

**BOARD OF EDUCATION
MONDAY, MARCH 30, 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
PRAYER
PLEDGE OF ALLEGIANCE

RECOGNITION/PRESENTATION(S): 1) National Anthem, sung by NHS Chorus; 2) Curriculum Showcase: Math Empowered

CONSENT AGENDA

- | | |
|--|----------------|
| • Board of Education Meeting Minutes | March 2, 2026 |
| • Board of Education Public Hearing Minutes | March 9, 2026 |
| • BOE Budget Committee Meeting Minutes | March 9, 2026 |
| • Special BOE Meeting Minutes | March 9, 2026 |
| • Finance & Operations Committee Meeting Minutes | March 16, 2026 |
| ○ January and February Financial Reports | |
| • Policy Committee Meeting Minutes | March 17, 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

- *Tuesday, May 5, 2026, 7:00 pm*
 - *BOA School District Department Presentation*
- *Thursday, May 14, 2026, 7:00 PM NHS – North – Auditorium*
 - *Public Hearing at NHS-North-Auditorium All Divisions/Departments on FY27 budget*
- *Thursday, May 21, 2026, 7:00 PM*
 - *Wrap-Up Session #1 **including trust funds***
- *Tuesday, June 2, 2026, 6:30 PM*
 - *Wrap-Up Session #2 – if needed*
- *Tuesday, June 9, 2026, 7:30 PM*
 - *Board of Aldermen 2nd reading and possible final passage of FY27 budget*

COMMITTEE ON FINANCE AND OPERATIONS

- Recommendation to approve the three-year contract with CPTe for Athletic Training services at Nashua HS North and South. The cost of the contract is \$120,000 year 1 reflecting no increase over the current year, then \$124,200 year 2, and \$128,550 year 3. These costs will be charged to the Athletic Department's Contract Services lines of the operating budget (91.1.03 1408 53628 and 91.1.04 1408 53628)

- Recommendation to approve the Special Education Contract with Phaxis ASL Interpreter for the remainder of the 2025-26 school year in an amount not to exceed \$34,500 under their corresponding account
- Recommendation to approve the FY26 January and February Transfer Reports

COMMITTEE ON POLICY

First Reading

- Recommendation to approve policy JJJA - Student Co-Curricular Activity Eligibility
- Recommendation to approve policy JJJA-R - Appeal Form for Academic Eligibility for High School Students
- Recommendation to approve policy IFA - Instructional Needs of Each Individual Student
- Recommendation to rescind policy GCQ - Dismissal, Non-Renomination, and Removal of Teachers
- Recommendation to approve policy JICI - Weapons on School Property
- Recommendation to approve policy JJC - Student Activity Fee
- Recommendation to approve policy KA/IJO - School, Family, and Community Partnerships

Second Reading

- N/A

COMMITTEE ON CURRICULUM AND EVALUATION

COMMITTEE ON HUMAN RESOURCES

UNFINISHED BUSINESS

NEW BUSINESS

- Recommendation to approve the Personnel Recommendations
- Recommendation to approve the memorandum of understanding between the Nashua School District and the Child Advocacy Center of Hillsborough to provide communication and coordination among community stakeholders.
- Recommendation to approve the Nashua School District Professional Development Master Plan for 2026-2031 and authorize its submission to the NH Department of Education for approval.
- Recommendation to approve the contract with IntraSystems of Bedford, New Hampshire for the Renewal Licenses for APs, Switches & Firewalls in an amount not to exceed \$136,562.90. Account 91.1.992225 71228.
- Recommendation to approve the contract with IntraSystems of Bedford, New Hampshire for the Network Core Switch at Nashua High School South in an amount not to exceed \$119,649.60. Account 91.1.992225 53628.
- Recommendation to approve the contract with IntraSystems of Bedford, New Hampshire for the Core Switch Upgrade Project (5 Schools) in an amount not to exceed \$42,572.19. Account 91.1.992225 53628.
- Recommendation to approve the collective bargaining agreement with the Nashua Association of School Principals for the 2026-2030.

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): BOE Meeting, Monday, April 30, 2026 @ 6:00 p.m.

