CONTRACTUAL AGREEMENT
BETWEEN
ANDOVER REGIONAL BOARD OF EDUCATION
AND
ANDOVER REGIONAL ADMINISTRATORS ASSOCIATION
July 1, 2026- June 30, 2029

INTRODUCTION

The Andover Regional Board of Education and the Andover Regional Administrators Association (ARAA) recognize that both benefit from a close and cooperative relationship. ARAA are management and inherent in their positions is a mutually inclusive positive relationship with the Board.

ARAA is responsible for administering daily operations, policies and supervising staff and programs in a timely and efficient manner.

Accordingly, it is recognized that:

1. ARAA is part of the management team and are viewed as the instructional leaders of their buildings.
2. The Board and ARAA are mutually aligned in the development and implementation of sound educational practices.
3. As management, ARAA enjoys managerial prerogatives inherent in their position. ARAA are cognizant of their duties and responsibilities and will devote undiminished attention and energy to district concerns. For time expended beyond the typical day, ARAA will make no claim. For time reduced from a typical day, the Board will make no claim. Mutual trust exists.

THIS COLLECTIVE NEGOTIATION AGREEMENT (AGREEMENT) is made and entered into this 1st day of July, 2026, by and between the ANDOVER REGIONAL BOARD OF EDUCATION, of the Township of Andover, County of Sussex, with offices located at 707 Limecrest Road, Newton, New Jersey, 07860 (hereinafter referred to as the "Board"), and the Andover Regional Administrators Association (hereinafter referred to as the ARAA members).

THIS AGREEMENT replaces and supersedes all prior agreements between the Parties hereto. Signature to this contract constitutes assent to a rescission of any and all prior agreements as well as agreement to the terms thereof.

WHEREAS, the Board desires to provide the ARAA members with a written agreement so as to describe specifically their employment relationship and to serve as the basis of effective communication between the ARAA members and the Superintendent, as the Board's agent, and the Board as they fulfill their administrative functions in the operation of the education program of the schools;

NOW, THEREFORE, the Board of Education and the ARAA members, for the consideration herein specified, agree as follows:

ARTICLE I - RECOGNITION

A. The Andover Regional Board of Education, in accordance with the privilege extended by the Public Employment Relations Commission in N.J.A.C. 19:11-3.1, grants recognition to the Andover Regional Administrators Association as the sole representative for collective negotiations as a bargaining unit for the administrative personnel noted below who work 10 or 12 months per year.

INCLUDING : Administrative personnel employed by the Andover Regional Board of Education in the school buildings including but not limited to; Principals and Supervisors. More specifically Supervisor of Curriculum, Instruction, and Assessment; and Supervisor of Special Services.

B. Unless otherwise indicated, the term "administrator" when used hereinafter in this agreement shall refer to all administrators represented by the ARAA.

ARTICLE II - NEGOTIATIONS PROCEDURE

A. The parties agree to enter into collective negotiations over a successor agreement in accordance with Chapter 123, Public Laws 1974, at which time both parties shall submit their complete proposals. The present contract will remain in force until a new contract is signed and executed. Any agreement so negotiated and ratified shall apply to all ARAA members identified under recognition, be reduced to writing and be signed by the ARAA and the Board. Retroactive pay will be granted to all ARAA members should the contract negotiations extend past the current contract year.

B. This agreement shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.

C. All proposals may be mutually exchanged at the first scheduled negotiation session or at an earlier date as agreed upon by both parties.

ARTICLE III - ADMINISTRATIVE DUTIES

A. The ARAA member shall report directly to the Superintendent. The duties of the ARAA member shall be performed in accordance with the Laws of the State of New Jersey Rules and Regulations adopted by the State Board of Education, Board policies and in accordance with the job description for their respective positions. The parties agree that the Board shall not hold any discussions regarding the ARAA members unless said member is given written notice at least 48 hours in advance, is given the opportunity to address the Board and is permitted to have a representative of his/her choosing to speak on his/her behalf. In addition, the Board shall not hold any discussions with regard to ARAA members' performance, or that may adversely affect his/her employment in public session, unless ARAA member requests that such discussions be held in public session, pursuant to the Open Public Meetings Act.

B. The ARAA members are part of the management team. As management, the ARAA members enjoy managerial prerogatives inherent in the position.

