



Plan for Teacher Compensation

**Analysis of an off-the-record proposal
(Proposal is made only in the draft CBA)**

Haverhill School Committee

Negotiating team

September 30, 2025

Updated with corrections and clarifications 10/10/2025

Off-the Record Proposal Key Components

- **Three additional multi-year steps**
 - Three additional multi-year steps will be implemented reflecting the total years of teaching experience commencing in the SY25 – SY26
 - Original Cost Proposal – FY26 to FY28 \$14,047,402
 - New Cost Proposal – FY26 to FY28 \$16,905,540
 - Difference - \$2,858,138
- **New Column – Doctorate**
 - This proposal provides an additional column (lane) for teachers who have earned a doctorate.
- **New Parental leave**
 - Increased benefits for parental leave
- **Continued emphasis on experience and education**
 - Increased tuition reimbursement
 - Retains & extends lane increases for educational attainment
- **Keeping up with the local market and the economy**
 - Upward-only market adjustments
 - Adjustment for expected underlying inflation

A Balanced Approach



- **New steps for teachers**
 - Increases pay for teachers who have been on Step 14 for multiple years
 - Adds to retirement base earnings
- **Maintains strong step and lane structure for advancement**
- **Promotes quality education and sustainable careers at HPS**

Add three steps for teachers



Initial increases from step 14:

- Based on total years of certified teaching experience.
- Teachers in Step 14 with 17 or more years of certified experience will move up 1 or 2 or 3 steps in SY 2025-26.
 - Step 17 (17-19 years exp.) +0.75%
 - Step 20 (20-22 years exp.) +2.09%
 - Step 23 (23+ years exp.) +4.11%

In subsequent years:

Teachers will see a step increase:

- Every year to step 14
- When accruing a total of 17, 20, or 23 years of certified teaching experience.

Upward-only market adjustments



Some cells of the current Haverhill salary schedule are **below** the median for the local market – particularly the base and around steps 9, 10, 11.

Some cells of the Haverhill salary schedule are **above** the median for the local market -- particularly for Bachelor's+15 and +30 and for Masters base and 5-year lanes.

Adjust cells identified as **below** the local market median up to the median. This adds about 0.48% overall to teacher pay.

Leave cells identified as **above** the local market median untouched by the market adjustment.

This brings pay up to the local market, where districts typically require more workdays and hours than Haverhill.

Education Lanes Augmented

The HPS Teacher Salary Schedule provides for increases as education credits are accumulated.

In the past two years 359 teachers have advanced with salary increases averaging \$2,438 or 0.60% of aggregate teacher salaries annually.

The proposal will add one lane for teachers with a doctoral degree. The rates will be 4% higher than the M+60 lane, which is the average increment among nearby districts with a doctoral degree lane.

Three-year individual change in salary

Representative proposed change in salaries, FY 2025 to FY 2028

Start and End step	Current 2024-25	2028 w/o lane change	% difference	2028 w one lane change	% difference
Base, Step1 to Step 5	\$53,753	\$67,433	25.4%	\$70,012	30.2%
Bachelors, Step 7 to Step 10	\$68,411	\$80,361	17.5%	\$82,951	21.3%
Masters, Step 7 to Step 10	\$75,726	\$88,123	16.4%	\$90,711	19.8%
Masters+30, Step 7 to Step 10	\$92,610	\$104,292	12.6%	\$106,700	15.2%
Masters+45, Step 14 to 20	\$100,546	\$108,941	8.3%	\$112,176	11.6%
Masters+60, Step 14 to 23	\$102,987	\$114,442	11.1%	\$119,020	12.3%
Doctoral, Step 14 to 23	\$102,987	\$119,020	12.3%	N/A	N/A

Includes: market adjustment, COLA, step increases, and lane change (where applicable)

September vs. May Proposal

Average Teacher Salary Increase, 2024-25 to 2027-28		
	Average Teacher Salary	\$ increase over 2024-25
Baseline 2024-25	\$89,017	
May Proposal for 2027-28	\$94,865	\$5,848
September Proposal for FY 2028	\$96,172	\$7,155

Rates for Hourly Work

Rates for hourly work, including summer and curriculum work, have not been updated since the 2021-22 school year.

