas.

Lanzado en 2006, VOTE411 se ha convertido en un recurso único para obtener información electoral, que ayuda a los votantes a comprobar su inscripción, informarse sobre los candidatos y sus propuestas, localizar los centros de votación, conocer los requisitos para votar y hacer un plan de votación. Su alcance sigue creciendo de forma significativa, con un aumento del número de usuarios de 6 millones en 2020 a más de 9.2 millones en 2024, lo que supone un incremento de más del 50% en tan solo cuatro años consecutivos.

"Veinte años. Decenas de millones de votantes empoderados. Y un compromiso inquebrantable de garantizar que todos los estadounidenses con derecho a voto dispongan de la información necesaria para hacer oír su voz", afirmó Celina Stewart, directora ejecutiva de la League of Women Voters . "VOTE411 es más que una página web. Es una promesa a los votantes de que, vivan donde vivan y sean quienes sean, merecen tener acceso a información confiable y no partidista sobre sus elecciones. Al celebrar este hito, nuestro mensaje es sencillo: Infórmate bien. Haz tu plan de votación. Usa tu poder y ejerce tu derecho."

El aniversario se celebra justo una semana antes de las elecciones de medio término del 3 de noviembre, en un momento en que los estadounidenses se enfrentan a cambios en las normas electorales, a la desinformación y a fechas límite importantes. Disponible en inglés y español, VOTE411 sigue siendo una herramienta fundamental para los votantes de todo el país, proporcionando información sobre más de 55,000 candidatos en más de 29,000 contiendas electorales en 2026.

"VOTE411 se creó hace 20 años para ofrecer a cada votante un sitio de confianza para encontrar la información que necesita y ha cumplido esa promesa para millones de estadounidenses", afirmó Jeanette Senecal, directora de aprendizaje cívico e impacto de la League of Women Voters."Dos décadas después, con la desinformación generando confusión y con los cambios de las normas electorales, VOTE411 es más relevante que nunca. Tanto si votas por primera vez como si has participado en todas las elecciones durante décadas, VOTE411 nos ayuda a difundir información confiable y necesaria para ejercer nuestro derecho al voto".

Ante la cercanía del día de las elecciones, la League insta a los votantes a visitar VOTE411.org para comprobar su inscripción, informarse sobre las boletas electorales, confirmar los centros de votación y los requisitos, y conocer las opciones de voto anticipado o por correo, cuando estén disponibles. También La League anima a todos los estadounidenses a compartir VOTE411 con cinco amigos o familiares para ayudar a que más votantes hagan oír su voz.

Celebra los 20 años de fortalecer el poder a los votantes y prepárate para la jornada electoral en VOTE411.org.

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Community Day Charter Public School Welcomes State and Local Leaders for Campus Visit

On Monday, October 26, Community Day Charter Public School (CDCPS) welcomed Massachusetts State Senator Pavel Payano, Lawrence City Councilwoman Celina Reyes, District Director Marina Acosta, and Lawrence School Committee Member Eliaquin Gonell to the R. Kingman Webster Upper and Lower School campuses.

During their visit, the guests observed a civics class and engaged eighth-grade students in a discussion about history and politics. They also spent time in a first-grade classroom, where Senator Payano read aloud to an attentive group of students.

Throughout the visit, Senator Payano and guests toured the school, engaged with students and faculty, and met with school leaders. The visit provided an opportunity to see CDCPS's daily operations, their rigorous academic environment, and the engaging staff that support students each day.

If you are interested in learning more, please reach out, and I would be glad to connect you with a member of our leadership team to discuss the academic goals and impact of these visits in greater detail.

Photos from the visit are below, courtesy of Community Day Charter Public School.

LukeJackson
Benefit and HR Solutions

(Cont. de la página 6)

elegibles (que reciben el formulario 1099-MISC) notificaciones revisadas sobre el PFML que reflejen los cambios en las tasas de contribución para 2027, antes del 1 de enero de 2027.

Se espera que el DFML publique hojas de tasas actualizadas y notificaciones para los trabajadores más adelante, durante este otoño. El departamento también publicará un cartel informativo actualizado sobre el PFML para el lugar de trabajo, correspondiente al año 2027. Los empleadores en Massachusetts —incluidos aquellos que cuentan con planes privados de PFML aprobados— deberán exhibir este cartel actualizado en el lugar de trabajo, conforme a los requisitos aplicables.



Governor Healey Awards $1.5 Million to Expand Workforce Training at All 15 Massachusetts Community Colleges

Funding announced during STEM Week will help more than 500 Massachusetts students gain skills for good-paying jobs in health care, manufacturing, technology, education and transportation

FRAMINGHAM — Governor Maura Healey today announced $1.5 million in workforce training grants to all 15 Massachusetts community colleges to help more than 500 unemployed and underemployed adults gain the skills they need to pursue good paying jobs across Massachusetts. Announced during Massachusetts STEM Week, the funding will support training programs in high-demand industries, including health care, advanced manufacturing, information technology, education, and transportation.

Lieutenant Governor Kim Driscoll joined Education Secretary Steve Zrike, Labor and Workforce Development Secretary Lauren Jones, Interim Commissioner of Higher Education José Luis Santos, and education and workforce leaders at MassBay Community College in Framingham to announce the Training Resources and Internships Network (TRAIN) grants. The awards support the administration's efforts to make education and workforce training more accessible, strengthen Massachusetts' workforce and help employers fill critical jobs.

“Every Massachusetts student deserves the opportunity to build a career and earn a good living,” said Governor Maura Healey. “That's why we made community college tuition and fee-free and why we're continuing to invest in workforce training across the state. These grants will help more than 500 adults gain the skills they need to get good-paying jobs while helping Massachusetts employers find the talented workers they need to grow.”

“Our community colleges are doing incredible work to connect people with opportunities and help local businesses find the workers they need,” said Lieutenant Governor Kim Driscoll. “Here at MassBay and at community colleges across Massachusetts, we're helping adults build new skills, pursue rewarding careers and create better futures for themselves and their families. This is what STEM Week is all about — making sure people of all ages have the chance to learn, grow and succeed."

