



**SCHOOL COMMITTEE**

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*Superintendent of Schools*

September 27, 2021

The Department of Labor Relations (“DLR”) has issued its decision in the unfair labor practice charge based on the 2019 South School hostile workplace investigation, case numbers MUP-19-7730 and MUP-19-7736. The Hearing Officer’s Decision dated September 27, 2021 can be found in its entirety [HERE](#).

The DLR found the Andover School Committee did not violate G.L. 150E in 15 of the 18 claims against the Committee and dismissed those 15 claims. The DLR found 3 violations by the Committee of G.L. c. 150E, as outlined in the Conclusion beginning on page 36 of the decision.

As a remedy to the 3 violations, the DLR ordered the Committee to take certain actions as defined in the “NOTICE TO EMPLOYEES” found at the end of the decision document. The Andover School Committee has complied with its obligations as directed in the ruling.

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