

**FOR IMMEDIATE RELEASE**  
**August 1, 2025**

**Haverhill School Committee Provides Update on Contract Negotiations with HEA**

Haverhill — On July 31, 2025, the Haverhill School Committee held its eighth negotiation session with the Haverhill Education Association (HEA). During this session, the HEA presented a formal response to the comprehensive proposal initially shared by the Committee on May 21, 2025.

The School Committee was encouraged to receive a response, as repeated requests had been made over the past two months. The Committee believes that meaningful progress depends on the open exchange of proposals and looks forward to continued, productive dialogue.

The HEA submitted over 60 proposals related to the current collective bargaining agreement. While the Committee appreciates the thoroughness of the union's response, it is important to note that some proposals are financially unfeasible or infringe upon established management rights and, therefore, fall outside the scope of collective bargaining.

**Key Proposals from the School Committee**

In addition to wage increases, the School Committee's comprehensive proposal includes several operational updates to improve efficiency, student safety, and educational effectiveness.

**Proposed changes include:**

1. **Employee Notification of Departure** – All employees must notify the school principal or designee when leaving school property during the school day. This is to ensure all staff can be accounted for in case of an emergency.
2. **ID Replacement Fee** – A \$5 fee will be charged for excessive replacement of staff ID cards to offset the cost of creation, activation, and deactivation.
3. **Device Waiver Option** – Staff may opt into a \$20 annual Device Waiver Fee to avoid charges for loss or damage to district-issued technology outside of normal wear and tear
4. **Friday Early Release Elimination** – The 15-minute early departure time on Fridays for elementary and middle school teachers would be removed to ensure adequate student safety and supervision at dismissal.
5. **Evaluation Reduction** – Formal evaluative observations for non-professional status teachers would be reduced from seven to a minimum of three, in order to prioritize more frequent embedded feedback and coaching conversations.
6. **Software Use Accountability** – Teachers would be expected to use district-approved software with fidelity, including routine and timely updates to student grades in the HPS parent portal.
7. **Jury Duty Documentation** – Employees must provide Human Resources with a Jury Service Certificate when requesting leave for jury duty.
8. **Dean Role Adjustment** – Two Dean positions at Haverhill High School would be removed from the Teachers' Unit, transitioned into the Administrative Unit, and have their responsibilities expanded.

**Proposed Salary Increases for FY26**

Under the Committee's current proposal, salary increases for individual educators in the 2025–26 school year (FY26) would be based on a combination of market adjustments, step movement, and lane changes

(educational attainment). The proposed salary schedule provides average first-year increases of approximately **6%** for those receiving a step increase and no lane change, and approximately **9%** for those receiving both.

<b>Starting Step FY25</b>	<b>Avg. Increase (No Lane Change)</b>	<b>Avg. Increase (With Lane Change)</b>
Steps 1–10	6.00%	9.55%
Steps 11–14	5.55%	8.38%
<b>All Steps Combined</b>	<b>5.86%</b>	<b>9.19%</b>

### **Areas of Agreement**

Of the 60 proposals submitted by the HEA, the School Committee has agreed to negotiate in the following areas:

- **Teacher Compensation**
- **Hourly Rate Increases**
- **Paid Mentorship Compensation**
- **Increased Higher Education Reimbursement**
- **Language Addressing Bullying, Harassment, and Intimidation**
- **Paid Parental Leave and Child-Rearing Leave**
- **Revisions to Personal Days**
- **Class Size and Caseload Language**

The Committee viewed the HEA's response as a positive shift in the tone and flow of negotiations. Both parties agreed to establish two smaller working groups—one focused on stipends and another on the teacher evaluation calendar—to expedite progress on targeted issues.

The next full bargaining session has been proposed for **August 28, 2025**. The School Committee has confirmed its availability and is currently awaiting confirmation from the HEA.

### **Media Contact:**

Office of the Superintendent  
Haverhill Public Schools  
[joy.jannell@haverhill-ps.org](mailto:joy.jannell@haverhill-ps.org)