“The Massachusetts economy needs skilled workers, but at the same time, the cost of education has put jobs beyond reach for some people,” said Senate President Karen E. Spilka (D-Ashland). “We worked to make community college totally free for Massachusetts residents, and now our community colleges will be the site of vital training to prepare adult learners as they seek in-demand jobs in fields like health care. I'm proud that MassBay Community College in my district will be a key location for training tomorrow’s certified nursing assistants and behavioral health technicians. Thank you to Governor Healey and Lt. Governor Driscoll for helping make this a reality.”

Administered by the Massachusetts Department of Higher Education, the TRAIN grant program supports community colleges in providing industry-specific workforce training and support services for adults entering or returning to the workforce. Programs are designed to meet regional workforce needs, help participants overcome barriers to employment and prepare them for career opportunities in growing industries across Massachusetts.

“STEM education is about creating opportunities for people at every stage of their lives, whether they're just beginning their education or looking to build new skills and change careers,” said Education Secretary Steve Zrike. “These grants will help more adults across Massachusetts access the training they need to reskill, upskill, and pursue careers in high-demand industries. STEM Week is an important reminder that learning doesn't stop at graduation, and our community colleges are helping make lifelong learning possible.”

“By expanding access to job training and employment, Massachusetts is creating more pathways for adult learners to pursue meaningful careers while building the skilled workforce for employers to grow and compete,” said Labor and Workforce Development Secretary Lauren Jones. “TRAIN grants reflect our continued commitment to preparing untapped talent with skills and credentials and strengthening talent pipelines for employers in regions and communities across the state.”

As part of the statewide awards, MassBay Community College will receive $131,250 to provide training to learners for careers as Certified Nursing Assistants (CNAs) and Behavioral Health Technicians, helping address critical workforce needs in the health care industry. During the announcement, Lieutenant Governor Kim Driscoll and state leaders toured MassBay's health care classrooms and training programs to see how students are preparing for careers in the field.

“Massachusetts community colleges are essential partners in creating pathways to economic mobility and ensuring that students have the skills they need to succeed in a rapidly evolving workforce,” said Interim Commissioner of Higher Education José Luis Santos. “Through the TRAIN grant program, we are expanding access to high-quality, industry-aligned training while providing the support adult learners need to overcome barriers and pursue meaningful careers. These investments strengthen our communities, support regional workforce needs, and create new opportunities for individuals and families across the state.”

"The Commonwealth has, once again, demonstrated its unflinching support for workforce development programs,” said Dr. David Podell, President of MassBay Community College “At MassBay, the TRAIN grant will support individuals seeking to become Certified Nursing Assistants and Behavior Health Technicians, giving them an opportunity to be employed in in-demand fields, as well as a pathway to future advancement. Not only are we able to meet serious workforce needs; we are, in addition, changing the trajectory of families."

The TRAIN grants build on Governor Healey’s historic investments to make higher education more affordable, support student success, and connect students with career opportunities. Through MassReconnect and MassEducate, Massachusetts has made community college tuition and fee-free for students of all ages and increasing financial aid to public four-year colleges and universities. Community college enrollment increased 38.5 percent between fall 2022 and fall 2025.

Governor Healey has also expanded in SUCCESS programs that provide academic advising, mentoring, and wraparound services that help students overcome barriers and complete their education. These efforts, alongside investments in Early College and Innovation Career Pathways, workforce training, apprenticeships, and expanded paid co-op opportunities at public colleges and universities, are helping students and Massachusetts employers meet their workforce needs.

The announcement is part of Massachusetts STEM Week, taking place October 19–23, with this year's theme, “STEM Starts Now.” The statewide celebration brings together schools, colleges, employers and community organizations to highlight STEM education and career opportunities for learners of all ages. The TRAIN grants reinforce the administration's commitment to ensuring Massachusetts residents have opportunities to develop new skills throughout their lives and pursue careers in the industries driving the state's future.

Fiscal Year 2027 TRAIN Grant Awards

The following 15 community colleges will receive funding to support workforce training programs:

- Berkshire Community College — $67,458: Commercial Driver's License (CDL) training.
- Bristol Community College — $53,146: Applied Data Analytics training.
- Bunker Hill Community College — $105,052: Dental Assisting, EKG Technician, and Phlebotomy training.
- Cape Cod Community College — $54,740: Addiction Recovery and Medical Interpreter training.
- Greenfield Community College — $97,459: Certified Nursing Assistant and Phlebotomy training.
- Holyoke Community College — $111,287: Paraeducator training.
- Massasoit Community College — $81,869: EKG Technician and Phlebotomy training.
- MassBay Community College — $131,250: Certified Nursing Assistant and Behavioral Health Technician training.
- Middlesex Community College — $93,855: Advanced Manufacturing and Phlebotomy training.
- Mount Wachusett Community College — $91,224: Paraeducator training.
- Northern Essex Community College — $136,142: Certified Nursing Assistant and Pharmacy Technician training.
- North Shore Community College — $100,002: Certified Nursing Assistant, Medical Interpreting, and Information Technology training.
- Quinsigamond Community College — $113,313: Medical Assistant training.
- Roxbury Community College — $131,042: Automated System Building training.
- Springfield Technical Community College — $131,250: Certified Nursing Assistant training.



Inauguration of new Police Station in Lawrence, MA

October 21, 2026

























News from Northern Essex Community College

Articulation Agreement Turns Community Health Workers' Experience into College Credit

Haverhill, MA (October 15, 2026)— A new articulation agreement between the Massachusetts Association of Community Health Workers (MACHW) and Northern Essex Community College will help local community health workers (CHWs) get closer to earning their associate degrees. The agreement allows CHWs to receive college credit for time they've already spent working in the field. Students who have completed a Massachusetts Department of Public Health-approved CHW training program could be eligible for up to 15 credits immediately, with another nine possible upon further evaluation. That's the equivalent of two semesters.