School year	New Rate per hour
2024-25	\$40.00
2025-26	\$45.00
2026-27	\$46.00
2027-28	\$47.00

Methodology for Developing Cost Estimates

- Cost of adding steps 17, 20, 23 was developed by reviewing the employment data of each employee on step 14, determining their years of service through document review, assigning them to the proper step, and calculating the individual salary and total cost.
- Open positions were figured at the Doctoral Column to be fiscally responsible. We are aware that there may be some incomplete information in the files, and we will have a period where employees will be notified of our assessment of years of service and will have a period of time to appeal should this be formally accepted.
- Future staffing was projected from current staffing, allowing annual and multi-year step advancement as proposed, retirements at recent rates, and rehires to refill those positions at lower step levels.

Takeaways



We believe that this framework provides a solid basis for timely agreement on a CBA for Haverhill Public Schools teachers. The package provides for:

- Representative individual salary increases over three years ranging from 8% to 30%, with the largest percentage increases to the lower paid teachers and those advancing to a new lane.

These increases come from:

- Upward market adjustments where needed to provide competitive compensation.
- Inflation adjustments of 2% each year, compounded to 6.12% over three years.
- Step increases averaging 3.2% annually for those below the top step on the salary scale.
- Three new steps for those at the top step (Step 14) of the scale, with immediate increases of 6% to 11% for those with 23 or more years of certified teaching experience.
- Lane increases for educational attainment averaging 0.6% annually, plus a new lane for doctoral degrees with a top salary of \$119,020 by the 2027-28 school year.

Proposed Salary Schedule 2025-26

FY 2026 after effective date of contract

	BA (I)	BA+15 (II)	BA+30 (III)	B+45/MA (IV)	MA+15 (V)	MA+30 (VI)	MA+45 (VII)	MA+60 (VIII)	Doc (IX)
Step 1	\$55,152	\$57,346	\$59,829	\$62,313	\$64,815	\$67,293	\$69,779	\$72,271	\$75,162
Step 2	\$57,346	\$59,829	\$62,313	\$64,815	\$67,293	\$69,779	\$72,271	\$74,757	\$77,747
Step 3	\$59,829	\$62,313	\$64,815	\$67,293	\$69,779	\$72,271	\$74,757	\$77,241	\$80,330
Step 5	\$64,815	\$67,293	\$69,779	\$72,271	\$74,757	\$77,241	\$79,730	\$82,215	\$85,504
Step 6	\$67,293	\$69,779	\$72,271	\$74,757	\$77,241	\$79,730	\$82,215	\$84,701	\$88,089
Step 7	\$69,779	\$72,271	\$74,757	\$77,241	\$79,730	\$82,215	\$84,701	\$87,189	\$90,676
Step 8	\$72,271	\$74,757	\$77,241	\$79,730	\$82,215	\$84,701	\$87,189	\$89,677	\$93,264
Step 9	\$74,757	\$77,241	\$79,730	\$82,215	\$84,701	\$87,189	\$89,677	\$92,166	\$95,853
Step 10	\$77,241	\$79,730	\$82,215	\$84,701	\$87,189	\$89,677	\$92,166	\$94,650	\$98,436
Step 11	\$81,028	\$82,908	\$84,983	\$88,444	\$91,140	\$93,932	\$96,180	\$98,511	\$102,452
Step 12	\$84,815	\$86,086	\$87,752	\$92,188	\$95,092	\$98,186	\$100,195	\$102,372	\$106,467
Step 13	\$86,264	\$88,105	\$90,180	\$93,642	\$96,338	\$99,130	\$101,376	\$103,710	\$107,858
Step 14	\$87,713	\$90,123	\$92,609	\$95,096	\$97,841	\$100,243	\$102,557	\$105,603	\$109,827
Step 15	\$87,713	\$90,123	\$92,609	\$95,096	\$97,841	\$100,243	\$102,557	\$105,603	\$109,827
Step 16	\$87,713	\$90,123	\$92,609	\$95,096	\$97,841	\$100,243	\$102,557	\$105,603	\$109,827
Step 17 (17-19 Years)	\$88,371	\$90,799	\$93,303	\$95,809	\$98,575	\$100,994	\$103,326	\$106,395	\$110,650
Step 20 (20-22 Years)	\$89,555	\$92,016	\$94,554	\$97,093	\$99,896	\$102,348	\$104,711	\$107,820	\$112,133
Step 23 (23+ Years)	\$91,364	\$93,874	\$96,464	\$99,054	\$101,914	\$104,415	\$106,826	\$109,998	\$114,398

