



Opportunity. Unity. Excellence.

Upper Darby School Board Unanimously Approve New 4-Year Teacher Contract with the Upper Darby Education Association

The 4-year contract is retroactive to July 1, 2018 and includes increased starting salaries, step movements and maintains fiscal stability for the Upper Darby School District.

Upper Darby, PA – Tonight, the Upper Darby School Board voted unanimously to approve a new 4-year teacher contract. This comes after the Upper Darby Education Association (UDEA) membership overwhelmingly approved the new labor agreement in January. The new contract is effective retroactively from July 1, 2018 through June 30, 2022. The new agreement includes increased starting salaries, step, and lateral movement over the life of the contract. The agreement restores contract certainty to the district’s workforce, brings added fiscal stability to the Upper Darby School District, and improves district operations.

“My #1 priority has been to achieve a teacher contract that recognizes the hard work and dedication of our teachers,” said Dr. Dan McGarry, Interim Superintendent of the Upper Darby School District. “The Upper Darby School District is about opportunity, unity and excellence. This contract provides teachers greater opportunity, unites our school district and ensures our commitment to academic excellence. This agreement represents months of tremendous effort on behalf of our teachers, district negotiation team, and our Board of School Directors. We are excited to have settled a contract that will provide much-needed stability to teachers and our entire school community.”

“I will be proud to support this contract,” said Rachel Mitchell, President of the Upper Darby School Board. “Our great teachers are the heart of Upper Darby schools. This contract benefits our teachers, our students and the entire Upper Darby School District.”

“This agreement took involvement from hundreds and hundreds of UDEA members to be a success,” said Mel Masciantonio, UDEA President. “We are glad it’s come to a positive resolution and look forward to continuing the work to create better learning conditions for our students and working conditions for our faculty. When the opportunity to work together with the district is available to achieve these outcomes, we are happy to be a partner.”

Key provisions of the agreement include:

- Certainty for Upper Darby teachers with a contract through 2022
- Increased starting salaries over the life of the contract
- Step movement for each year of the contract

- Two lateral movements for each year of the contract
- 100% tuition reimbursement for up to six credits per year
- An increased dollar amount for teacher coverage vouchers
- An increased medical contribution over the life of the contract
- An implemented employee premium contribution for prescription coverage