"They already have thousands of community work hours as part of their CHW certification, so we recognize their expertise," said NECC's Public Health Program Coordinator Amanda Prophett. "I think that makes people feel valued already before they even come in the door."

Prophett expects the articulation agreement will encourage more CHWs to seek associate degrees in public health, which can lead to transfer opportunities, career advancement, better care for the individuals they serve, and higher wages.

"We know that there's a continued, growing demand for community health workers in Massachusetts, especially. I think having culturally competent or bilingual community health workers is a huge need right now in the Merrimack Valley. This agreement supports people who are currently working in our local workforce and supports the community because these are the folks that connect directly with people that are maybe struggling or need connections to resources. These CHWs know the community, and they know the language, and they know the culture," she said.

"Community health workers bring knowledge, skills, and trusted relationships that deserve recognition in higher education," said Yoann Sophie Jean-Felix, Deputy Director, MACHW. "This agreement with Northern Essex helps CHWs turn that expertise into college credit, saving time and reducing barriers to earning a degree. For MACHW, partnerships like this are central to strengthening Massachusetts' CHW workforce and ensuring that the people who help others navigate opportunities have meaningful pathways to advance their own careers."

There is no cost to members of MACHW to have their experience evaluated at NECC. Many may also qualify to attend NECC tuition- and fee- free under Massachusetts' free community college program.

Northern Essex currently offers a certificate in community health and an associate degree in public health. For more information, visit the webpages or contact Prophett at aprophett@necc.mass.edu.

Women's Basketball splits opening weekend at Roxbury Alumni Classic

Roxbury, MA (November 1, 2026) – The Northern Essex Community College women's basketball team split a pair of games over the weekend to open their season at the inaugural Roxbury Community College Alumni Classic. On Saturday, NECC defeated New Hampshire Tech on Saturday by a 57-36 final, before falling to nationally ranked Kingsborough Community College by a 83-43 score.

Saturday

The Knights never trailed as they opened the season with a 21 point victory over the Lynx. Naiyalee Rivera (Lawrence) led four scorers in double figures with a game high 16 points. Yeira Davila (Lawrence) contributed 13 points, while Julia Adams (Hudson, NH) and Kelsie Martinez (Lawrence) tossed in 12 and 11 each.

Melissa Fuentes (Lawrence) pulled down a game high 13 rebounds, while Davila and Martinez grabbed 10 rebounds each to record double doubles in the season opener.

Sunday

NECC held the nationally ranked Kingsborough Wave close through the games first half trailing by five at halftime, 32-27 before KCC was able to stretch the lead in the second half.

Martinez led the Knights in scoring with 10 points. Rivera followed right behind with nine and Keyshla Rosario (Methuen) had eight points.

Full statistics will be available on Monday.

The Knights will open the home portion of their schedule on Thursday as they welcome Thomas College to the Sport and Fitness Center at 5:30pm.

"Keep your face always toward the sunshine - and shadows will fall behind you."

Walt Whitman

NECC Men's Basketball Garners Top Billing in Pre-Season Poll

Haverhill, MA (October 19, 2026) – The reigning national championship winning Northern Essex Community College men's basketball team has been selected as the number one team in the national pre-season poll as announced by the NJCAA Basketball Committee on Monday afternoon.

The Knights who captured the programs first ever national championship back in March are coming off a 33-3 season and will have a fresh look for the 2026-27 under head coach Darren Stratton who enters his 24th season with a record of 384-213.

With four starters from last year's national championship game moving onto to the four-year scholarship level, the Knights will rely heavily on sophomores Jay'von Depina (Brockton) and Jacob Mercedes (Salem) who both played significant roles a season ago. Xavier Rivera (Lowell) who was a member of the Knights program in in 2024-25 returns to the program after taking a year off.

Expected to make an immediate impact on the court this season are newcomers Rolky BreaArias (Lynn), Isaiah Bean Britain (Whitman) and Martin Drejaj (Linden, NJ) who will all provide significant minutes in the frontcourt.

NECC will again have plenty of depth in the backcourt with a host freshman and transfers including Bjarki Gunthorsson (Reykjavik, IS), Kutay Hatunoglu (Istanbul, TR), Aiden Walter (Lowell), Aiden Torres (Lawrence), Leonard Hilliard (Charlotte, NC) and Cheyton Marshall (Worcester). Gunthorsson joins the Knights from the Icelandic national team system while Hatunoglu is a transfer from NCAA Davis and Elkins College.

NECC will play a 30-game schedule that gets started on Saturday October 31 when they travel to the Brookdale Basketball Classic to take on Monroe-Bronx and Hudson County. The Knights will also travel to perennial powerhouse Sandhills (NC) in mid-November. The home and Region 21 opener is scheduled for Saturday November 7th against CT State Community College-Gateway.

NECC Soccer, Volleyball set for Regional Post-Season Competition

Haverhill, MA (October 28, 2026) – The Northern Essex Community College men's soccer and women's volleyball teams are set to kick off the post-season on Friday evening as both will be competing in the Region 21 Tournament Semi-Finals. On the court the Knights have earned the third seed in the four-team tournament and will travel to second seeded Community College of Rhode Island. On the field, the Knights earned the two seed and an opening round bye in the six-team tournament and will host third seeded Bristol on Friday at 5:30pm.

SOCCER (12-2-2 Overall, 8-0-2 Region 21)

The Knights are seeking a third consecutive region championship and for the first time in four years will chase the championship not as the number one seed. The second seeded Knights will host Bristol who defeated Massasoit 1-0 on Tuesday to advance in the tournament. NECC closed out the regular season last Saturday with a 6-2 win over Bristol on the road led by a hat trick from Sam DeAmorim (North Andover).

The other semi-final on Friday will feature fifth seeded Bunker Hill traveling to top seeded Springfield Tech. The semi-final winners will me on Sunday at the highest remaining seed for the right to advance to the NJCAA National Tournament in Dallas, TX.