Upcoming Negotiation Dates

Secretarial: 4/7/26 @ 8:00 am

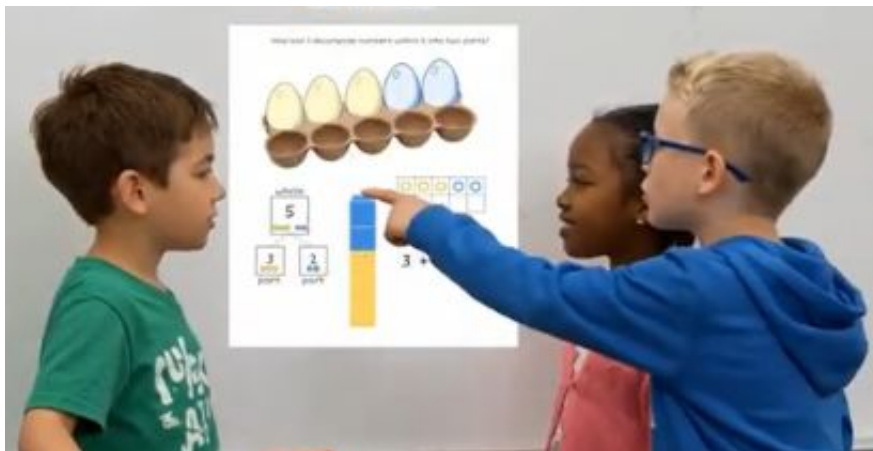
ADJOURNMENT;

NONMEETING FOR NEGOTIATIONS, IF NEEDED;

NONMEETING WITH COUNSEL, IF NEEDED

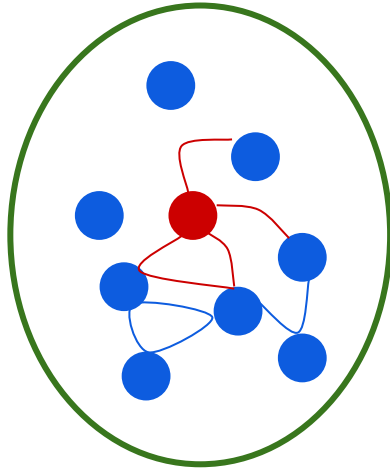
Empowering Every Student as a Mathematician in Nashua Classrooms...

From Kindergarten...

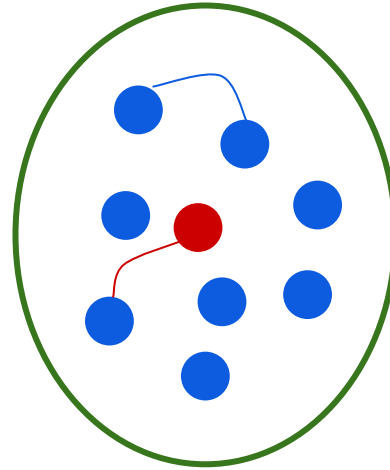


Through Eighth Grade.

What do you notice? What do you wonder?



Connected & Coherent
Experiences & Concepts



Separate & Disconnected
Experiences & Concepts

Math EMPOWERED

What areas of disconnection are students experiencing, and how can we transform those into engaging routines that build coherent connections?



"Only about 20% of students are thinking,
and only about 20% of the time."

-Peter Liljedahl

In this class, I...

- Work quietly on the warm-up

I don't know how to get the answers, but I try to look busy, and I copy down the right answers when the teacher goes over them.

- Take careful notes, copying what my teacher writes on the board

I can't write as fast as my teacher, so I'm usually copying things down while she's talking about something else. When I look at my notes later, I don't know what they mean. Sometimes, I just stare out the window instead.

- Work independently on my classwork

I don't know how to do the work, so I raise my hand and wait for my turn with the teacher. She's very busy helping everyone around the room, but I am very patient.

Coherence of Instructional Routines K to 8

Math Talks

What do you notice?
What do you wonder?



