

BOARD OF EDUCATION
TUESDAY, OCTOBER 13, 2026

6:00 PM

NASHUA NORTH BOARDROOM

Meetings are broadcast live on Channel 22 via Comcast or

LIVE Stream link to watch/listen Nashua ETV is: <http://tinyurl.com/NashuaETVStream>

AGENDA

ROLL CALL

OPENING STATEMENT

PLEDGE OF ALLEGIANCE

RECOGNITION/PRESENTATION(S):

CONSENT AGENDA

- | | |
|--|--------------------|
| • Human Resources Committee Meeting Minutes | September 28, 2026 |
| • Board of Education Meeting Minutes | September 28, 2026 |
| • Communications | |
| ○ Email Correspondence List (sent via email) | |

ITEMS REMOVED FROM CONSENT AGENDA

COMMUNICATIONS OUTSIDE THE CONSENT AGENDA

PUBLIC QUESTION/COMMENT PERIOD LIMITED TO ITEMS ON THIS AGENDA [15-minute time limit]

SUPERINTENDENT'S COMMENTS

BOARD RESPONSE TO SUPERINTENDENT'S COMMENTS

STUDENT MEMBERS OF THE BOARD COMMENTS

COMMITTEE ON BUDGET

COMMITTEE ON FINANCE AND OPERATIONS

COMMITTEE ON POLICY

Second Reading

- AD - Philosophy of the School District
- GBAM - Accommodation of Pregnancy, Childbirth, Pediatric Infant Care and Other Related Conditions
- GCCBC - Family and Medical Leave Act

First Reading

- N/A

COMMITTEE ON CURRICULUM AND EVALUATION

COMMITTEE ON HUMAN RESOURCES

UNFINISHED BUSINESS

NEW BUSINESS

- Recommendation to approve the Personnel Recommendations dated October 13, 2026.

LIAISON REPORTS

PUBLIC COMMENTS [15-minute time limit]

BOARD MEMBERS' COMMENTS

NONPUBLIC SESSION, IF NEEDED:

RSA 91 A:3 II (a) The dismissal, promotion, or compensation of any public employee or the disciplining of such employee, or the investigation of any charges against him, unless the employee affected (1) has a right to a meeting and (2) requests an open meeting in which case the request shall be granted.

RSA 91 A:3 II (b) The hiring of any person as a public employee.

RSA 91 A:3 II (c) Matters which, if discussed in public, likely would affect adversely the reputation of any person, other than a member of the BOE, unless such person requests an open meeting.

RSA 91 A:3 II (e) Consideration or negotiation of pending claims or litigation which has been threatened in writing or filed against the body or agency or any subdivision thereof, or against any member thereof, because of his membership in such body or agency, until the claim or litigation has been fully adjudicated or otherwise settled....

RSA 91 A:3 III Minutes of the meetings in nonpublic session shall be kept and the record of all actions shall be promptly made available for public inspection, except as provided in this section. Minutes and decisions reached in nonpublic session shall be publicly disclosed within 72 hours of the meeting, *unless, by recorded vote of 2/3 of the members present taken in public session, it is determined that divulgence of the information likely would affect adversely the reputation of any person other than a member of the Board...*

NEXT MEETING(S):

Special BOE Meeting, Wednesday, October 21, 2026 @ 6:00 pm (Harriman)
BOE Meeting, Monday, October 26, 2026 @ 6:00 pm

ADJOURNMENT;

NONMEETING FOR NEGOTIATIONS, IF NEEDED;

NONMEETING WITH COUNSEL, IF NEEDED

PHILOSOPHY OF THE SCHOOL DISTRICT

~~Our Vision~~Mission Statement

~~The Nashua School District will be the model for excellence in public education for our students, staff and community.~~ The mission of the Nashua School District is to provide personalized educational opportunities and cultivate the skills and perspectives necessary for meaningful contributions to the community.

~~Our Mission~~Core Values

~~The Nashua School District will educate the whole child to empower student success.~~

Positive Respectful Inquisitive Determined Engaged

~~Our Values~~Vision Statement

~~The Nashua School District values a passion for learning and the importance of integrity, trust, respect, empathy and tenacity.~~

The Nashua School District is a community where curiosity drives education, and every learner is valued.

Nashua schools receive students with a variety of abilities, interests, and experiences, and the schools use the resources provided by the community to implement a program of planned, sequential, instructional experiences and activities based on sound educational practices and research. The goal of the program is to develop the knowledge, skills, processes, and attitudes which students will need to be productive, responsible, and self-fulfilled members of society.