ARTICLE IV - GRIEVANCE PROCEDURE

A. Definition

1. "Grievance" shall be defined as a complaint or claim that there has been an improper application, interpretation or violation of any of the terms and conditions of this contract.

2. An aggrieved person is the person or persons of the ARAA making the claim.

B. Purpose

The purpose of this procedure is to secure, at the lowest possible level, resolution to disputes involving the terms and conditions of employment, which may, from time to time, arise affecting ARAA members. Both parties agree that these procedures will be kept informal and confidential.

C. Procedure

1. Time limits – Parties must initiate this procedure within 30 calendar days of the alleged occurrence. The number of days indicated at each level should be considered as a maximum and every effort should be made to expedite the process. The time limits specified may, however, be extended by mutual agreement. Extension to September is available if requested by either party and if a grievance is filed near to the end of the school year.

2. Level One – Superintendent/CSA – An ARAA member with a grievance shall first discuss it with his/her Superintendent/CSA either directly or through the ARAA's designated representative, with the objective of resolving the matter informally. If no informal agreement is reached, the grievant will place the grievance in writing and state the sections violated, date of occurrence and relief sought. The presentation of the grievance in writing will be responded to by the Superintendent/CSA within five (5) school days.

3. Level Two – Board of Education – If the aggrieved person is not satisfied with the disposition of his/her grievance at Level 1, or if no decision has been rendered within five (5) school days after the presentation of the grievance, he/she may file the grievance in writing with the ARAA within five (5) school days after the decision at Level 1 or ten (10) school days after the grievance was presented in writing, whichever is sooner. Within five (5) school days after receiving the written grievance the ARAA may refer it to the Board of Education and attach the written grievance and Superintendent decision to the Board, who shall hear said grievance no later than the next scheduled Board meeting and a written decision shall be provided to the ARAA within five (5) school days from the Board informal hearing of the matter. The aggrieved person, the grievance committee and/or other representatives may attend.

4. Level Three – Arbitration

    a. If the aggrieved person is not satisfied with the disposition of his/her grievance at Level 2, or if no decision has been rendered within 10 school days after the Board meeting in which the grievance should have been heard, he/she may within five (5) school days after a decision by the Board of Education or 15 school days after Board meeting subsequent to the grievance being delivered to the Board, whichever is sooner, request in writing that the ARAA submit its grievance to arbitration. If the ARAA determines that the grievance is meritorious, it may submit the grievance to arbitration within 15 school days after receipt of a request by the aggrieved person.

    b. The parties agree to use the Public Employment Relations Commission as the administering agency and shall be bound by the rules and procedures of the Public Employment Relations Commission.

    c. The arbitrator's decision shall be in writing and shall be submitted to the Board and the ARAA and shall be binding.

    d. The costs for the services of the arbitrator, including per diem expenses, if any actual and necessary travel, subsistence expenses and the cost of the hearing room shall be borne equally by the Board and the ARAA. Any other expenses incurred shall be paid by the party incurring the same.

D. Rights of ARAA Members to Representation

    1. ARAA members – Any aggrieved person may be represented at all stages of the grievance procedure by representative(s) selected or approved by the ARAA.

E. Miscellaneous

    1. Group Grievance – If, in the judgment of the ARAA, a grievance affects a group or class of administrators in the District that ARAA may submit such grievance in writing to the Superintendent/CSA. The ARAA may process such a grievance through all levels of the grievance procedure even though the aggrieved person does not wish to do so. Group grievances will identify the class or category of ARAA members affected.

    2. Written Decisions – Decisions rendered at level one, which are unsatisfactory to the aggrieved person and all decisions rendered at levels two of the grievance procedure shall be in writing setting forth the decision and the reasons therefore and shall be transmitted promptly to the ARAA. Decisions rendered at level three shall be in accordance with the procedures set forth in section C.4c of this Article.

    3. Separate Grievance File – All documents, communications and records dealing with the processing of a grievance shall be filed in a separate grievance file and shall not be kept in the personnel file of any of the participants.

4. Forms – Forms for filing grievances, serving notices, taking appeals, making reports and recommendations and other necessary documents shall be prepared jointly by the Superintendent/CSA and the ARAA and given appropriate distribution so as to facilitate operation of the grievance procedure.