Heading into the post-season, NECC is led by a trio of goal scorers with 10 or more goals with Gabriel Garcia (Everett) leading the way with 14 goals followed by Thomas Kotas (Methuen) with 13 and Cristian Lopez (Chelsea) with 10. Edisson Chacon (Lynn), Mike Joseph (Malden) and DeAmorim have seven goals apiece on the season.

Matheus Martins (Malden) ranks second nationally in assists with 12. The backline will be keyed by Kwasi Boateng (Lowell) two goals, Alan Melara (Lynn) and Christian Palacios (Chelsea) six assists, who will play in front of projected starting goalie Ikaro DaSilva (Lowell).

VOLLEYBALL (13-7 Overall, 12-4 Region 21)

Returning to the post-season for the 10th consecutive season, the Knights are seeking their first region championship since 2023. In a battle of the Knights, NECC will look to turn the tables on CCRI who won both regular season matches by scores of 3-0 on September 22nd and 3-1 on October 13th. The other Region 21 semi-final will include fourth seeded Holyoke traveling to top seeded Bunker Hill.

Offensively for the Knights Maria Rosario (Lawrence) leads the attach with 2.02 kills per set, Faith Martin (Billerica) follows closely behind with 1.94. Rachelle Torres (Lawrence) has handed out 484 assists on the season which is tops amongst Region 21.

On the defensive side of the ball, the Knights have four players with 120 or more digs led by Rosario with 139 and Brianna Monteiro (North Easton) with 137.

Torres also ranks second in the region with 72 service aces.

For the latest on post-season results and information follow the Knights on Instagram and X @neccknights

Grupos líderes en el ámbito de la salud redefinen la salud cardíaca de las niñas y las mujeres

Por primera vez, cuatro sociedades médicas han creado un marco común y una guía clínica que relacionan la salud cardíaca de las mujeres con las distintas etapas de la vida, lo que ayuda a los médicos a identificar el riesgo cardiovascular y a tomar medidas más tempranas

Aspectos destacados:

- *Por primera vez, la American Heart Association, la American Academy of Pediatrics (Academia Americana de Pediatría), el American College of Obstetricians and Gynecologists (Colegio Americano de Obstetricia y Ginecología) y la Society for Maternal-Fetal Medicine (Sociedad de Medicina Materno-Fetal) se han unido para publicar una guía conjunta que ayude a los profesionales de la salud a identificar los riesgos cardiovasculares de manera temprana y a tomar medidas.*
- *Esta publicación histórica, dividida en tres partes, destaca cómo la biología específica de las mujeres afecta el corazón de las niñas y las mujeres, y crea un marco denominado "Etapas de la vida de la mujer" para ayudar a proteger la salud cardíaca desde la pubertad hasta la menopausia y posteriores etapas.*
- *Las sociedades también abogan por una red nacional de Centros Integrales de Excelencia para la Atención Cardiovascular de la Mujer, basada en cuatro pilares: atención clínica interdisciplinaria, educación y capacitación profesional, investigación y participación comunitaria.*

La American Heart Association, la American Academy of Pediatrics, el American College of Obstetricians and Gynecologists y la Society for Maternal-Fetal Medicine dieron a conocer una publicación histórica que redefine la salud cardíaca en niñas y mujeres. Estas organizaciones definen conjuntamente cuatro "Etapas de la vida femenina" distintas, lo que ofrece a las mujeres y a los profesionales de la salud la oportunidad de entablar conversaciones sobre la salud cardíaca desde la pubertad hasta la menopausia y posteriores etapas.

Tres artículos publicados hoy en Circulation, la revista médica insignia de la American Heart Association, constituyen el primer marco coordinado e interasociativo para prevenir, detectar y manejar las enfermedades cardiovasculares entre las niñas y las mujeres. Las publicaciones trazan un camino para integrar la atención entre las especialidades clínicas que atienden a las mujeres a lo largo de sus vidas.

"Las mujeres enfrentan muchos desafíos a la hora de optimizar su salud, incluida la fragmentación de la atención entre diferentes especialidades clínicas", afirmó la Dra. Sadiya S. Khan, M.Sc., FAHA, presidenta del grupo de redacción colaborativo y profesora Magerstadt de Epidemiología Cardiovascular en la Facultad de Medicina Feinberg de la Universidad Northwestern. "Cuatro sociedades líderes se han unido para ofrecer orientación específica para las mujeres, basándose en el reconocimiento de que la salud cardíaca de las mujeres se ve influida de manera única por transiciones biológicas que los hombres no experimentan: la menstruación, el embarazo, la perimenopausia y la menopausia".

Según la American Heart Association, las enfermedades cardiovasculares, que incluyen las enfermedades cardíacas y los ataques o derrames cerebrales, son la principal causa de muerte entre las mujeres, cobrándose más de 400,000 vidas en los EE. UU. cada año (más que el cáncer de mama, el cáncer de pulmón y las enfermedades pulmonares crónicas juntos). Sin embargo, solo unas 4 de cada 10 (41%) mujeres las reconocen como su mayor amenaza para la salud.

"Las mujeres representan más de la mitad de la población, y su salud cardíaca debe ser parte de la atención diaria en todo el ámbito de la medicina", afirmó la Dra. Mariell Jessup, FAHA, directora científica y médica de la American Heart Association. "Estas publicaciones brindan a los médicos y a los sistemas de salud una base común para identificar los riesgos a lo largo de la vida de una mujer".

Por qué se necesita un nuevo enfoque

El avance en la prevención de las muertes por enfermedades cardiovasculares entre las mujeres se ha estancado en las últimas dos décadas. Para adelantarse al riesgo, el nuevo enfoque sobre la salud cardiovascular de las mujeres considera que se trata de un proceso que dura toda la vida.

Una declaración científica (sitio web en inglés) de la American Heart Association de 2026, que pronosticó la salud de las mujeres y los factores de riesgo, concluyó que, si las tendencias continúan hasta 2050, la proporción de mujeres estadounidenses de 20 años o más que padecen presión arterial alta aumentará de aproximadamente el 49% en 2020 al 59% en 2050.