Reference: Nashua School District ~~2019~~2025-~~2024~~2030 Strategic Plan

Legal References:

***Legal References Disclaimer:** These references are not intended to be considered part of this policy, nor should they be taken as a comprehensive statement of the legal basis for the Board to enact this policy, nor as a complete recitation of related legal authority. Instead, they are provided as additional resources for those interested in the subject matter of the policy.*

Board Approved: 03/30/1987, 09/18/2019

*Reference GCCBC***ACCOMMODATIONS OF PREGNANCY, CHILDBIRTH, PEDIATRIC INFANT CARE,
AND OTHER RELATED CONDITIONS****A. Policy Purpose**

This policy is intended to help District employees receive the accommodations related to pregnancy and related conditions to which they are entitled under the Pregnant Workers Fairness Act (PWFA) regarding pregnant employees and employees with pregnancy related conditions, Title VII of the Civil Rights Act of 1964, the Americans with Disabilities Act (ADA), and Board Policy AC.

B. Definitions

1. Pregnancy. Under the PWFA, “pregnancy” and “childbirth” refer to the pregnancy or childbirth of the specific employee in question and include, but are not limited to, current pregnancy; past pregnancy; potential or intended pregnancy (which can include infertility, fertility treatment, and the use of contraception); labor; and childbirth (including vaginal and cesarean delivery).
2. Related Medical Conditions. “Related medical conditions” are medical conditions relating to the pregnancy or childbirth of the specific employee in question. This includes prenatal/antenatal, and postpartum medical conditions, as well as lactation and related conditions. See Policy ACN for lactation accommodations.
3. Reasonable Accommodations. A "reasonable accommodation" for purposes of this policy and the PWFA is an accommodation that “seems reasonable on its face, i.e., ordinarily or in the run of cases, is “feasible,” or “plausible” given the specific circumstances of the position. Reasonable accommodations with respect to pregnancy or related conditions **may** include such items as:
 - a. frequent breaks to attend to health needs associated with pregnancy or related conditions, including eating, drinking, using the restroom, or expressing breast milk in an appropriate lactation space (as described in Policy ACN);
 - b. schedule changes or intermittent absences to attend medical appointments;
 - c. changes in physical space or supplies (for example, access to a larger desk or a footrest);
 - d. leave;
 - e. avoiding exposure to certain chemicals;
 - f. telework;
 - g. access to reserved parking;
 - h. elevator access; or
 - i. other changes to policies, practices, or procedures.

C. Interactive Process and Reasonable Accommodation

Any employee who is pregnant or who has a related medical condition (the “Employee”) is encouraged to communicate a need for reasonable accommodation to the District by notifying [the Principal, Human Resources, or the Employee’s supervisor]. Once the District is so notified, the District will engage in an interactive process with the Employee in order to make reasonable accommodation for the Employee’s known limitations. The District shall implement such

reasonable accommodation without unnecessary delay. If appropriate, the District may implement an interim reasonable accommodation while determining how best to make a reasonable accommodation.

The District shall not require the Employee to accept any accommodation or to take leave, nor will the District deny employment opportunities to the Employee or take any adverse action against the Employee because of the Employee's need for, request of, or use of reasonable accommodation(s).

The District shall not retaliate against, coerce into, dissuade from, or otherwise act against any person for seeking reasonable accommodation or assisting another in seeking reasonable accommodation as described in this policy.

If the Employee refuses a reasonable accommodation offered by the District and, as a result, is unable to perform the essential functions of the job, and there are no alternative reasonable accommodations, the District may have satisfied its obligation to make reasonable accommodation.

D. Leaves of Absence to Attend Medical Appointments for Childbirth, Postpartum Care, and Infant Pediatric Medical Appointments

To the extent required by RSA 275:37-f (e.g., number of employees, maximum leave, etc.), the School District provides eligible employees with unpaid leave to attend certain medical appointments related to childbirth and the care of a young child.

The leave provided under this Section D begins with the birth or adoption of a child and is in addition to Family Leave as provided under the Family Medical and Leave Act (FMLA).

Employees are permitted to take up to a total of twenty-five (25) hours of leave during the first year following the birth or adoption of a child for the following purposes:

1. The employee's own medical appointments related to childbirth, or postpartum care; and/or
2. The employee's child's pediatric medical appointments.

When both parents of a child are employed by the District, the parents shall only be entitled to a combined total of no more than twenty-five (25) hours of leave for such purposes during the child's first year following birth or adoption.

