



Joint Announcement  
**2024-2025 APS/ATF Negotiations**  
For Mutual Release July 10, 2024, 3:00 pm

Following months of extensive collaborative efforts, the Albuquerque Teachers Federation and Albuquerque Public Schools are pleased to announce this year's negotiation agreements, including salaries and differentials. The results are a testament to our shared goal of continuing to build a transformative school district.

Because we are entering the second year of our two-year contract, this year's negotiations were focused on salaries and contract cleanup/language clarifications.

Employees working a 188-day contract for the 2023-2024 school year will move to a 190-day contract for the 2024-2025 school year with a 3% increase. Two more paid days plus the increase brings the average APS educator salary to just above \$67,000\*. Adding in benefits and retirement, the full compensation package is worth approximately \$93,000.

Last year, we worked together to negotiate increases to athletics differentials. This year we were able to address differentials for fine arts. Included in these changes is an unprecedented extended contract of ten (10) paid days for high school marching band directors who conduct a 2-week band camp.

This year's increase in fine arts differentials underscores that the arts are essential to all the Board's goals and addresses, in particular, Guardrail 3 (High-Quality Curriculum and Instruction) and Guardrail 4 (Family and Community Engagement).

We look forward to releasing full details soon followed by a ratification vote by employees and the Board of Education as we return to school in early August.

\* All APS TOPS schools will also work a 190-day year and receive the 3% raise. The base rate in TOPS sites is based on an extended-day contract for the 2024 -2025 school year.