



SCHOOL COMMITTEE

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For Immediate Release
January 19, 2023

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Andover School Committee and Superintendent Reach Successor Contract Agreement
Agreement Provides Long-Term Stability to the District’s Students and Staff

Andover, Mass. – The Andover School Committee is pleased to announce that it has reached an agreement with Dr. Magda Parvey, superintendent of Andover Public Schools, for a successor employment contract to commence on July 1, 2023, for a term of six years, the maximum contract term for Massachusetts superintendents.

During Dr. Parvey’s first-year evaluation at the June 27, 2022 School Committee [meeting](#), Vice Chair Tracey Spruce expressed confidence in Dr. Parvey’s leadership and recommended the Committee consider extending the superintendent’s contract beyond the initial end-date of June 30, 2024. Tonight’s vote confirms the School Committee’s confidence in Dr. Parvey’s leadership by extending her employment until June 30, 2029.

“The Committee is thrilled to have Dr. Parvey as a long-term partner,” notes School Committee Chair Susan McCready. “Her leadership in the coming years will ensure stability for the district and advance the necessary work in curriculum development, communications, and consistency across the district that Dr. Parvey has begun with administrators, faculty and staff during her first 18 months as the leader of APS. Dr. Parvey has assembled a talented team to support our educators, and most importantly, our students and families.”

During Dr. Parvey's tenure with the district, she has focused her efforts on outreach to the APS staff, students, families, and the greater community, recruited an administrative team of educational leaders, initiated a cohesive curriculum development process, navigated the health and safety of our students and staff during the pandemic, promoted civility and relationship building, increased mental health supports for our students, and focused efforts to build equity within the APS community. In addition to her work to strengthen the district’s educational opportunities and culture, she is the leader for the district’s major building projects, collective bargaining, operating budget, capital improvements, and the ongoing safety and security of all school buildings. Dr. Parvey has oversight of ten school buildings and over 1,100 APS staff members, along with responsibility for approximately 5,600 students.

“I’m appreciative to the School Committee for their confidence in my work,” adds Dr. Parvey. “As a community, we have accomplished a lot in my first year and a half in the district. I look forward to providing consistent practices, increased accountability, sustainability and stability for our students and staff in partnership with the School Committee. Securing long-term leadership for the district reflects the Committee’s commitment to our school community and families.”

The School Committee seeks to ensure stability in the district at a time when quality superintendents are in high demand. Currently, there are approximately 35 active superintendent searches in Massachusetts out of 275 positions, with additional vacancies expected this year. The demanding nature of the job combined with the COVID-19 pandemic are factors that have contributed to a downward trend in superintendent tenure in Massachusetts and nationally. A 2021 study by the [Rennie Center for Education Research & Policy](#) also highlights the gap in educational leadership in the Commonwealth.

As part of the contract negotiations, the School Committee performed due diligence by examining compensation and benefits data from comparable districts while working within the district’s budget planning process. Beginning July 1, 2023, Dr. Parvey’s compensation for fiscal year (FY) 2024 will be \$228,000 and maintains other terms and benefits of her original contract. For FY2025 and 2026, compensation will be \$234,000 and \$240,000 respectively. FY2027 - FY2029 compensation will be determined during the school year based on her annual performance, superintendent salary comparables, and the operating budget process. Compensation will also include an annuity contribution beginning in the second contract year.

“Prior to her official start in July 2021, Dr. Parvey was committed, energetic and ready to work on behalf of the district. She has been a dedicated, high-performing leader every day since,” adds McCready. “The Committee recognizes this type of leadership is rare and valuable. We are confident that with her guidance and expertise, the district is moving in a direction to ensure positive outcomes for our students.”

“It is an honor to serve our students, staff, and families as the superintendent of the Andover Public Schools,” says Parvey. “Since arriving in Andover, I have been humbled by the community’s commitment to engagement and excellence on behalf of our students. In the coming years, I look to strengthen the opportunities to promote higher learning for our students and staff.”

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