Al mismo tiempo, la mortalidad materna (sitio web en inglés) ha aumentado y las enfermedades cardiovasculares son ahora la principal causa de muertes por motivos médicos durante el embarazo. La American Heart Association señala que las enfermedades cardiovasculares representan más de un tercio de la mortalidad materna en los EE. UU.

"Estas proyecciones resaltan la urgencia de hacer de la salud cardiovascular una prioridad en cada etapa de la vida de una mujer", afirmó Khan. "Este nuevo enfoque brinda a los médicos de todas las especialidades una guía común para reconocer el riesgo más temprano, personalizar la prevención y actuar antes de que se produzca un ataque cardíaco, un ataque o derrame cerebral, o un episodio de insuficiencia cardíaca".

Un marco de etapas de la vida de la mujer, el primero de su tipo

El marco de etapas de la vida de la mujer se basa en la biología femenina y ofrece oportunidades para prevenir las enfermedades cardíacas y los derrames cerebrales. Cada etapa de la vida se define por un cambio hormonal que experimentan de manera única las niñas y las mujeres, y el embarazo se identifica como un evento que afecta la salud cardiovascular y que puede ocurrir en una o varias etapas de la vida:

- Etapa 1: perimenarquia. Esta etapa representa la transición después de la primera menstruación. El rango de edad aproximado es de 8 a 15 años.
- Etapa 2: ciclo ovárico. Se establecen ciclos ovulatorios y hormonales regulares, y es cuando puede ocurrir un embarazo. El rango de edad aproximado es de 15 a 44 años.
- Etapa 3: perimenopausia. Esta etapa representa la transición hacia ciclos de duración variable, ciclos omitidos y cambios hormonales. El rango de edad aproximado es de 45 a 51 años.
- Etapa 4: posmenopausia. Esta etapa abarca los años que comienzan después de la menopausia o 12 meses después de la última menstruación. La edad aproximada es de 51 años en adelante.
- Embarazo, en cualquier etapa de la vida: el período anterior, durante y posterior al embarazo se destaca como una "prueba de estrés" biológica que puede identificar riesgos cardiovasculares que tal vez no se hayan detectado anteriormente.

En cada etapa de la vida, el marco adopta un enfoque holístico de la salud cardíaca de las mujeres al considerar de manera conjunta la salud cardiovascular, hormonal y emocional, señaló Khan. "Para los profesionales de la salud, este enfoque destaca que la salud cardíaca no puede entenderse observando únicamente el corazón. Debemos reconocer que la salud cardíaca de las mujeres está profundamente interconectada con la salud hormonal y emocional".

El marco también permite una detección más temprana de los riesgos, una prevención más temprana y una mejor continuidad de la atención a partir de la infancia.

"La salud cardíaca comienza mucho antes de la edad adulta", afirmó la Dra. Amanda Marma Perak, M.Sc., FAHA, vicepresidenta del grupo de redacción colaborativa y cardióloga pediátrica del Lurie Children's Hospital de Chicago. "Como médicos pediatras, tenemos la oportunidad de ayudar a cada niña a comenzar con el pie derecho y de asegurarnos de que lo que aprendamos sobre su salud la acompañe a medida que crece".

Relaciones entre la salud cardíaca, hormonal y psicosocial

- La menstruación puede ser un indicador de la salud cardíaca. Las nuevas publicaciones reconocen los patrones del ciclo menstrual como un signo vital específico de las mujeres. En concreto, el sangrado menstrual abundante o irregular puede servir como indicador temprano de riesgo cardiovascular, como el síndrome ovárico metabólico poliendocrino (SOMP) (anteriormente conocido como síndrome de ovario poliquístico o SOP).
- La perimenopausia (sitio web en inglés) es un punto de inflexión cardiovascular. Los cambios en los niveles de colesterol y en la salud metabólica durante la etapa de la perimenopausia pueden ser signos tempranos de riesgo cardiovascular. Identificar el riesgo a tiempo y tomar medidas al respecto puede reducir el riesgo de enfermedad cardiovascular.
- Para la prevención de enfermedades cardiovasculares. Los años posteriores a la menopausia pueden representar hasta el 40% de la vida de una mujer. La mayoría de los ataques cardíacos, los derrames cerebrales y los episodios de insuficiencia cardíaca ocurren en esta etapa, y son prevenibles en más del 80% si se toman medidas a tiempo. La posmenopausia es un momento importante
- La salud psicosocial es importante para la salud cardíaca. Las mujeres son más propensas a sufrir ansiedad, depresión y trastornos alimentarios, cada uno de los cuales puede contribuir a una mala salud cardíaca.
- Los antecedentes de embarazo son antecedentes cardíacos. Los cambios durante el embarazo pueden revelar el riesgo de enfermedad cardiovascular. Las complicaciones del embarazo, como la presión arterial alta, la preeclampsia, la diabetes gestacional, el parto prematuro, los bebés pequeños para la edad gestacional y los mortinatos, se reconocen como factores que aumentan el riesgo específicamente en las mujeres. La guía sobre el colesterol (sitio web en inglés) de 2026 de la American Heart Association y el American College of Cardiology ahora incluye factores relacionados con el embarazo en la evaluación del riesgo cardiovascular para las mujeres.
- La atención posparto suele ser una oportunidad perdida. Solo alrededor del 60% de las mujeres estadounidenses con complicaciones relacionadas con la presión arterial alta durante

(Cont. en la página 12)

Salud cardiaca de niñas y mujeres...

(Cont. de la página 11)

el embarazo reciben atención de seguimiento para su presión arterial alta dentro de los seis meses posteriores al parto. La American Heart Association y las sociedades colaboradoras exigen medidas inmediatas para subsanar esta brecha en la prevención.

