

STATUS OF CONTRACT TEACHER CONTRACT NEGOTIATIONS

August 21, 2025

The School District of Haverford Township School Board would like to provide an update on the status of negotiations with the Haverford Township Education Association, the union representing the teachers and other professional employees in the District.

Since January of this year the parties have been continuously meeting to enter into a successor contract that is set to expire on August 31st. Issues on the table include salary, healthcare, and language-related matters. While the parties have made progress toward an agreement, we remain nearly \$6 million apart regarding salary.

The board's goal is to provide for a contract that is market-competitive, balances the needs of our educators, and protects the financial interests of our community and taxpayers.

With the District already being one of the higher-paying Districts in the region, our proposed average salary **increases of 4% per year** will allow our teachers to remain well compensated and for Haverford to remain a destination for educators.

Because healthcare increases at a faster rate than we can raise revenue, our healthcare proposal looks to address these rising costs. At the same time, **our healthcare proposal significantly limits the impact on our current staff while ensuring healthcare remains affordable in the future.**

These negotiations are occurring at a time of great uncertainty in state and federal funding. With an annual budget that is already using a fund balance to offset expected costs, the board desires to enter into a contract that is fair and fiscally responsible. We plan on keeping the community updated with the status of negotiations as events present themselves.