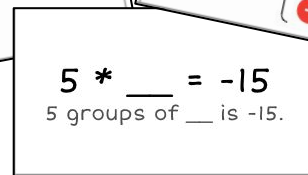
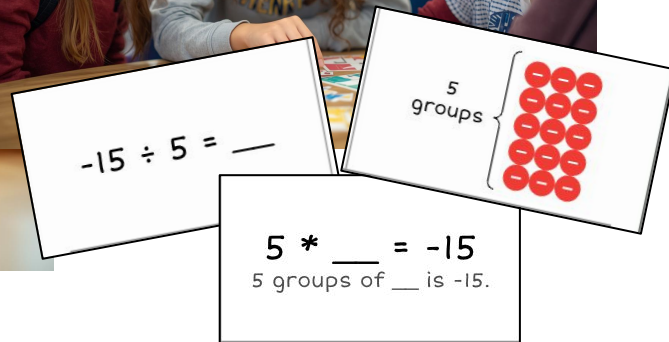
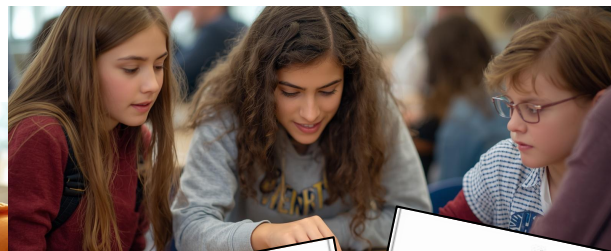
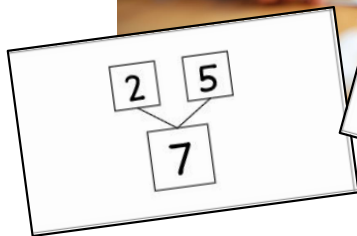
Career-Ready Skills

Math Talks don't just build math skills. They build thinkers who can communicate, collaborate, and make sense of complex situations in any career path.

Coherence of Instructional Routines K to 8

Randomizers & Sorts

Do these cards
match?
Why or why not?



Career-Ready Skills

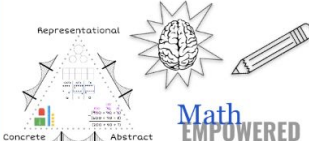
Randomization and sorting move students beyond answer-getting to sense-making, building flexible thinkers who can connect ideas, justify decisions, and engage with any team.

Coherence of Instructional Routines K to 8

Daily Math Objective:

Get Stuck!
Then, try to
get unstuck!

Representational



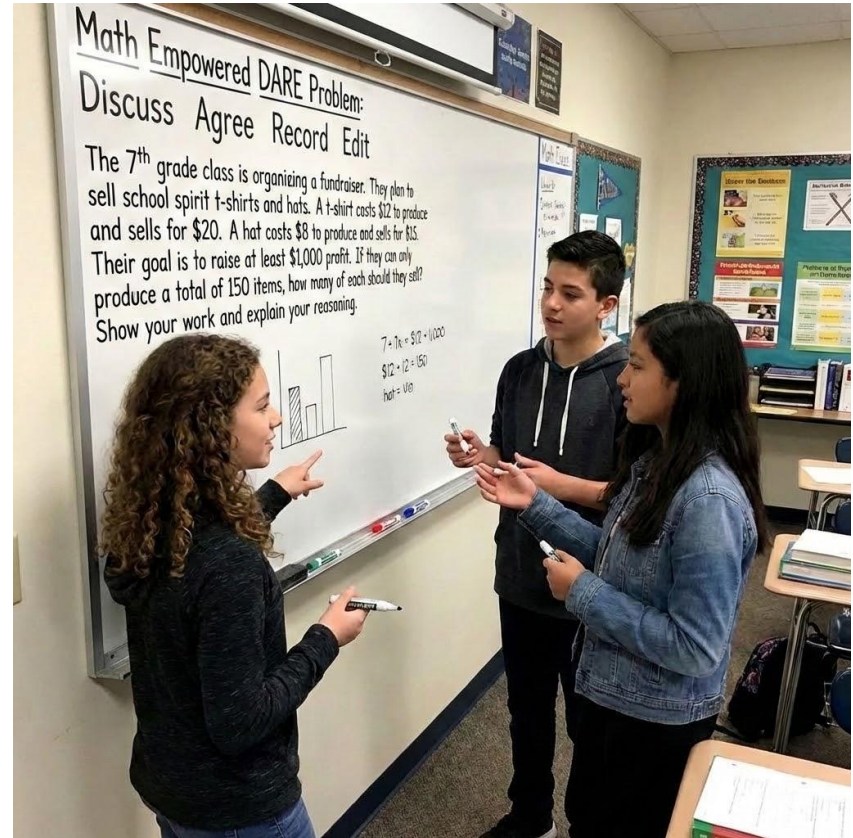
Math
EMPOWERED

DARE-ing Application Problems

Discuss, Agree,
Record, Edit.

Career-Ready Skills

The DARE process develops learners who take on challenges without knowing the right answer immediately, persevere through uncertainty, and refine their thinking through feedback to improve their work over time.



Coherence of Instructional Routines K to 8

Thinking Pathways Games/Tasks

Build automaticity with thinking pathways.

