



SCHOOL COMMITTEE

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Superintendent of Schools

October 11, 2023

Dear Members of the Andover Public Schools Community,

With the school year in full swing and information flowing to and from schools, teachers, and families and in seemingly every direction, we figured we would join in with an update on our negotiations with the Andover Education Association (AEA). We hope these brief notes provide relevant, timely and up-to-date information and answer any questions you may have about the process to date.

The School Committee and the AEA bargaining teams began meeting in January 2023, holding separate negotiation sessions with Unit A and Unit B. Unit A represents teachers, nurses, guidance counselors, social workers, learning specialists, and OT/PTs. Instructional Assistants (IAs) are represented by Unit B.

The School Committee has two bargaining teams, one working with each unit. The teams are composed of at least one member of the school committee, the Superintendent and other senior administrators, and our counsel.

All meeting dates and times are agreed upon by both parties and negotiations take place in the School Committee conference room, located in the School Administration Building. In accordance with Open Meeting Law, the time and place of each bargaining session is posted at least 48 hours in advance.

Our next scheduled Unit A negotiations meeting will take place today, October 11, at 4 p.m.

As mentioned in our previous community update, we will be presenting the AEA with an increased salary proposal. We look forward to meeting with the AEA, as we continue to work in good faith to reach a new contract that increases salaries for our valued educators and also ensures we meet the many needs of our public schools and live within the budget approved by the Town.

If you have any additional questions about the negotiations process, please visit our [FAQ](#).

We will continue to update the community when possible. Thank you.

Sincerely,

Tracey Spruce
Chair, School Committee