



**SCHOOL COMMITTEE**

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*Superintendent of Schools*

**October 11, 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 A bargaining teams met earlier today to continue contract negotiations.

As promised at the September 18th negotiations meeting, this afternoon the School Committee presented the AEA with an increased compensation package that includes:

- A 9.65% pay increase over the three years of the contract, including the removal of step two of the salary grid and a one-time \$2,000 increase of the top step in the Masters Degree +75 credits lane.
  - For approximately 25% to 30% of our teachers at the top step in the Master's +75 credits lane, their salary in year one of the contract will be \$112,058.
- A 9.5% increase to stipends over the three years of the contract.

The School Committee also presented the AEA with a package proposal that included an additional 10 minutes per day of elementary prep and planning time.

We have since learned that the AEA approved a Work-to-Rule action, set to begin on Friday, October 13, 2023. We are in the process of determining the impact the Work-to-Rule action will have on students and families. In general, Work-to-Rule actions mean educators work strictly to the terms that are outlined in their [most recent contract](#).

We remain hopeful the union will respond to today's offer at our next meeting and we will soon have a successor agreement. We appreciate the support from the Andover community during this process. For more information on the negotiations process, please visit our [School Committee website](#). We will provide an update as new information becomes available.

Sincerely,

Tracey Spruce  
Chair, School Committee