



Plan for Teacher Compensation

Haverhill School Committee

Negotiating team

April 7, 2025

Haverhill Teacher Pay is Competitive

2024-25 Teacher Salaries, Haverhill and 17 Nearby Districts

	Haverhill	Nearby Median	% difference
Base starting	\$53,753	\$54,071	-0.6%
Bachelors w 5 years	\$68,411	\$66,723	2.5%
Masters w 5 years	\$75,726	\$71,050	6.6%
Masters +30 w 10 years	\$92,610	\$96,261	-3.8%
Masters + 45 w 20 years	\$100,546	\$100,360	0.2%

Three districts without posted contracts with a salary table for 2024-25 are represented by their 2023-24 salaries +3%.

Key Components

- Upward-only market adjustments
- Adjustment for expected inflation (pre-tariffs)
- Automatic step increases
- Lane increases for educational attainment
- Paid parental leave using sick leave



Upward-only market adjustments



Some cells of the 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 columns.

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

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

Adjustments for expected inflation



The Federal reserve is targeting 2% inflation. The Federal Reserve March 2025 estimate of expected inflation over the coming year from financial markets is 2.18%.

The current HPS teacher salary schedule would be adjusted upward by 6 percent over three years.

Automatic Step Increases



The HPS Teacher Salary Schedule provides for annual step increases. For FY 2026 those are expected provide salary increases averaging 3.08% or \$2,311 in addition to inflation and market adjustments.

The current steps, enhanced with market and inflation adjustments would remain in place.

Education Lane Increases



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 current education lanes are preserved in the Haverhill salary schedule. Lane advancement increases teacher salary compensation by about 0.6% each year. In addition to annual salary and step increases,

Paid Parental Leave



Currently parental leave for birth or adoption is available for up to 6 weeks, or up to 12 weeks with doctor approval. This may be taken as paid sick time from available sick leave balances.

Up to 12 weeks would be available to be paid from sick leave balances as available.

Incentive for Timely Agreement

Avoiding a late start to salary increases. Proposed salary rates for contract period will begin with the next pay period following execution and final approval of the signed collective bargaining agreement. We are not proposing to make salary increases retroactive nor are we reserving funds for such payment.

Takeaways

We believe that this framework provides a solid basis for timely agreement on a collective bargaining agreement for Haverhill Public School teachers. Most Haverhill teachers would see salary increases of 3% to 6% annually.

The package provides for:

- Upward market adjustments of where needed to provide competitive compensation.
- Inflation adjustments of 6% over three years.
- Step increases averaging 3% annually for those below the top step on the salary scale.
- Lane increases for educational attainment averaging 0.6% annually.
- Incentives for timely agreement, so teachers can start the school year with a contract and the district can offer competitive salaries to hire and retain teaching staff.