"El embarazo y el posparto son momentos clave para evaluar la salud cardiovascular a lo largo de toda la vida. Un resultado adverso del embarazo puede revelar un mayor riesgo cardiovascular, y esa información debe guiar la atención médica mucho más allá del embarazo", afirmó el Dr. William A. Grobman, MBA, vicepresidente del grupo de redacción y profesor de Obstetricia y Ginecología en la Escuela de Medicina Warren Alpert de la Universidad de Brown, en Providence, Rhode Island. "Esta guía elaborada por varias sociedades ofrece a los médicos que brindan atención obstétrica, ginecológica y cardiovascular un marco común para reconocer ese riesgo y tomar medidas al respecto". Grobman también es expresidente de la Sociedad de Medicina Materno Fetal y decano asociado de investigación clínica en Brown.

Cómo convertir la evidencia en una atención interdisciplinaria coordinada

Las sociedades abogan por una infraestructura nacional de Centros Integrales de Excelencia para la Atención Cardiovascular de la Mujer, basada en cuatro pilares: atención clínica interdisciplinaria, educación y capacitación profesional, investigación y participación comunitaria. Las herramientas y terapias existentes ofrecen oportunidades para mejorar la salud cardiovascular en este momento, mientras que se necesita investigación para seguir abordando las brechas en la evidencia específica para las mujeres, dando prioridad a la inclusión de las mujeres en la investigación, la ampliación del financiamiento para la salud de las mujeres y la aplicación de la evidencia en la práctica.

"En las últimas décadas, la investigación ha llevado a avances sustanciales en la comprensión del riesgo específico de las mujeres frente a las enfermedades cardiovasculares", afirmó Khan. "Hoy en día, el riesgo cardiovascular se puede identificar más temprano en las mujeres mediante estimaciones de riesgo específicas por sexo a 10 y 30 años, mediante las ecuaciones PREVENT (sitio web en inglés) de la American Heart Association. El objetivo es evaluar la salud de manera integral y longitudinal a lo largo de las etapas de la vida, identificar oportunidades de prevención más tempranas y cerrar las brechas de implementación para las mujeres".

"Todas las niñas y mujeres merecen más años de buena salud para vivir sus vidas al máximo", indicó Khan. "Promover la salud de las mujeres es una responsabilidad que todos compartimos. Esta inversión mejora no solo la salud de las mujeres, sino también la de sus familias y sus comunidades".

Notas del editor

La guía conjunta sobre el manejo de las enfermedades cardiovasculares en las mujeres a lo largo de toda la vida se compone de tres documentos:

1. Aviso presidencial: un enfoque específico para las mujeres a lo largo de toda la vida para la prevención y el manejo de las enfermedades cardiovasculares; establece el concepto de las etapas de la vida de la mujer y el marco de referencia de toda la vida
2. Declaración científica: orientación de consenso para la prevención y el manejo de las enfermedades cardiovasculares específicas de la mujer; brinda orientación clínica, incluida una tabla de correspondencias entre las guías de diversas sociedades
3. Aviso científico: centros integrales de excelencia para la atención cardiovascular de las mujeres; traza un panorama actual de los centros cardiovasculares para mujeres y propone una infraestructura nacional

Todos los documentos se elaboraron por parte del grupo de redacción voluntario en nombre de la American Heart Association, la American Academy of Pediatrics, el American College of Obstetricians and Gynecologists y la Society for Maternal-Fetal Medicine.

Las declaraciones científicas y los avisos de la American Heart Association promueven una mayor conciencia sobre las enfermedades cardiovasculares y los problemas de los ataques o derrames cerebrales, y ayudan a facilitar las decisiones fundamentadas sobre los cuidados de salud. En las declaraciones científicas, se describe lo que se conoce actualmente sobre un tema y las áreas que necesitan investigación adicional. Si bien las declaraciones científicas sirven de base para el desarrollo de las pautas, no constituyen recomendaciones de tratamiento. Las pautas de la American Heart Association proporcionan las recomendaciones oficiales de la Asociación para la práctica clínica.

Los coautores, las divulgaciones y las fuentes de financiamiento se indican en el artículo.

La Asociación recibe más de un 85% de sus ingresos de fuentes que no son empresas. Estas fuentes incluyen contribuciones de personas particulares, fundaciones y patrimonios, así como ganancias por inversiones e ingresos por la venta de nuestros materiales informativos. Las empresas (incluidas las farmacéuticas, los fabricantes de dispositivos y otras compañías) también realizan donaciones a la Asociación. La Asociación tiene políticas estrictas para evitar que las donaciones influyan en el contenido científico y en las posturas de sus políticas. La información financiera general está disponible aquí (sitio web en inglés).

Acerca de la American Heart Association

La American Heart Association es una fuerza incansable que trabaja por un mundo con vidas más largas y saludables. La organización ha sido una fuente líder de información sobre salud durante más de cien años y su objetivo es garantizar la equidad en la salud en todas las comunidades. Con el apoyo de más de 35 millones de voluntarios en todo el mundo, financiamos investigaciones vanguardistas, defendemos la salud pública y proporcionamos recursos fundamentales para salvar y mejorar las vidas afectadas por enfermedades cardiovasculares y ataques o derrames cerebrales. Trabajamos incansablemente para promover la salud y transformar vidas cada día mediante el impulso de avances y la implementación de soluciones comprobadas en las áreas de ciencia, políticas y cuidados. Comuníquese con nosotros en heart.org (sitio web en inglés), Facebook, X o llame al 1-800-AHA-USA1.





Speak Spanish? Young People in Your Community Need You as a Mentor

Big Brothers Big Sisters of Eastern Massachusetts Offers One-to-One Mentoring

Every child carries real potential, but not every child has equal access to the guidance that helps that potential take root. Big Brothers Big Sisters of Eastern Massachusetts (BBBSEM), the region's leading one-to-one youth mentoring program, exists to close that gap by matching children with caring adult mentors who show up consistently in their lives.

BBBSEM pairs children with adult mentors, known as Bigs, based on shared interests, geography, and personality. When a mentor and a child share a language, trust often builds faster, since a child doesn't have to translate their own life to be understood. Matches spend a few hours at a time together, a couple of times a month, from baking a family recipe to exploring a museum exhibit by a Hispanic artist, building relationships that last for years. Many Spanish-speaking families are waiting to be matched, and without more Spanish-speaking volunteers, some children wait longer than they should for a mentor who understands where they come from.

