

Haverhill School Committee Makes Salary Proposal, Seeks Timely Agreement with Teachers

Haverhill, MA – May 27, 2025 — The Haverhill School Committee continues to work toward a fair and fiscally responsible agreement with the Haverhill Education Association (HEA) as the current collective bargaining agreement approaches its expiration on June 30, 2025. On May 21, the Committee met with representatives from the HEA and the Massachusetts Teachers Association to advance negotiations.

As part of its commitment to Haverhill educators and the broader school community, the Committee has shared a proposed Teachers Bargaining Unit Contract for July 1, 2025 - June 30, 2028. This proposal includes **meaningful salary increases** designed to reward educators while also preserving the long-term fiscal health of the district.

Under the Committee's current proposal, salary increases for individual educators in school year 2025–26 (fiscal year 2026) are based on a combination of market adjustments, step movement, and lane changes (educational attainment). The proposal includes a salary schedule that would provide first-year salary increases of about 6% for those with step increases and no lane change and about 9% for those with both step and lane changes.

Starting Step FY25	Average Increase (No Lane Change)	Average Increase (With Lane Change)
Steps 1–10	6.00%	9.55%
Steps 11–14	5.55%	8.38%
All Steps Combined	5.86%	9.19%

The School Committee-proposed increases reflect a thoughtful investment in Haverhill's teaching staff over the contract period, with a proposed new top salary of **\$109,869** for the 2027-28 school year. A teacher currently at the base starting salary could earn a salary 30% higher by the end of the contract period with step increases and one lane advancement. A teacher with a master's degree and 5 years of experience could earn nearly 20% more in the third contract year with step increases and one lane advancement. The proposal includes a minimum 6.1% salary increase over three years for those at the top step with no lane increase.

Significant differences remain between the two parties. The HEA has yet to submit a complete financial proposal. Instead, the Union has introduced a conceptual framework under its **Proposal 11 – Necessary Increases in Teacher Compensation**, which includes:

- A **minimum starting salary of \$65,000** for a teacher with a Bachelor's degree and no teaching experience
- A **maximum salary of \$110,000** for teachers with a Master's degree
- A **maximum salary of \$130,000** for teachers with a Master's degree +60 credits

These HEA-proposed top salaries represent an increase of approximately **\$25,000** over the current top scale and would result in 182-day educators earning more than some school principals working 227 days annually. Implementing this proposal would necessitate a district-wide restructuring of salary scales across administrative staff.

In its effort to complete contract negotiations before the end of the current contract and before the start of the next school year, the School Committee has offered multiple additional bargaining sessions in June and requested availability in July to maintain momentum. To date, the HEA has agreed to only one additional session.

The Committee remains open and committed to continued dialogue and to reaching a resolution that honors educators while safeguarding the district's financial future.

Attach:

A plan for Teacher Compensation - SC 5/21/25
[HSC Teacher Compensation Package 2025.05.21](#)