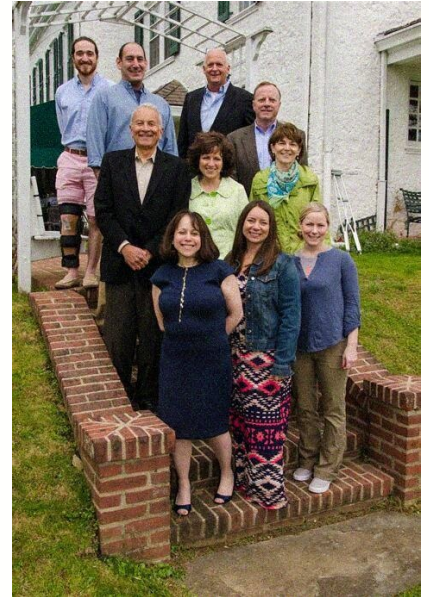
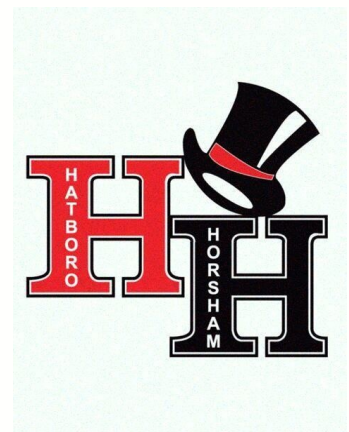


. The Hatboro-Horsham School District and its education association have signed a new three-year contract. The contract will last until June 30, 2026 and will affect nearly 400 staff members, including teachers, counselors, and nurses. The contract includes annual salary increases of 3.7%, 3.3%, and 3.5% for each year. The school district said the contract was a result of respectful and productive negotiations that balanced the needs of the staff and the community. The education association said the contract showed the benefits of cooperation and mutual understanding. The school district can now focus on its other educational goals, such as building a new middle school.



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in Appendix C, which is part of this Agreement. VI. Grievance Procedure The parties agree that grievances, which come from the interpretation of this Agreement, LN1 1104420v9 04/13/11 will be resolved following the grievance procedure in Appendix D. This Agreement includes the following section on job security and progression for teachers in the Hatboro-Horsham School District. VII. Job Security and Job Progression The District will use seniority to decide suspensions or furloughs. Seniority means how long a professional employee has worked in the District as a temporary or permanent employee. The District will also use seniority to demote teachers from full time to part time if needed. The District's decision on demotions is not subject to the grievance or arbitration procedures in this Agreement and Act 195, but to the School Code procedures that are not part of this Agreement. a. Seniority starts from the first day of work after the last seniority break. b. If two or more teachers have the same seniority, the date of approval in the School Board minutes will decide. Teachers hired at the same School Board meeting will have seniority based on the order in the Board minutes, with the first name having more seniority. c. Seniority will continue during furlough and approved leaves of absence, except for child rearing leave that started after September 1, 1985, as in Appendix C, XXXI. d. A teacher who works more than the normal school year will not have more seniority than a teacher who works the normal school year. Also, extra duty contracts will not count for seniority. e. Seniority will end and be lost by any The Hatboro-Horsham School District and the teachers' union (HHEA) agreed on a three-year contract on Monday, February 13. The contract, which lasts until June 30, 2026, affects the salary, benefits and working conditions of nearly 400 staff members, including classroom teachers, special educators, school counselors, and school nurses. The contract came after a year of negotiations with frequent meetings. School district Superintendent Scott Eveslage said that both sides made concessions and worked together to create a fair contract for the community, teachers, and students. The contract includes salary increases of 3.7%, 3.3% and 3.5% in the first, second and third year, respectively. Eveslage said that this was a reasonable compromise, considering the high cost-of-living increases for 2023 and the inflation issue affecting building and construction projects. He said that this agreement would allow them to focus on building a new middle school and other educational priorities. HHEA president Bryan Moore said that the agreement showed the potential of collaboration between labor and management. He said that they found common ground and reached a fair agreement for both teachers and taxpayers. The HHEA members approved the new contract on Monday afternoon, Feb. 13, in a general membership meeting.



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01/10/2024 Student-Teacher-Parent Contract

**Student-Teacher-Parent Contract**

Each student should be helped to reach his/her highest potential for intellectual, emotional and physical growth. To achieve this, the home and school must work together by recognizing and agreeing upon the responsibilities of each party in the learning process.

**As a student, I will be responsible for:**

1. Showing respect and cooperating with all adults at the school.
2. Coming to class on time, prepared to work.
3. Completing all assignments to the best of my ability.
4. Respecting the rights of others to learn without disruption.
5. Showing respect for people and property by not using profanity, stealing or vandalizing.
6. Practicing the rules in the Code of Student Conduct.
7. Spending time at home on daily studying or reading.

Date: \_\_\_\_\_

Student Signature: \_\_\_\_\_

**As a teacher, I will be responsible for:**

1. Providing instruction in a way that will motivate and encourage my students.
2. Providing a safe and positive atmosphere for learning.
3. Explaining assignments so that my students have a clear understanding.
4. Supplying clear evaluations of student progress to students and parents.

Date: \_\_\_\_\_

Teacher Signature: \_\_\_\_\_

http://www.horsham.k12.pa.us/Student-Teacher-Parent-Contract.html

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I. Recognition The Association is the only and official representative for collective bargaining for all employees in the bargaining unit certified by the Pennsylvania Labor Relations Board on January 27, 1972, in Case No. PERA-R- 756-E. UNIT: A subset of the employer unit consisting of teachers, librarians, counselors, nurses, department chairmen, and staff development instructors; and excluding all non-professional employees, supervisors, first level supervisor, and confidential employees as defined by the Act. The bargaining unit members are called "Teachers". II. Term of Agreement This Agreement is effective from the ratification date of this Agreement, unless otherwise stated in this document, and lasts until June 30, 2013. III. Wages and Salary Provisions The parties agree that the wages and salaries affected by the Agreement are correctly shown in Appendix A, which is part of this Agreement, and that the wages and salaries in Appendix A are the ones that will stay in effect for the duration of this Agreement. IV. Other Employee Benefits The parties agree that the other employee benefits under this Agreement are correctly shown in Appendix B, which is part of this Agreement. V. Hours of Work and Other Conditions of Employment The parties agree that the hours of work and other conditions of employment affected by this Agreement are correctly shown in Appendix C, which is part of this Agreement. VI. Grievance Procedure The parties agree that grievances, which come from the interpretation of this Agreement, LN1 1104420v9 04/13/11 will be resolved following the grievance procedure in Appendix D. This Agreement includes the following section on job security and progression for teachers in the Hatboro-Horsham School District. VII. Job Security and Job Progression The District will use seniority to decide suspensions or furloughs. Seniority means how long a professional employee has worked in the District as a temporary or permanent employee. The District will also use seniority to demote teachers from full time to part time if needed. The District's decision on demotions is not subject to the grievance or arbitration procedures in this Agreement and Act 195, but to the School Code procedures that are not part of this Agreement. a. Seniority starts from the first day of work after the last seniority break. b. If two or more teachers have the same seniority, the date of approval in the School Board minutes will decide.

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