5. Meetings and Hearings – All meetings and hearings under this procedure shall not be conducted in public and shall include only such parties in interest and their designated or selected representatives, heretofore referred to in this Article and other fact witnesses necessary to affirm or deny the grievance claims.

ARTICLE V - ARAA EXCLUSIVE RIGHTS

A. The rights and privileges of the Association and its members as set forth in this Agreement shall be granted only to the ARAA as the exclusive representative of the ARAA administrators, as defined in the unit, and to no other organization.

B. The ARAA Administrators and their representatives may have the right to use school buildings and office equipment for meetings and preparation of association materials, providing the facility is available on request through the Central Office before 8:00 a.m. and after 4:00 p.m.

ARTICLE VI - ARAA MEMBERS RIGHTS AND PRIVILEGES

A. Pursuant to Chapter 123, Public Laws 1975, the Board hereby recognizes the ANDOVER REGIONAL ADMINISTRATOR'S ASSOCIATION (now known as the ARAA) as the exclusive and sole representative for collective negotiations concerning the terms and conditions of employment. The Administrators of the Board shall have the right to freely organize, join and support the ARAA and its affiliates for the purpose of engaging in collective negotiations and other concerted activities for mutual aid and protection. The Board shall not discriminate against any Administrator with respect to hours, wages, or any terms of conditions of employment by reason of his/her membership in the ARAA and its affiliates, his/her participation in any activities of the ARAA or its affiliates, collective negotiations with the Board, or his/her institution of any grievance, under the Agreement or otherwise with respect to any terms or conditions of employment.

B. Nothing contained herein shall be construed to deny or restrict to any Administrator such rights as he/she may have under New Jersey School Laws or other applicable laws and regulations. The rights granted to Administrators here shall be deemed to be in addition to those provided elsewhere.

C. No Administrator shall be disciplined without just cause.

D. All Administrators will be provided with a job description.

ARTICLE VII - EMPLOYMENT PROCEDURES/TERMINATION/NON-RENEWAL

Individual annual employment contracts may be terminated by:

(a) suspension or revocation of the ARAA member certificate, making the administrator's contract null and void,
(b) unilateral termination by the ARAA member upon, sixty (60) days written notice to the Superintendent,
(c) notification of non-renewal in writing by the Board to a non-tenured ARAA member, at least ninety (90) days prior to the expiration of an individual annual employment contract, of the Board's intent not to renew the administrator's employment contract. The Board agrees that, it shall not unilaterally relieve the ARAA member of his/her duties during the term of an individual annual employment contract, without just cause.

ARTICLE VIII - ARAA MEMBERS EVALUATION

A. Each member of the ARAA Administrative Staff shall be evaluated by the superintendent as per state code to be followed in each instance by a written evaluation report and by a conference between the ARAA member and superintendent for the purpose of identifying deficiencies, strengths, and extending assistance for their correction as per Board policy.

B. All monitoring or observation of the work performance of an ARAA member shall be conducted openly and with full knowledge of the ARAA member.

C. No written evaluation report shall be submitted to the central office, placed in the ARAA member's personnel file, or otherwise acted upon without a prior conference with the Administrator. The written evaluation report shall be discussed with the Administrator within ten (10) school days following the completion timeline and the established dates. The Administrator shall sign the evaluation to acknowledge receipt and opportunity for conference. Such signature shall not necessarily indicate agreement with the contents of the evaluation.

Non-tenured observation and summative dates to be completed by:

Round 1: October 31st
Round 2: January 31st
Round 3: April 16th
Summative: June 15th

Tenured observation and summative dates to be completed by:

Round 1: January 31st
Round 2: April 16th
Summative: June 15th

ARTICLE IX - TUITION REIMBURSEMENT

For the 2026-2029 school years, all members of the ARAA will receive tuition and/or programmatic fee reimbursement based upon the current Rutger's rate. No one individual will be reimbursed for more than 15 credits per school year. Only courses/programs leading to licensure or certification that benefit the District as determined at the sole discretion of the Superintendent, will be considered.

ARTICLE X - TRAVEL ALLOWANCE

ARAA members will receive an annual travel stipend in the amount of $1,500 for Administrators to travel by personal vehicle on official business. All Administrators who receive travel stipend are to submit copies of the following documentation: Driver's License; Vehicle Registration; and Vehicle Insurance Card which shall be kept on file with the Business Administrator. The documentation must be valid and current. Failure to provide valid and current documentation shall be cause to suspend and/or terminate receipt of travel stipend payments. Travel stipend shall include travel within the District during the school day, as well as, professional development opportunities.

