

Negotiations Update from The School Board of Haverford Township

The Board's negotiations team provides the following update on negotiations with the Haverford Township Education Association ("HTEA"), the union representing the District's teachers.

The parties met on August 27th to continue contract negotiations and agree that a fair salary, competitive contract, and adequate professional time are essential components of a resolution. Unfortunately, the parties remain divided on how these critical issues can be resolved to balance HTEA's requests with our responsibility to taxpayers.

As we continue to engage in conversations, it is important to provide accurate information, as the HTEA bargaining team has provided misleading information.

Fair Salary & Benefits

Fiscally responsible compensation that balances teacher needs with taxpayer obligations

Competitive Contract

Salary increases that remain competitive with neighboring districts

Professional Time

Intentional use of planning and development time for maximum educational impact

\$90,400

Current Average

Teacher Salary

2024-2025

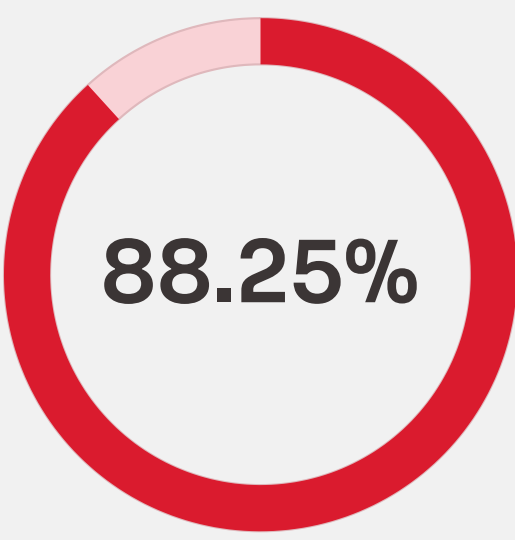
\$106,275

Proposed Average

Teacher Salary

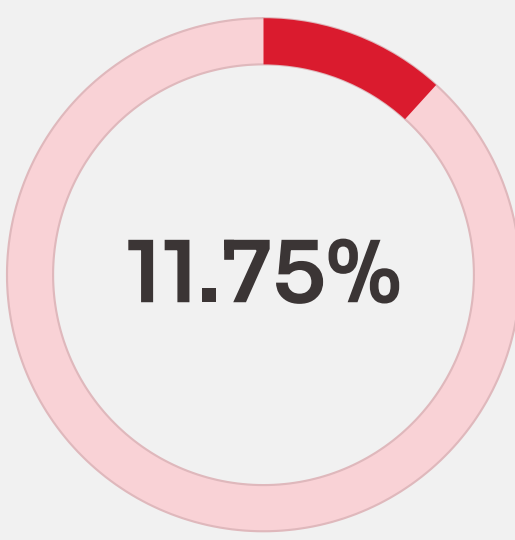
2028-2029

Fair Salary and Benefits That Are Fiscally Responsible



District Contribution

Healthcare paid by tax payers and School District



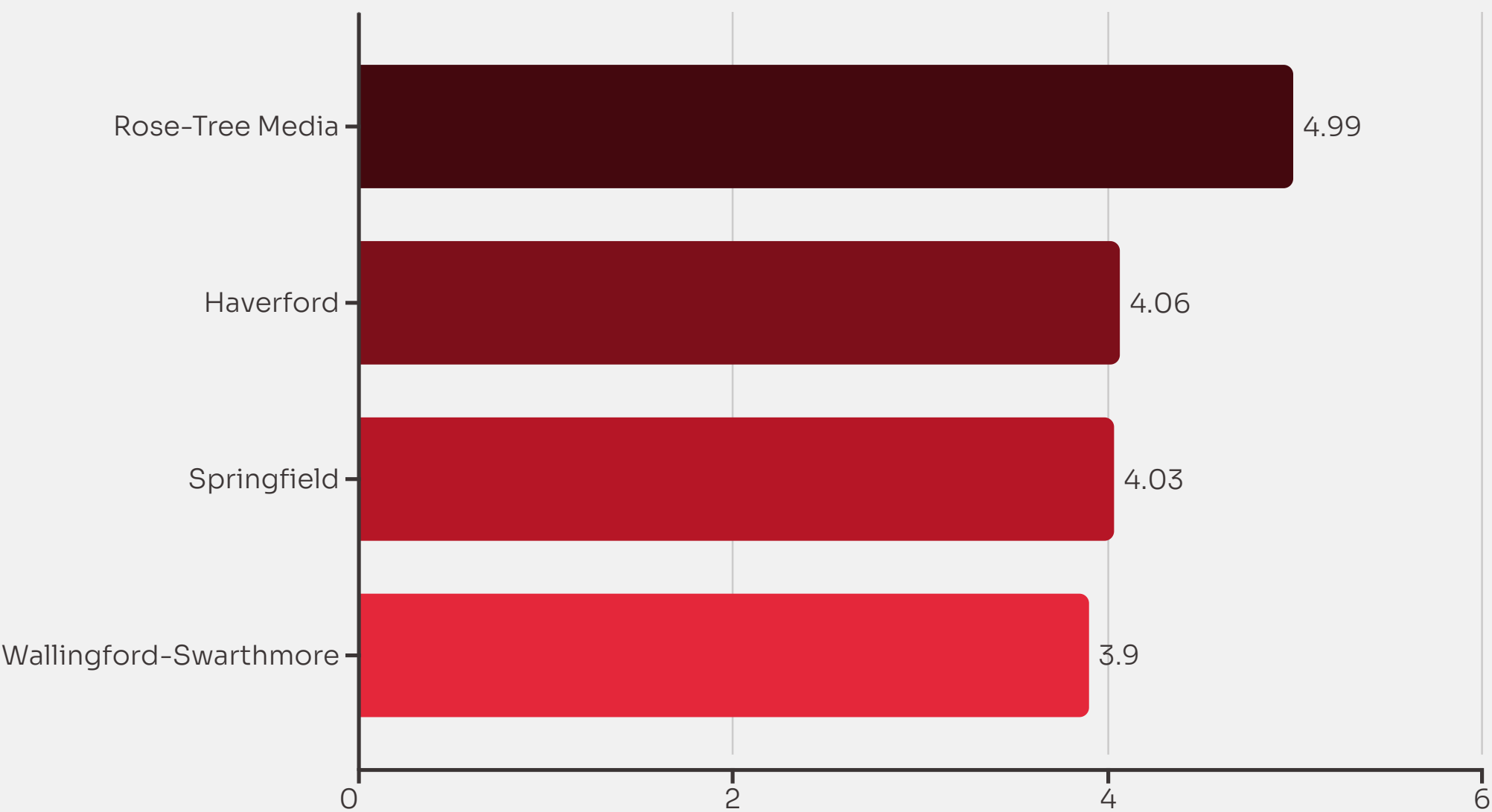
Teacher Contribution

HTEA Member contribution to healthcare coverage

Unfortunately, since January, HTEA has been unwilling to consider any substantive changes to healthcare. The state's limits on tax increases are becoming more restrictive, which will limit future expenditures.

Competitive Contract Comparisons

In the District's proposal, the average salary increase over the course of the contract, which includes earning advanced degrees and experience, is **4.06%**. Here's how we compare to neighboring districts:



