



SCHOOL COMMITTEE

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Superintendent of Schools

November 8, 2023

Dear Members of the Andover Public Schools Community,

We want to provide you with an update on the status of collective bargaining with the Andover Education Association (AEA). The Unit B bargaining teams met tonight, and the School Committee presented a supplemental proposal that included an increase in compensation and partially paid parental leave. The next scheduled session with Unit B is scheduled for November 14.

The next scheduled session with Unit A is also scheduled for November 14 and to continue moving negotiations forward, the School Committee shared a package with AEA leadership this evening.

The package offered to Unit A would provide an approximately \$12,000 cost of living increase to our entry-most educators over the next three years, bringing the base salary to \$58,870 in the 2025-2026 school year. This increase continues to keep us competitive with peer districts and does not include the additional increase to stipends we have proposed.

For 175 of our more senior master's level educators who have already reached the top of the salary table, their salary will increase approximately \$12,000, bringing their annual salary to \$118,882 in the 2025-2026 school year. This proposed increase does not include any additional increase in stipends.

If you have additional questions, please visit the [FAQ](#) on our website.

We are committed to working in good faith with the union to come to a contract that is fair and equitable to all.

We will continue to update the community as often as possible.

Sincerely,

Tracey Spruce
Chair, School Committee
&
Lauren M. Conoscenti, Ph.D.
Vice Chair, School Committee