ARTICLE XI - PROFESSIONAL DEVELOPMENT

The Board and Superintendent encourage the continuing professional development of the ARAA members through their participation, with the prior approval of the Superintendent, in, e.g., conferences, seminars, informational meetings, county roundtables, and visits to other institutions which will enhance the skills of the ARAA members and/or which provide information and training needed by the district. When an ARAA member elects to attend professional development and his/her attendance has been approved by the Superintendent, the cost will be deducted from his/her annual expense account not to exceed $2,000 each. When an ARAA member is directed to attend professional development by the Superintendent, the Board agrees to pay for the cost incurred by the Administrator and no costs shall be deducted from the Administrators expense account. Cost shall include all necessary travel reimbursement, registration and meal expenses associated with the Administrator's participation in the professional development activities within the limitation of State laws.

ARTICLE XII - MEMBERSHIP FEES

The Board shall pay the full cost of the ARAA members membership fees in local, state, and national professional organizations which the Superintendent and the ARAA members agree are necessary to maintain or improve the ARAA member's professional skills, provided such expenses do not exceed $2,500 per Administrator. Unused funds from this account shall not accumulate from year to year. Administrators shall not be entitled to reimbursement under this Article for dues to a majority representative organization or affiliates such as ARAA, P.C.E.A; N.J.E.A, and/or N.E.A.

ARTICLE XIII - COMPENSATION

During the term of this Agreement, tenured Administrators shall not be reduced in salary and benefits without just cause. No changes to this agreement may be made except in writing and by mutual agreement of the Board and ARAA. Any increases in the workload are subject to mandatory negotiations.

A. **Salary**

The Board shall provide the following salary as part of all ARAA members compensation:

1. **Salary.** The Board shall pay all ARAA members an annual base salary of:

Compensation for the 2026-2027 school years shall be as follows:

Positions	2026-2027
LPS Principal	$149,799
FMB Principal	$143,435
Supervisor of Curriculum, Instruction and Assessment	$120,785
Supervisor of Special Services	$116,611

For the 2027-2028 school year, each member of the ARAA shall receive an increase of 3.4% based on the 2026-2027 school year.

For the 2028-2029 school year, each member of the ARAA shall receive an increase of 3.5% based on the 2027-2028 school year.

This annual base salary rate shall be paid to all ARAA members in accordance with the schedule of salary payments in effect for other certified ARAA members.

The Starting Salary of newly hired ARAA members will be determined through agreement between the new hire and the Board of Education.

2. **Educational Compensation.** All members of the ARAA who earn MA+45 will be compensated an additional $2,500.00 added to the base salary one (1) time, thus increasing the base salary upon which future increases will be based; those members of the ARAA who earn an Ed.D or PhD will be compensated an additional $3,000.00 added to the base salary one (1) time, thus increasing the base salary upon which future increases will be based. Official transcripts must be submitted providing proof of satisfactory completion of appropriate coursework. If MA+45, Ed.D or PhD is acquired during the current school year, compensation will be effective at the start of the next school year.

3. **Longevity**. All members of the ARAA who are employed by the district for a minimum of 4 years and upon receiving tenure shall receive an annual longevity payment. Members will start accruing longevity in the start of the 5th year of employment, over and above the salary guide, according to the stipend schedule as follows:

    a. 5-9 years $1,000
    b. 10-14 years $1,500
    c. 15-19 years $2,000
    d. 20-24 years $2,500
    e. 25-30 years $3,000

4. **Special Projects.** $1,500 stipend for each administrator for each year (2026-2027, 2027-2028 & 2028-2029) of this three-year contract, as a means to sunset the special projects in the 2020-2023 contract. This $1,500 stipend will not be made available to ARAA members hired after June 30, 2026.

5. **Overnight Trips and Activity/Event Supervisory Stipends.** Any ARAA member required to chaperone/attend an overnight class trip will be compensated for their time at $150 per night.