For Spanish-speaking families, Spanish-speaking staff and interpreters work directly with them to make sure every step of the process, from enrollment to matching, is clear and comfortable.

Anyone can enroll a child or become a mentor. Volunteers must be at least 18 years old and able to commit a few hours, a couple of times a month, for at least a year.

For more information, to become a volunteer, or to register your children, visit: www.emassbigs.org.

"You don't learn from smart people, you learn from idiots. Watch what they do, and then don't do it!" A reminder that learning comes from observing and emulating others' actions

"No se aprende de la gente inteligente; se aprende de los idiotas. ¡Observa lo que hacen y, luego, no lo hagas!". Un recordatorio de que el aprendizaje proviene de observar y emular las acciones de los demás.

Rudolf Wanderone



Join us for an inspiring evening at our annual Glow Gala! Since 1999, Groundwork Lawrence has been making positive change happen in Lawrence, Massachusetts. Our mission is to regenerate and improve the physical environment through strong community partnerships that empower people, businesses, and organizations to advance environmental, economic, and social well-being. The Glow Gala is our special opportunity to celebrate the progress we've made together—transforming green spaces, building healthier futures, and expanding educational opportunities for Lawrence youth. Come celebrate with us as we honor the achievements of our community, reflect on the impact of our work, and look ahead to an even brighter future together.

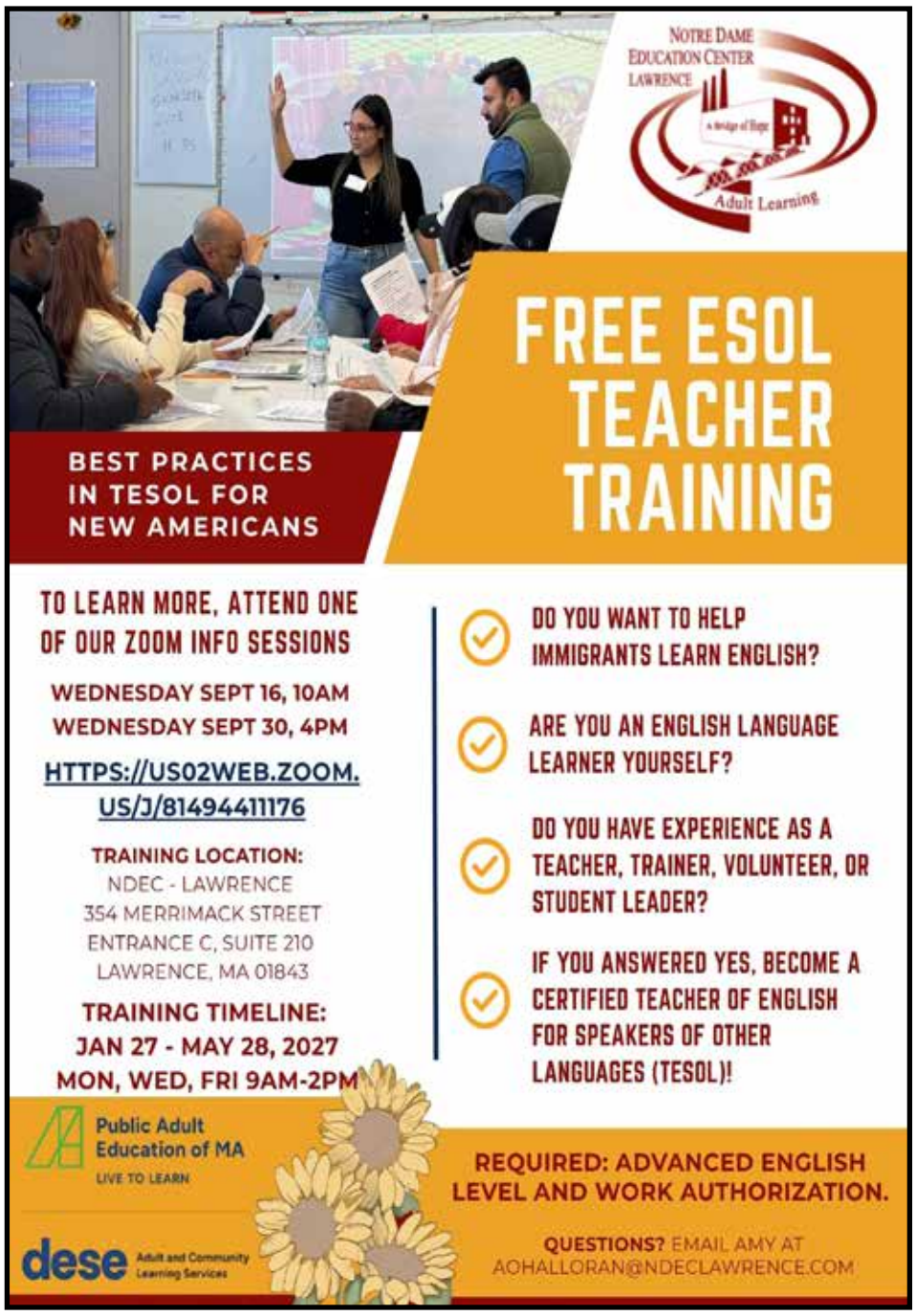
New in 2026 GWL proudly presents the Chet Sidell Legacy Award. The Award recognizes an individual who creates opportunities, supports others, and strengthens the Lawrence community through leadership, generosity, and mentorship. For this inaugural award we have the honor of presenting Bill Traynor founder and longtime Executive Director of LCW. As a valued friend and partner of GWL, Bill has collaborated with us on projects like the Reviviendo Initiative and has helped to create spaces where people can come together to build trust and see what's possible. Join us at Glow on November 19th as we celebrate the impact of Bill Traynor.