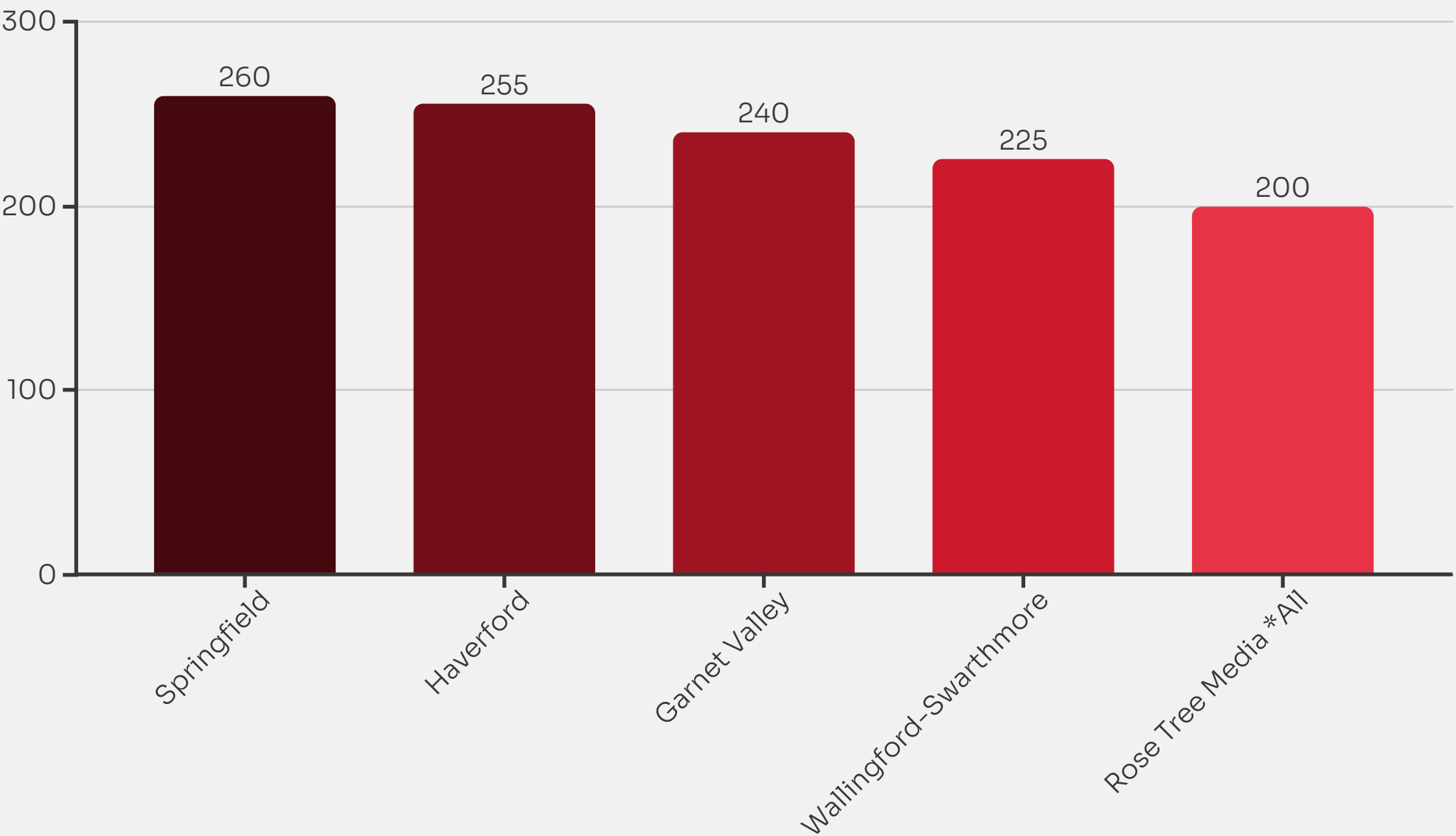
Current Salary Ranges

Our most experienced teachers earn between **\$115,000 and \$121,000** this school year. In some cases, teachers will see salary increases of **\$6,000 to \$8,000** from the prior year.

For detailed salary information, view the [HTEA 2024-25 Salary Matrix](#).

Professional Prep Time

The bargaining team is requesting more teacher-directed time in addition to their planning time. Here's how our elementary planning time in minutes per week compares to neighboring districts:



The district has sought more professional development, more collaboration, and more time with students which HTEA has rejected.

Moving Forward Together

The Board takes great pride in how it compensates and values its staff and believes a more transparent communication with our community is warranted.

As a board, we will continue to make decisions that are **fair, competitive, and focused** on providing an exceptional educational experience.