

RECENT TEACHER CONTRACT SETTLEMENTS

COMPARED TO HEA AND SCHOOL COMMITTEE PROPOSALS

District	% raise over 3 years and health insurance change
Abington	8.25% No change to health care
Ayer-Shirley	9% No change to health care
Franklin	12% No change to health care
Haverhill	10% No change to health care
Malden	9% No change to health care
Medford	8% No change to health care
Middleton	11.25% No change to health care
Waltham	9.75% No change to health care
Winchester	11% No change to health care
Woburn	10.75% No change to health care

Proposal From	% raise over 3 years and other details
School Committee	<ul style="list-style-type: none"> • 7% raise • No change to health care*
School Committee	<ul style="list-style-type: none"> • 7.5% raise • 5% increase in health care contribution by year 3 for educators currently paying 20%**
Proposal From	% raise over 3 years and other details
Harvard Educators Association	<ul style="list-style-type: none"> • 8.25% raise • No change to health care*
Harvard Educators Association	<ul style="list-style-type: none"> • 9.5% raise • 5% increase in health care contribution by year 3 for educators currently paying 20%**
Harvard Educators Association	<ul style="list-style-type: none"> • 8.5% raise • 5% increase in health care contribution by year 3 for educators currently paying 20%** • Longevity incentive for teachers who have taught in Harvard more than 15 years

**Our health care provider was changed from MNHG to MIIA last June which meant an increase in premium costs for many members.*

***Of those teachers who get health insurance through the town, 2/3 already pay 25% of the premiums. Educators hired prior to 2012 pay 20%. The 5% increase for this tier actually means a 25% increase compared to what they are currently paying.*

WE TEACH, WE CARE, BE FAIR

- U.S. News & World Report ranks Bromfield #331 in National Rankings, #9 in Massachusetts, and #54 Nationally in STEM.
 - This ranking is based on performance on state-required tests, graduation rate and how well students are prepared for college.
- U.S. News & World Report ranks Hildreth #95 out of 1,562 elementary schools in Massachusetts.
- Niche ranks Bromfield #3 in Best Public Middle Schools in Massachusetts with an A+ overall grade.
- Below are the MCAS percentile results showing how Harvard compared to all cities and towns in the state in 2022 (99% is the highest result possible).

Grade	3 rd	4 th	5 th	6 th	7 th	8 th	10 th
English	93	95	97	90	89	99	99
Math	81	89	95	98	89	90	98
Science	N/A	N/A	98	N/A	N/A	98	99

<https://profiles.doe.mass.edu/statereport/nextgenmcas.aspx>

SUPPORT HARVARD EDUCATORS

Contact members of the School Committee, Select Board, and Finance Committee and urge them to settle the contract with the HEA as soon as possible.

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