



## SCHOOL COMMITTEE

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**Magda Parvey, Ed.D.**  
*Superintendent of Schools*

August 29, 2023

Good afternoon APS families,

Backpacks are being packed, first day of school clothes are being laid out, and nerves are being calmed on the evening of students' first day of school. We hope all of our students, faculty, and staff have a wonderful first day tomorrow.

As we begin an important new year for our students, families, and school district, the members of the School Committee want to share some information about one of the School Committee's main responsibilities, collective bargaining. Earlier this year, we negotiated and quickly settled wage agreements with our food services and custodian unions. We thank their bargaining teams for their partnership and collaboration during those processes. We anticipate beginning to negotiate a successor agreement with our administrators' union (which includes assistant principals and program coordinators) and look forward to completing that process in an equally collaborative and efficient manner.

Since January, we also have been negotiating with the Andover Education Association, which represents the district's two largest unions, Unit A (teachers, nurses, occupational and physical therapists) and Unit B (instructional assistants) to settle new collective bargaining agreements before the current agreements expire this Thursday (August 31). We have met with these units a total of 20 times since January (10 with Unit A and 10 with Unit B), most recently during 3-hour sessions with each unit on August 10. Progress has been steady but slow, and we remain optimistic we can reach a fair and reasonable agreement. We are committed to continuing our ongoing efforts to bargain in good faith with each union as the school year begins. We are similarly committed to entering into collective bargaining contracts that allow us to provide our students with a top-notch education consistent with the expressed desires of our community as well as state and federal requirements. We envision these contracts will:

- Recruit and retain talented and dedicated staff,
- Be financially sustainable,
- Use taxpayer dollars responsibly,
- Enable us to address the many competing needs of the district, and
- Allow us to execute the district's [Strategic Roadmap](#), consistent with our Mission, Core Values, and Vision and delivery of our [Desired Daily Experiences](#).

Our guiding principle is, as always, **what is best for Andover Public School students** – and this will remain the cornerstone of our approach to bargaining as negotiations proceed.

We wish all of you the best as you kick off a new school year.

Sincerely,

Tracey Spruce  
Chair, School Committee