

Recent Teacher Contract Settlements

District	% raise over 3 years	Salary increase summary and other contract details
Abington	8.25%	<ul style="list-style-type: none"> Year 1: 2.5% Year 2: drop step 1 and 2.5%/0.5% split Year 3: drop step 2 and 3.0% raise
Ayer-Shirley	9%	<ul style="list-style-type: none"> Year 1: 2% (add new top step at 2%; drop step 1) Year 2: 3% Year 3: 4%
Franklin	12%	<ul style="list-style-type: none"> Year 1: 4% Year 2: 4% Year 3: 4%
Haverhill	10%	<ul style="list-style-type: none"> Year 1: 4% Year 2: 3% Year 3: 3% \$1,000 boost to top Step 14
Malden	9%	<ul style="list-style-type: none"> 3-year contract with raises of 3%/2% split, 3%, and 2% - Increases in longevity One-time COVID bonuses of \$1,000
Medford	8%	<ul style="list-style-type: none"> Four-year deal increasing the base by 11.5% (2.5%, 2.5%, 2.5%/1% split, 3%) \$1500 bonus for the first 3 years Small increases to longevity
Middleton	11.25%	<ul style="list-style-type: none"> 3.75% / 3.75% / 3.75% \$500 bonus for 2 of those years.
Waltham	9.75%	<ul style="list-style-type: none"> Year 1: \$750 plus 3.25%, and a one-time \$1500 bonus. Year 2: 3.25% Year 3: 3.25%
Winchester	11%	<ul style="list-style-type: none"> Year 1: 3% Year 2: 3% Year 3: 4% / 2% split Added new M+90/Doc column at 1.5% more than M+60.
Woburn	10.75%	<ul style="list-style-type: none"> Year 1: 3.5% Year 2: 3.5% Year 3: 3.75% Year 4: 2.5% / .5% split



Harvard
Educators
Association



Harvard’s Return on Education Investment

- The National Assessment of Educational Progress ranks Massachusetts first in Math and Reading. With Harvard ranked among the best in Massachusetts, Harvard educators are guiding their students to be among the highest performers in the nation.
- 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>

Demographic Peer District Comparison*					
District Name	% Student Meeting or Exceeding Expectations				
	Grades 3-8		Grade 10		Grade 5 & 8
	ELA	Math	ELA	Math	Science
Harvard	73	71	89	81	82
Dover-Sherborn	71	71	71	82	73
Medfield	68	70	68	83	72
Cohasset	67	59	67	67	58
Norwell	62	64	62	84	67
Groton-Dunstable	60	60	60	84	67
Duxbury	59	56	59	74	63
Littleton	56	49	56	74	59
Millis	53	50	53	59	61

*Demographic peers are established by DESE based on population size and demographics.

**Source: Harvard Public Schools FY24 Preliminary Budget (Reformatted)