Proposed Salary Schedule 2026-27

FY 2027

	BA (I)	BA+15 (II)	BA+30 (III)	B+45/MA (IV)	MA+15 (V)	MA+30 (VI)	MA+45 (VII)	MA+60 (VIII)	Doc (IX)
Step 1	\$56,255	\$58,493	\$61,026	\$63,559	\$66,111	\$68,639	\$71,175	\$73,717	\$76,665
Step 2	\$58,493	\$61,026	\$63,559	\$66,111	\$68,639	\$71,175	\$73,717	\$76,252	\$79,302
Step 3	\$61,026	\$63,559	\$66,111	\$68,639	\$71,175	\$73,717	\$76,252	\$78,785	\$81,937
Step 5	\$66,111	\$68,639	\$71,175	\$73,717	\$76,252	\$78,785	\$81,325	\$83,859	\$87,214
Step 6	\$68,639	\$71,175	\$73,717	\$76,252	\$78,785	\$81,325	\$83,859	\$86,395	\$89,851
Step 7	\$71,175	\$73,717	\$76,252	\$78,785	\$81,325	\$83,859	\$86,395	\$88,932	\$92,490
Step 8	\$73,717	\$76,252	\$78,785	\$81,325	\$83,859	\$86,395	\$88,932	\$91,471	\$95,130
Step 9	\$76,252	\$78,785	\$81,325	\$83,859	\$86,395	\$88,932	\$91,471	\$94,010	\$97,770
Step 10	\$78,785	\$81,325	\$83,859	\$86,395	\$88,932	\$91,471	\$94,010	\$96,543	\$100,405
Step 11	\$82,648	\$84,566	\$86,683	\$90,213	\$92,963	\$95,810	\$98,104	\$100,481	\$104,501
Step 12	\$86,511	\$87,808	\$89,507	\$94,031	\$96,993	\$100,150	\$102,198	\$104,420	\$108,597
Step 13	\$87,989	\$89,867	\$91,984	\$95,514	\$98,265	\$101,112	\$103,403	\$105,784	\$110,015
Step 14	\$89,467	\$91,926	\$94,461	\$96,998	\$99,798	\$102,247	\$104,608	\$107,715	\$112,023
Step 15	\$89,467	\$91,926	\$94,461	\$96,998	\$99,798	\$102,247	\$104,608	\$107,715	\$112,023
Step 16	\$89,467	\$91,926	\$94,461	\$96,998	\$99,798	\$102,247	\$104,608	\$107,715	\$112,023
Step 17 (17-19 Years)	\$90,138	\$92,615	\$95,169	\$97,725	\$100,547	\$103,014	\$105,393	\$108,523	\$112,863
Step 20 (20-22 Years)	\$91,346	\$93,856	\$96,445	\$99,035	\$101,894	\$104,395	\$106,805	\$109,977	\$114,376
Step 23 (23 Years)	\$93,191	\$95,752	\$98,393	#####	\$103,952	\$106,503	\$108,962	\$112,198	\$116,686