B. **Leaves of Absence**

The Board shall provide the following leaves of absence as part of the ARAA members compensation:

1. **Vacation.** All untenured 12 month ARAA members shall be granted twenty (20) vacation days annually, all of which shall be available to the 12 month ARAA member on July 1st of each year. Ten (10) vacation days accrued in a given year because of business demands shall be granted that accrued leave only during the next succeeding year with permission of the Superintendent. The 12 month ARAA members shall be permitted to take vacation days at any time.The Board, through its business office, shall be responsible for maintaining written documentation of the 12 month ARAA members earned, used and accrued vacation days. In the event of an unpaid leave of absence for any reason, the 12 month ARAA shall be permitted to be paid during that time for any unused accumulated vacation time at his/her option. Upon receiving tenure, 12 month ARAA members will receive 25 vacation days.

2. **Holidays.** The 12 month ARAA members shall be entitled to thirteen (13) paid holidays each year, to be set annually at the re-organizational meeting. Additionally, all ARAA members shall be entitled to one (1) floater holiday.

3. **Sick Leave.** All ARAA members shall receive twelve (12) days sick leave annually with pay. The unused portion of such leave, at the end of each school year, shall be cumulative in accordance with the provisions of Title 18A.

4. **Personal Leave.** All ARAA members shall be granted six (6) days of personal leave annually with pay for personal matters which require absence during school hours, to be used at his/her discretion. Unused personal days shall convert to accumulated sick

leave at the end of each school year and said accumulated sick will not accrue more than 15 days of sick leave at the end of the year as per 18A:30-7.

5. **Bereavement Leave.** All ARAA members shall be granted five (5) days of absence with pay for the death of an immediate family member. The term "immediate family" shall include spouse, child(ren), mother, mother-in-law, father, father-in-law, sister, sister in-law, brother, brother in-law, daughter in-law, son in-law, grandparent(s), and grandchild. The time must be used immediately following the death of the family member or friend, unless circumstances do not allow for it. An absence due to the death of any other family member of the ARAA member or a close friend shall be allowed with pay for the required period not to exceed one (1) school day per event. This may be extended by the Board upon request, as approved by the Superintendent of Schools.

6. **Family Illness.** All ARAA members shall be granted four (4) days of leave annually with pay for the illness of an immediate family member; cumulative to a maximum of four (4) annually.

7. **10 Month ARAA members.** All 10 month ARAA members will continue to follow the teacher's calendar during the school year and will work 20 additional days (to be used over the summer months, school breaks, and/or holidays at the discretion of the Superintendent). Any days worked beyond the 20 days will be compensated at the per diem rate at a maximum of ten days with the written permission of the Superintendent.

C. **Insurance**

The Board shall provide, as part of the ARAA members compensation, the following medical insurance to which the ARAA member shall contribute to the payment of health benefits coverage at the Tier IV, Chapter 78, PL 2011 contribution rates, unless THE ARAA member chooses the equivalent NJ Educator's plan then the ARAA member shall pay statutory percentages according to salary:

1. **Major Medical/Hospitalization**. The Board shall provide the ARAA members with medical insurance plans, with full family coverage, consistent with that provided to other professional ARAA members of the district. The ARAA members may waive coverage in any of the health benefit plans (medical and prescription), in accordance with procedures established by the Board. The ARAA members may be paid an amount for waivers which payment cannot exceed the lesser of twenty-five percent (25%) of the amount saved by the local unit as a result of the waiver, or $5,000.

2. **Prescription Plan.** The Board shall provide the ARAA members with a prescription program, with full family/dependent coverage, consistent with that provided to other professional ARAA members of the district. If the ARAA member chooses to waive medical coverage but retain prescription coverage, the

ARAA member shall pay the premium costs for such coverage as set forth in Chapter 78, PL 2011 regulations.

3. **Dental Care.** The Board shall provide the ARAA member with a program of dental care, with full family/dependent coverage, consistent with that provided to other professional ARAA members of the district. The ARAA member may waive said coverage and will be paid an amount equal to 25% of the savings for the waiver of coverage or $700, whichever is less.

The Board may change insurance carriers provided the ARAA is given the opportunity to examine the proposed policy and the Board documents that the replacement is equal to or better than the existing level of benefits of the base plan offered to ARAA members.

ARAA members who retire from the school district will be permitted to purchase the insurance benefits provided in Section C above to the extent allowed by the carrier. The ARAA member shall pay the premium cost prior to the premium due date.

The threshold eligibility for insurance coverage is 30 hours per week.