Leave provided under this policy shall be unpaid. However, and consistent with any applicable collective bargaining agreement or individual contract, employees may elect to substitute any accrued vacation leave or other appropriate and available paid leave concurrently with leave taken under this Section D.

An employee who takes leave under this policy shall be restored to the same position held prior to the leave, or to an equivalent position with equivalent pay, benefits, and terms and conditions of employment.

Employees requesting leave under this Section D shall provide reasonable advance notice to the District and shall make a reasonable effort to schedule appointments so as to minimize disruption to District operations.

E. **Supporting Documentation**

The District will only seek reasonable documentation supporting the Employee's need for accommodation due to pregnancy or a related medical condition when such documentation is necessary to determine reasonable accommodation and/or the expected duration of the need.

The District will not seek supporting documentation when the need is obvious or already known. For example, a need for more frequent restroom breaks for a pregnant employee is obvious and, once the Employee has notified the District of the Employee's pregnancy, the District would not require documentation supporting the ongoing need for more frequent restroom breaks.

F. **Reports or Complaints**

Reports or complaints of violations of this policy should be made in the first instance under Board policy ACAC.

Legal References:

RSA 275:37-f, Leave of Absence to Attend Medical Appointments for Childbirth, Postpartum Care, and Infant Pediatric Medical Appointments
RSA 354-A: (Human Rights) Title and Purposes of Chapter
RSA 354-A:6, Opportunity for Employment without Discrimination a Civil Right
89 FR 29182, Pregnant Workers Fairness Act ("PWFA")
20 U.S.C. §1232g, Family Educational Rights and Privacy Act (FERPA)
29 U.S.C. section 2611, et seq., Family and Medical Leave Act of 1993 (Pub. L. 103-3)
42 U.S.C. 2000gg, Pregnant Worker Fairness Act (PWFA)

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Board Approved:

*Reference GBAM***FAMILY AND MEDICAL LEAVE ACT**

The District provides eligible employees with job protected leave for family and medical circumstances in accordance with the Federal and Medical Leave Act of 1993, as amended (“Act” or “FMLA”). This policy summarizes the key provisions of the Act as it applies to eligible employees of the School District. Employees should consult Human Resources and the Act for more specific definitions and criteria for use. It is not the intent of this Policy to provide additional or different provisions than those specified in the Act and its implementing regulations.

Employee Eligibility

An employee is eligible for Family or Medical Leave if the employee has been employed for the past twelve months and has worked at least 900 hours during the prior twelve months. Time spent by an employee fulfilling military service obligations (National Service or Reserves) is counted in meeting hours of employment.

Qualifying Events

Family medical leave shall be provided:

1. For birth of a son or daughter, and to care for the newborn child,
2. For placement with the employee of a son or daughter for adoption or foster care,
3. To care for the employee’s spouse, son, daughter, or parent with a serious health condition,
4. Because of a serious health condition that makes the employee unable to perform the functions of the employee’s job,
5. Because of any qualifying exigency arising out of the fact that the employee’s spouse, son, daughter, or parent is a covered military member on active duty (or has been notified of an impending call or order to active duty) and
6. To care for a covered service member with a serious injury or illness if the employee is the spouse, son, daughter, parent, or next of kin of the service member in support of a contingency operation.

Leave Time Available

The Nashua School District recognizes that eligible employees have access to unpaid, job protected family and medical leave for up to twelve (12) weeks during a specified twelve (12) month period. The specified twelve (12) month period as provided for by FMLA is the “rolling” 12-month period measured backward from the date the employee uses any FMLA leave.

Concurrency and Use of Leave Time

FMLA shall occur concurrently with any paid or unpaid leave granted pursuant to any collective bargaining agreement or Board approved leave policy. The District requires an employee to use accrued leave time, including sick, vacation, personal, compensatory or time approved from the Sick Bank consistent with the applicable collective bargaining agreement or School District approved policy.

Additional District Required Documentation and Procedures

The District requires medical certification from a health care provider using the respective Department of Labor forms. The District may deny FMLA leave if the applicable form is incomplete or the information provided is insufficient.

Posting Notice

The District shall post a notice prepared or approved by the Secretary of Labor stating the pertinent provisions of the Family and Medical Leave Act, including information concerning the enforcement of the Act.

Legal Reference:

RSA-189:73; Family and Medical Leave Coverage

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Board Approved: 09/12/2011, 03/27/2023