



SCHOOL COMMITTEE

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Superintendent of Schools

September 22, 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). We heard some concerns that our next Unit B bargaining session, currently scheduled for Monday, September 25, 2023, will prevent individuals from observing Yom Kippur. On Tuesday, we asked if the union might consider rescheduling the bargaining session, and the parties are exploring alternative dates.

Unit B represents our Instructional Assistants (IAs), an important part of our team. To date, we are pleased to say we have made progress on several issues raised by the AEA, and we remain committed to working with the Unit B bargaining team to reach a fair and equitable agreement, including on wages.

As discussed in our update earlier this week, we held negotiations with Unit A this past Monday evening. The session lasted for two hours but unfortunately did not end with an agreement.

During the session:

- Unit A's bargaining team presented its proposal to increase salaries by 16% over 3 years and payment of a \$2500 bonus (reduced from its previous proposal of 16% plus payment of two \$2500 bonuses).
- The School Committee committed to present a proposal with an increased salary offer (up from the current offer of 7% over 3 years) at the next bargaining session on October 11, 2023.

We look forward to continuing to work in good faith to reach a new contract that increases salaries for our valued educators and stays within the budget approved by the Town.

We will continue to update the community when possible, and we want to thank our teachers and staff for their continued dedication to the education of our students.

Sincerely,

Tracey Spruce
Chair, School Committee