

November 19, 2025

Haverhill School Committee Update on Teacher Bargaining Session

The Haverhill School Committee Teacher Bargaining Team wishes to clarify several inaccuracies circulating regarding the most recent negotiation session with the MTA/HEA. Contrary to claims that the Committee's team was unprepared or unwilling to commit to Tentative Agreements, the Committee entered the meeting ready to discuss a revised and comprehensive package of proposals. Our team was prepared to present a detailed, 21-page document outlining an updated financial offer and a revised draft Collective Bargaining Agreement (CBA) that incorporated all items where both sides had previously reached a Tentative Agreement. Our Team had copies of the CBA and PowerPoint ready to distribute to staff; unfortunately, HEA leadership did not permit this to happen. HEA leadership refused to discuss any of the items on the agenda, which had been jointly developed by the HEA and the School Committee. Agenda Items included the presentation of the latest School Committee offer and the School Committee's response to the HEA's safety proposals.

The revised proposal included several significant additions made directly in response to union priorities. These improvements included the introduction of a new **Master's +75 salary column**, expanded **paternity/parental leave**, and other areas of compromise intended to move negotiations forward in a meaningful and supportive way. The updated draft CBA and supporting materials were prepared specifically so both sides could review, discuss, and attempt to reach common ground.

Unfortunately, the MTA/HEA declined to review the revised wage proposal or the updated draft CBA and chose to leave the session before those materials could be presented or discussed. At no point were the documents withheld. The School Committee was fully prepared at the meeting to share our proposal, answer questions, hear any HEA concerns, and to collaborate in finding mutually acceptable solutions. The School Committee remains committed to transparent, good-faith bargaining and believes that dialogue—not disengagement—is essential for progress.

For public transparency, the **School Committee's PowerPoint presentation** and the **proposed changes to the CBA** are available here for review by all. We encourage educators, families, and community members to read the materials directly to gain a deeper understanding of the Committee's efforts to negotiate fairly and support Haverhill's educators.

The School Committee continues to value our teachers and is committed to working toward a contract that is both respectful of their professionalism and fiscally responsible for the community. We remain ready to return to the table and engage in constructive dialogue at the earliest opportunity.