

Haverhill Education Association News

Winter 2024

800 Broadway Street #3, Haverhill, MA 01832



Letter from the President:

Hello Union Siblings,

I hope everyone had a restful break. It has been a long year, and we have faced many challenges as education professionals. For our Clerical members, the clerical unit settled this fall, but the School Committee has pushed us into mediation as we fight for a Living Wage for our ESPS. They have spent this entire year working without a contract.

This battle is disappointing but not unfamiliar; we have learned the hard Haverhill lesson that contracts are not won in the negotiation room, but through large scale public campaigns. It is time for us to stand together and teach (review) the lesson once again. The public must be reminded of (1) the chronic underfunding of HPS schools, (2) the effect that has on our students and the services they need, and finally, (3) how the city values and pays their employees who do some of the hardest work for and with our students. We need YOU to spread the word, be vocal about this contractual disservice and if you would really like to lend your energy to the cause, please join us on the Action Team!

The BUDGET! The HEA will be at the front of the fight for a budget that puts students and staff first. We will demand real increases in municipal funding from Mayor Barrett this spring after the decades-long drastic underfunding we saw under the previous mayor. Working with other unions across the state, we will have to work to leverage for a state budget that increases Student Opportunity Act money and uses the Fair Share Amendment Money to help fulfill the legislation's promise to level the playing field for students like ours. There is state-wide strength and momentum in all of this- but we need your continued commitment and enthusiasm to win this fight.

If there is one thing I am sure that we as the HEA can do, it is stand up for what is right for our students, our families and ourselves. Though the upcoming months may be a fight, it is one that we will win together.

In Solidarity,
Barry Davis
President, HEA

Contact Us:

New Email: haverhilled@gmail.com

Website: Haverhill.massteacher.org



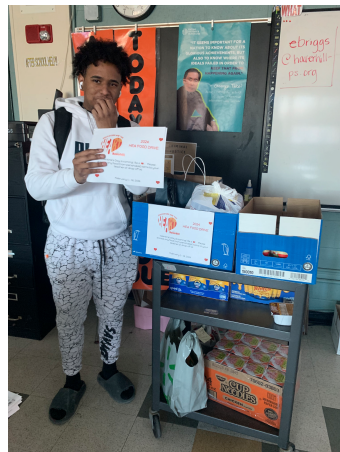
[facebook.com/
HaverhillTeachers/](https://facebook.com/HaverhillTeachers/)



twitter.com/haverhilled



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



HEART of HAVERHILL FOOD DRIVE

Kudos to Mike Maguire and the HHS Indoor Track and Field Team for
a huge collection!

Condolences

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



Lynn Sulliivan, on the loss of her daughter and her
mother,

Kris Benning, on the loss of her father,

Rose Mahan, on the passing of her brother,

Sue Hall, on the passing of her father,

Michelle Walker, on the passing of her mother,

Trish Shaw, on the passing of her brother,

Sara Parent, on the loss of her mother,

Jacqui Brent, on the loss of her husband,

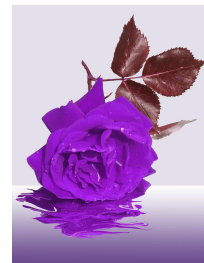
Laurie Crook, on the loss of her father,

Laura Peck, on the passing of her grandfather ,

Trish Hathaway, on the passing of her brother,

Robin Vinci, on the loss of her grandfather,

Michelle Saab, on the passing of her mother.



Congratulations!