Proposed Salary Schedule 2027-28

FY 2028

	BA (I)	BA+15 (II)	BA+30 (III)	B+45/MA (IV)	MA+15 (V)	MA+30 (VI)	MA+45 (VII)	MA+60 (VIII)	Doc (IX)
Step 1	\$57,381	\$59,663	\$62,246	\$64,830	\$67,433	\$70,012	\$72,598	\$75,191	\$78,198
Step 2	\$59,663	\$62,246	\$64,830	\$67,433	\$70,012	\$72,598	\$75,191	\$77,777	\$80,888
Step 3	\$62,246	\$64,830	\$67,433	\$70,012	\$72,598	\$75,191	\$77,777	\$80,361	\$83,575
Step 5	\$67,433	\$70,012	\$72,598	\$75,191	\$77,777	\$80,361	\$82,951	\$85,537	\$88,958
Step 6	\$70,012	\$72,598	\$75,191	\$77,777	\$80,361	\$82,951	\$85,537	\$88,123	\$91,648
Step 7	\$72,598	\$75,191	\$77,777	\$80,361	\$82,951	\$85,537	\$88,123	\$90,711	\$94,339
Step 8	\$75,191	\$77,777	\$80,361	\$82,951	\$85,537	\$88,123	\$90,711	\$93,300	\$97,032
Step 9	\$77,777	\$80,361	\$82,951	\$85,537	\$88,123	\$90,711	\$93,300	\$95,890	\$99,725
Step 10	\$80,361	\$82,951	\$85,537	\$88,123	\$90,711	\$93,300	\$95,890	\$98,474	\$102,413
Step 11	\$84,301	\$86,258	\$88,417	\$92,017	\$94,822	\$97,727	\$100,066	\$102,491	\$106,591
Step 12	\$88,242	\$89,564	\$91,297	\$95,912	\$98,933	\$102,153	\$104,242	\$106,508	\$110,768
Step 13	\$89,749	\$91,664	\$93,824	\$97,425	\$100,231	\$103,135	\$105,471	\$107,899	\$112,215
Step 14	\$91,256	\$93,764	\$96,350	\$98,937	\$101,794	\$104,292	\$106,700	\$109,869	\$114,264
Step 15	\$91,256	\$93,764	\$96,350	\$98,937	\$101,794	\$104,292	\$106,700	\$109,869	\$114,264
Step 16	\$91,256	\$93,764	\$96,350	\$98,937	\$101,794	\$104,292	\$106,700	\$109,869	\$114,264
Step 17 (17-19 Years)	\$91,941	\$94,467	\$97,073	\$99,680	\$102,558	\$105,075	\$107,500	\$110,693	\$115,121
Step 20 (20-22 Years)	\$93,173	\$95,733	\$98,374	\$101,015	\$103,932	\$106,483	\$108,941	\$112,176	\$116,663
Step 23 (23+ Years)	\$95,055	\$97,667	\$100,361	\$103,056	\$106,031	\$108,633	\$111,142	\$114,442	\$119,020

Teacher staffing by Step and Lane

Projected FY 2026 with new proposed doctorate lane

Step	BA (I)	BA+15 (II)	BA+30 (III)	B+45/MA (IV)	MA+15 (V)	MA+30 (VI)	MA+45 (VII)	MA+60 (VIII)	Doc (IX)
Step 1	18	1	1	11	1	1	0	1	0
Step 2	11	3	2	17	1	1	0	0	0
Step 3	4	5	1	10	4	1	0	0	0
Step 5	4	2	2	15	2	2	0	1	0
Step 6	8	2	1	20	4	2	4	2	0
Step 7	5	1	0	22	4	5	1	2	0
Step 8	3	2	0	35	11	9	6	12	0
Step 9	1	0	0	14	9	1	4	5	0
Step 10	2	0	0	15	5	6	3	7	0
Step 11	3	2	0	3	4	6	3	2	0
Step 12	1	0	0	9	6	6	4	6	0
Step 13	1	0	0	10	5	5	2	4	0
Step 14	1	0	0	9	5	10	1	6	0
Step 15	1	1	0	16	8	6	8	12	0
Step 16	0	0	0	9	3	3	0	5	0
Step 17	0	0	0	3	3	2	3	4	0
Step 18	0	0	0	11	2	2	3	10	0
Step 19	1	0	0	3	3	5	7	6	0
Step 20	0	1	0	5	4	3	2	8	0
Step 21	0	0	0	6	2	6	0	5	0
Step 22	0	0	0	2	2	3	3	5	0
Step 23	0	0	2	26	18	23	11	81	12