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Freedom Trail® Announces Official Smartphone App Available in Spanish

The Freedom Trail Foundation has launched the official Freedom Trail® app in Spanish during National Hispanic Heritage Month and as part of the Freedom Trail's 75th anniversary. Available for iOS and Android devices, the Freedom Trail app connects 16 of America's most significant historical landmarks. The innovative offering highlights the rich history of the American Revolution as it unfolded in Boston, as well as a wide assortment of historic sites just steps off the Trail. Bringing the stories of the brave people who helped shape America to life, it makes any visit to and walk along the Freedom Trail fun and educational. The Freedom Trail Foundation has partnered with STQRY, a leading mobile app technology platform to create this Freedom Trail experience.

"The best stories make you feel like you're part of them. We're proud to help the Freedom Trail bring Boston's history to life for more people" says STQRY CEO and President, Thomas Dunne. "Adding Spanish means even more visitors can experience these incredible stories in a way that feels personal."

Signature events such as Paul Revere's midnight ride, the Battle of Bunker Hill, the Boston Tea Party, and the Boston Massacre are featured as well as other historic events and over 250 years of history. The app guides users on the Trail with automatic audio at stops with GPS mapping as well as an interactive map that helps find stops with ease, and over 1.5 hours of audio content, including music and guest interviews with historians and academics. Additionally, photos, images and text for all stops invite people to experience the Trail and historic sites featured on the app. It is the only official app, historically accurate, with text approved by Boston-based historians and the Freedom Trail Foundation.

The partnership with STQRY for the new Spanish and original app came to fruition due to STQRY's unique technology offering, their experience in working with the travel and tourism industry, and its common mission to help educate and entertain a technology-driven audience visiting major sites, like the Freedom Trail. STQRY's state-of-the-art Mobile App Producer, a web-based content management system allowed the Foundation to organize and construct an app that can be easily published and updated across multiple app stores, as well as their connection with Spanish speaking narrators made it seamless to create.

"The Freedom Trail Foundation endeavors to help all navigate and enjoy experiencing the Freedom Trail, and this initiative makes the Freedom Trail more accessible to Spanish speaking residents and visitors alike" says Freedom Trail Foundation Executive Director Suzanne Segura Taylor. "We are delighted to welcome more people to visit Boston's historic gems while using the new Spanish app that is educational and entertaining."

The Freedom Trail apps are available in Spanish and English on the iOS App Store and the Android Market for $9.99. For more information or to purchase the app, visit https://www.thefreedomtrail.org/tours/freedom-trail-tour-app.

Celebrate the Holidays on Boston's Historic Freedom Trail®

Historic Holiday Strolls Kick-Off Friday, November 20

As the Freedom Trail celebrates 75 years, the Freedom Trail Foundation invites revelers of all ages to experience this year's Historic Holiday Strolls. The festive atmosphere of the city, set against the unique backdrop of Boston's historic sites and centuries of history, makes these merry 60-minute tours a perfect way to enjoy the holiday season. Walk the Freedom Trail and discover how Boston's holiday traditions evolved on the Strolls offered Fridays and Saturdays at 3:30 p.m. from November 20 through December 26 (excluding Christmas Day, Friday, December 25).

Led by 19th-century Dickensian costumed guides departing from the Visitor Information Center on Boston Common, the Strolls are complete with a tour of holiday lights and Christmas trees along the Freedom Trail and the history of 19th-century holiday traditions. Following the Stroll, guests receive discounts off museum store purchases at Freedom Trail sites, including Old South Meeting House, Old State House, Paul Revere House, and Old North Church's Heritage and Gift Shops (valid with any Historic Holiday Stroll receipt from November through December).

Tickets are $20 for adults and $10 for children for public tours may be purchased at the Boston Common Visitor Information Center or on-line at TheFreedomTrail.org. Strolls may also be scheduled as private group tours pending availability. The Freedom Trail Foundation continues to offer daily public Official Freedom Trail Tours® throughout November and December and during the winter months. All Freedom Trail Foundation tour offerings are available as private family or group tours by reservation. For more information, please visit TheFreedomTrail.org and to schedule group tours, please call 617-357-8300 press "0."

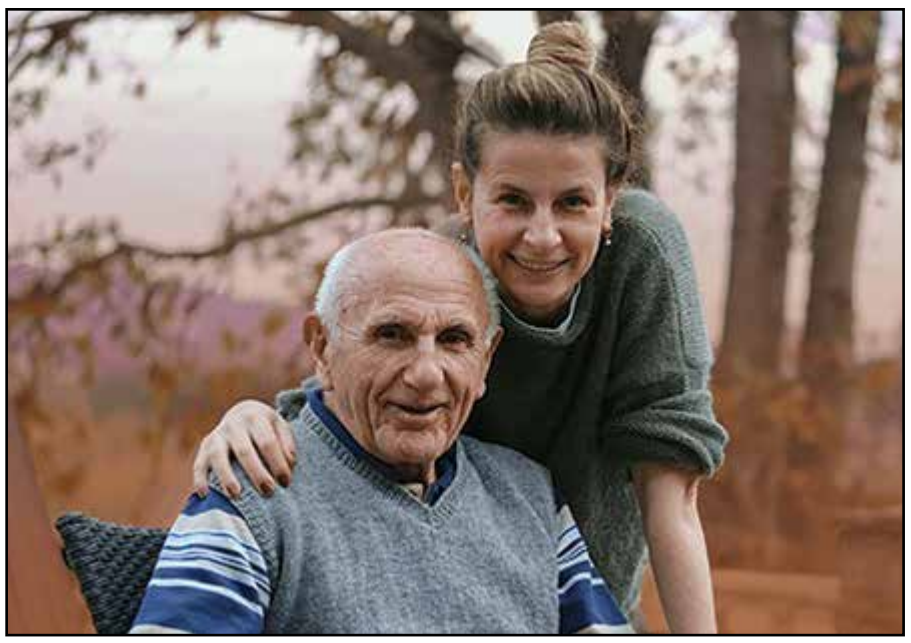
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