To Erik Perkins on the birth of his daughter

To Eden Lio MacDougall on the birth of her son

To Lexi Novatello on the birth of her son

To Sujjan Niraula on the birth of his son

To Katie Gambardella, on the birth of her son

To Haley Piantedosi, on the birth of her daughter

To Jen Brache, on the birth of her daughter



To Laura Bennett, for her new marriage

Wishing You a Speedy Recovery

Karen Butterworth

Lyn Manning

Tom Tavera
Karen Cassanova



***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

*You Can't
★ RETIRE ★
From Being
• AWESOME •*

Rest in Peace Jean Ray. In 1976, Jean began her career in education, where she spent seven years teaching at Notre Dame Academy in Tyngsboro, MA, before returning to Haverhill Public Schools in 1983, following in the footsteps of her late mother, Alberta. Jean taught French, German, Latin, and Spanish at all four middle schools in Haverhill (JG Whittier, Nettle, Hunking, and Consentino) before returning to Haverhill High School, where she served as a Spanish teacher from 2003-2017. From 2010-2017, Jean spearheaded Read Across America initiatives, often dressing as the Cat in the Hat to inspire a love of reading in young minds. Beyond the classroom, Jean was the heartbeat of Haverhill High School. Known for her genuine kindness and unwavering support, she played a pivotal role in students' lives, imparting valuable life lessons that ranged from the ordinary ("You catch more flies with honey than vinegar.") to the extraordinary ("Dogs do like to wear costumes!"). Whether solving last-minute prom crises, stepping in for parents on senior night, sitting front row at every graduation, or offering guidance, Jean touched the lives of many. She was a staunch supporter of the theater arts department, and could always be found in the audience of school plays, chorus, and band performances. As the Hillies' No. 1 sports fan, Jean attended every football, hockey, and basketball game with unwavering enthusiasm and minimal complaints about the weather. Her commitment to Hillies Athletics led the Haverhill High School hockey team to create an annual scholarship each year in Jean's name, and in 2008, Jean created a scholarship in memory of her late husband Dennis Ray.

In 2017, after more than 40 years of dedicated service, Jean retired from teaching, leaving behind a profound legacy. Her "farewell tour" as she referred to it, included reprising her Cat in the Hat role, visiting every kindergarten and elementary school to celebrate Read Across America Day. Her contributions were recognized with the 2017 Educator of the Year award by the YMCA of the North Shore.

Rest in Peace Julia Pennisi Taylor. who passed away peacefully at her home in October 2023. She is survived by her loving husband, Paul, with whom she shared 51 years of marriage, and their daughter, Julianne. Julia was a long term and consistent supporter of our HEA Scholarship and recently Paul established the "HEA Presents the Julia Pennisi Taylor Scholarship " to an HHS grad interested in pursuing Elementary Education. Julia was a dedicated and respected educator and reading specialist for 36 years in the Haverhill Public School system. She taught hundreds of children with reading challenges in several elementary schools throughout the district. Julia was a mentor to numerous teachers in the district as she truly believed in helping colleagues advance in their field. She had a special bond with a number of colleagues and maintained those friendships throughout her life. Julia retired in 2006 from Bradford Elementary School.

Rest in Peace Helen Henwood, who passed away in January 2024. Helen embarked on a long teaching career that included teaching both elementary and middle school at the Campbell School in Dracut, St. Michael's School in Lowell, and the Hunking Middle School. The HEA would like to recognize Helen's service to the union as 2nd VP for several years as well. From her Hunking and HEA colleague, Geoff Groskey, "Helen Henwood was a strong believer in people taking on personal responsibilities commensurate with their position. This applied to children, their families, and to our teaching staff as well. Her guidance toward that end was not only in the classroom, but in the teacher's room as well. Her voice was also strong as an advocate for educators, through her role as an officer of the HEA...it was through her efforts that I succeeded in that union role. We are no longer across the hall from each other but that connection was seemingly timeless. Thank you, Helen." From then HEA president Marc Harvey, " Helen was a professional's professional as an educator and a class act."

Ready for Retirement? Recently the MTRS recorded a webinar with useful information.

[MTRS "Ready for Retirement" Seminar](#)



Do you have or know a member who has an HHS Class of 2024 student? The HEA Scholarship form is available at HHS guidance, on Naviance or by clicking below:

[HEA SCHOLARSHIP](#)



Do you have or know a graduating student interested in pursuing Elementary Education? The HEA is proud to present the Julia Pennisi Taylor Scholarship for students who will study elementary education in college. The form is available at HHS guidance, on Naviance or by clicking below:

[The HEA presents the JULIA Pennisi SCHOLARSHIP](#)

for students who will study elementary education



Save the Date:

2024 HEA ❤️ End of Year Banquet

June 3, 2024

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 2024 Retirees and 20 Year Honorees.

60-40 HEA Scholarship Raffle!!

Each ticket enters you into a raffle in which you could win
60% of the total; 40% goes to the scholarship fund.
Drawing held at End of Year Banquet: June 3

Tickets - \$5 each

To enter, please complete the blank form and return with your
payment. Send 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 on back

60-40 HEA Scholarship Raffle!!

Name:

Building:

Payment Type:

Tickets: .