D. Indemnification

The Board agrees that it shall defend, hold harmless and indemnify ARAA members from any and all demands, claims, suits, actions and legal proceedings of any kind brought against ARAA members for any act or omission arising out of the and in the course of the performance of the duties of their office or position. Pursuant to N.J.S.A. 18A:16-6 and 6.1. The Board further agrees to cover ARAA members under the Board's liability insurance policies and plans.

E. Separation from Service

ARAA members shall also receive the following as part of compensation upon separation from employment with the district.

1. **Sick and Vacation Days**
   a. Upon any ARAA member's separation from employment with the district, the Board will pay for any unused, accumulated vacation days at the current per diem rate per day (1/260th of annual salary per day) within thirty (30) days of the contract end date, not to exceed $15,000.
   b. Upon retirement and notice to the Board, 100 days of unused sick days will be reimbursed, at the current per diem rate per day (1/260th of annual salary per day) for 12 month employees. Upon retirement and notice to the Board, 100 days of unused sick days will be reimbursed, at the current per diem rate per day (1/200th of annual salary per day) for 10 month employees. Reimbursement for sick days shall be consistent with the law in effect at the time this contract is signed. Such payment shall not exceed the greater of 100 days and/or $15,000, according to state law.
   c. If any ARAA member dies before the contract period is complete, said member shall have payment for all of his/her unused vacation days given to his/her estate

at his/her current per diem rate (1/260th of annual salary per day) within thirty (30) days of death.

2. Definition of Separation

For the purpose of this Agreement, "separation from employment" shall include, separation from the district due to death, retirement, contract non-renewal, and/or voluntary resignation.

ARTICLE XIV-COMPLETE AGREEMENT

This Agreement embodies the entire agreement between the parties hereto and cannot be varied except by written agreement of the undersigned parties.

ARTICLE XV-CONFLICTS

In the event of any conflict between the terms, conditions and provisions of this Agreement and an individual employment contract the provisions of this Agreement shall take precedence over the contrary provisions of the individual employment contract.

ARTICLE XVI-SAVINGS CLAUSE

If any provision of this Agreement is held to be contrary to law, then such provision shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions shall continue in full force and effect.

ARTICLE XVII-RELEASE OF PERSONNEL INFORMATION

The Board acknowledges and agrees that disclosure of personnel information is governed by the Open Public Records Act, codified *at NJ.S.A.* 47:1A-1, *et seq.,* Executive Order No. 11 (November 15, 1974), Executive Order No. 21 (July 8, 2002), Executive Order No. 26 (August 13, 2002), and case law interpreting them. All information related to the ARAA performance, evaluation or any discipline which the public is not otherwise entitled to access under law is deemed confidential and shall not be released to the public absent a written release by ARAA Member, or by a lawful order of a court of competent jurisdiction, or pursuant to a rule of a court of competent jurisdiction.

ARTICLE XVIII--PERSONNEL RECORDS

The ARAA member shall have the right, upon request, to review the contents of his/her personnel file and to receive copies at the Board's expense of any documents contained therein. The ARAA member shall be entitled to have a representative accompany them during such review. No material derogatory to the ARAA member conduct, service, character or personality shall be placed in his/her personnel file unless he/she has had an opportunity to review the material. The ARAA member shall acknowledge that he/she has had the opportunity to review such material by affixing their signature to the copy to be filed with the express understanding that such signature in no way indicates agreement with the contents thereof. The ARAA member shall also have the right to submit a written answer to such material.

ARTICLE XIX - DURATION OF AGREEMENT

A. This Agreement shall be effective as of July 1, 2026 and shall continue in effect until June 30, 2029.

B. In witness whereof the ARAA has caused this Agreement to be signed by its president and secretary and the Board has caused this Agreement to be signed by its president and secretary and its corporate seal to be placed hereon, all on the day and year first written above.
In consideration of the covenants set forth herein, the BOARD and the ARAA agree and authorize this Agreement as attested by the signatures below:

ANDOVER REGIONAL ADMINISTRATORS ASSOCIATION

BY _____ DATE 5/21/26
President

BY Jennifer Reynolds DATE 5/21/26
Secretary

ANDOVER REGIONAL BOARD OF EDUCATION

BY _____ DATE 5/21/26
President

BY _____ DATE 5/28/26
Secretary