

# SCHOOL ADMINISTRATIVE UNIT THIRTY-NINE

Amherst, Mont Vernon, and Souhegan Cooperative School Districts

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## **Amherst School District/Amherst Education Association** Agreed Upon Collective Bargaining Agreement with Amherst Education Association To appear on the March 10, 2026 warrant

### **Frequently Asked Questions**

- *What positions are covered under this agreement with Amherst Education Association (AEA)?*  
For the purpose of this contract, the term teacher includes classroom teachers, library media specialists, speech therapists, occupational therapists, school psychologists, school counselors, Board Certified Behavior Analysts, and nurses. This agreement covers 148 teachers.
- *What is the status of the current contract?*  
The teachers are in the final year of a three-year agreement.
- *What is the length of the proposed contract?*  
One year
- *Why is the contract for only one year?*  
The school board and AEA's negotiating teams worked hard to come to a multi-year agreement. The parties were not able to agree on the terms of a multi-year agreement. A one-year bridge contract was agreed on as the best path forward from this negotiation session. Both teams look forward to a fresh start in the spring.
- *What are the key financial aspects of the agreement?*
  - A 3% increase to the salary schedule.
  - Elimination of the \$30,000 medical trust
  - Increases in longevity stipends as follows:
    - For teachers with 12-15 years of experience: \$900 - \$1,150
    - For teachers with 16 or more years of experience: \$1,800 - \$2,325
- *What are the educational gains in this contract?*  
The key gain is the conversion of a professional development (PD) day to an additional instructional day. This added teaching day supports the educational goals articulated in the SAU-adopted *Framework for Success*.
- *What is the cost of the agreement to appear on the warrant?*  
The total cost is \$655,017, which translates to an estimated tax increase of \$0.27 cents per \$1,000 of property valuation.

- *What changes are there to health insurance?*

The **employee share** of the deductible amount increases for the following plans:

	Plan	Single	Two-Person	Family
1	Site of Service Plan (most popular plan)	Increase of \$500	Increase of \$1,000	Increase of \$1,500
2	High-Deductible Plan	Increase of \$250	Increase of \$500	Increase of \$500

This increase supports the board's goal of taking a consumer-based approach to health insurance.

- *What other changes are in the contract?*

Three minor changes were made to agreement language: the recognition clause will be edited, the agency fee article will be eliminated, and the notification process has been revised following a change in vendor.

- *What happens if this contract does not pass?*

If this contract does not pass, the current contract remains in effect. About 30 teachers will fall two steps behind on the salary schedule, and another 85 will fall one pay step behind on the salary schedule. The instructional time and health care gains will not take effect. The ability to attract and retain high-quality faculty will be in jeopardy.

- *Summary*

This one-year contract is important. Teachers receive a compensation increase and make progress on the salary schedule. The changes in instructional time and health insurance deductibles are good for students and taxpayers. The School Board and AEA remain committed partners in improving our children's educational experience.