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Information from Your First Vice-President/Grievance Chair:

Suzette DiTonno

Contact: 978-204-0463

HEA Safety:

Please complete the [HEA Safety Form](#) if you have been hit, kicked, verbally assaulted or threatened, had to evacuate your classroom, or had property destroyed we need to know! It does not matter which type of classroom you work in, everyone deserves a safe working environment. Use personal emails only!



Building Representatives

We also need your help! To serve, please contact HEA Secretary via email to haverhilledsecretary@gmail.com (subject: Building Representative). As you can see, we are actively seeking help at Gateway, Greenleaf, Central Office, and Walnut Square.

School	Name	Phone	Email
Bradford	Lindsey Flores	(774) 279-2962	lindsey.flores@comcast.net
	Mary Laprel	(978) 821-0048	mlaprel726@yahoo.com
	Terri Suplinkas	(978) 852-3605	terribear1010@gmail.com
	Jen Zabelsky	(775) 741-9739	jzabelsky@gmail.com
Consentino	Maria Geoffrey	(781) 535-8091	Mariam73085@gmail.com
	Irina Ostrovskaya	(617) 470-7429	irinaowl@gmail.com
	Daniel Sullivan	(978) 914-3867	dancsullivan94@gmail.com

Building Representatives, continued

Gateway

Golden Hill	Deb Russell	(978) 764-8840	debrussell80@verizon.net
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Greenleaf

Haverhill High	Deb Comiskey	(978) 767-3968	hotwohandle@yahoo.com
	Melissa Hamilton-Dalphin	(781) 859-9821	mdalphin@comcast.net
	Patrick Keraghan	(978) 870-6689	Keraghanp@gmail.com
	Anna Sabella	(617) 548-7265	anna.sabella@gmail.com

HPS/Central

Hunking	Tim Briggs	(603) 706-0077	coachbriggs@comcast.net
	Kelly Fairbrother	(978) 764-9408	mmtkpb@gmail.com
	Timothy Kowalewski	(978) 314-4184	tik7581@me.com
	Heidi Michitson	(978) 420-7666	Hmichitson@gmail.com

Moody

Lisa Bongo	(978) 821-9835	bongolisa59@gmail.com
Michelle Braga	(978) 394-8615	mbraga2309@gmail.com

Moody Ext.

Jennifer Ashley	(978) 771-1080	Jashley0380@hotmail.com
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Nettle

Andrew Lefoley	(603) 560-3841	alefoley1210@gmail.com
Pat Dauwer	(339) 793-1952	patrick.dauwer@gmail.com

Pentucket Lake

Kathleen Flanagan	(978) 891-2577	knflanagan.j67@gmail.com
Valerie Magliocchetti	(603) 475-7611	valmom85@yahoo.com
Laura Peck	(978) 873-3528	Lauramariepeck@gmail.com
Trish Shaw	(978) 457-2664	Trishshaw@aol.com

Silver Hill

Paul Corriveau	(978) 500-7314	pwcjetta@yahoo.com
Megan Duffy	(603) 490-5561	Mduffy7@gmail.com
Kristina Morowski	(508) 451-8164	Krismorowski27@gmail.com

Tilton

Emily Forisso	(978) 689-5810	emforisso@gmail.com
Christine Hickey	(617) 797-0289	christinehickey0124@gmail.com
Dana McNamara	(978) 518-0626	dldmaher@icloud.com

Building Representatives, continued

Walnut Square

Whittier	Scott Blanchette	(978) 204-5313	blanchettej@merrimack.edu
	Emily Boulger	(413) 250-0814	emilyboulger@gmail.com
	Barbara Greenwood	(978) 360-5292	greenwoodhv@aol.com

Executive Board Contact Information

President - Barry Davis	havedpresident@gmail.com 781-654-5063
1st Vice President - Suzette DiTonno (grievances, contract violations)	ditonnosuzette@gmail.com 978-204-0463
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 - Cliff Ashworth (elections, bylaws, emails)	haverhilledsecretary@gmail.com 978-387-6820
ESP Unit Representative - Lynn Sullivan	lsull248@comcast.net 978-457-2223
Secretarial Unit Representative - Vicki Steed	vsteedhea@gmail.com 978-204-4743
Membership Chair - Katelyn Watts	HEAMembershipchair@gmail.com 978-376-6236
Security Representative - Ray Florent	rdflorent@gmail.com 978-387-5651

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!