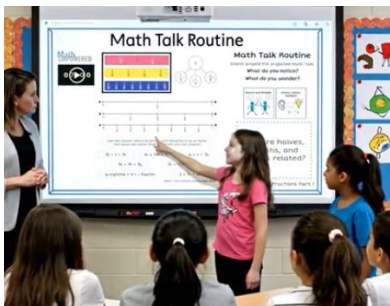
Career-Ready Skills

Thinking Pathways and around-the-room tasks build thinkers who can apply ideas in new contexts, make meaningful connections, clearly communicate their thinking, and analyze and critique the work of others.



Coherence of Instructional Routines K to 8

In this class, I...

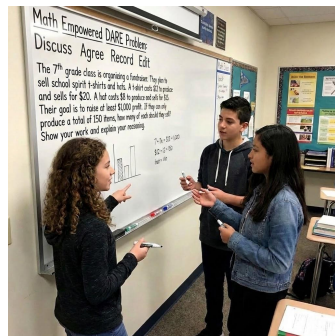


- **Math Talk**

No matter what I notice or wonder, my contribution matters. My teacher and my classmates always help me connect my ideas to the day's math goal. I get to hear lots of ideas about the math, not just my teacher's ideas.



- **Randomize & Sort**
Sometimes I get to work with my friends, and sometimes I don't, but every day I have a new randomized team. The different team members help explain the math in different ways. When we sort the math cards, I can see relationships between math ideas.



- **DARE**

I used to be bad at word problems, but now, my team and I discuss the problem, agree on an idea, and record our thinking. Then, we discuss our ideas as a class, and I get to choose an edit to make my work stronger. Showing how I grow from working on the problem becomes what is most important.

- **Tasks Around the Room**

I don't have to wait for the teacher to come help me on the classwork anymore. I have a team to support me in practicing the new ideas we are learning. We also get to critique others' ideas and learn from misconceptions.



Coherent Instructional Approach K to 8

Concrete Tools

Linking Cubes

Grade K

$$2 + 3 = 5$$

$$3 + 2 = 5$$



Linking Cubes

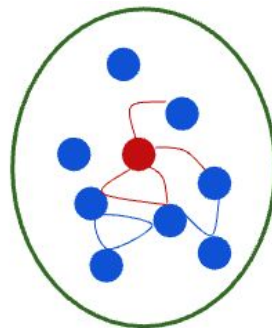
Grade 6

2 to 3 (red:blue)

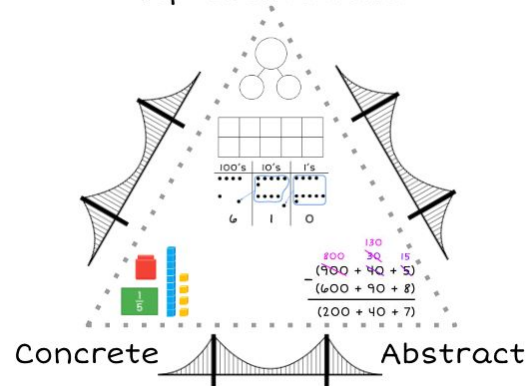
3 to 2 (blue:red)

2 to 5 (red:total)

3 to 5 (blue:total)



Representational



Coherence K to Algebra

Concrete Tools

Linking Cubes

Grade K

$$2 + 3 = 5$$

$$3 + 2 = 5$$



Linking Cubes

Grade 6

2 to 3 (red:blue)

3 to 2 (blue:red)

2 to 5 (red:total)

3 to 5 (blue:total)

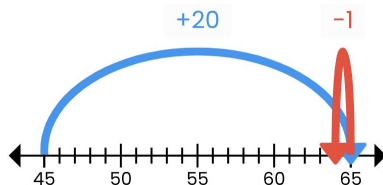


Representational Models

Number Line

Grade 2

$$47 + 19 = \underline{\quad}$$



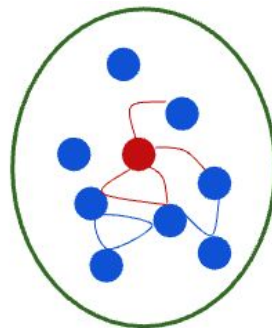
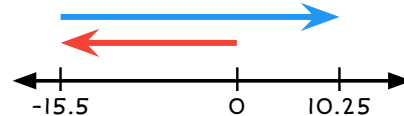
Number Line

Grade 7

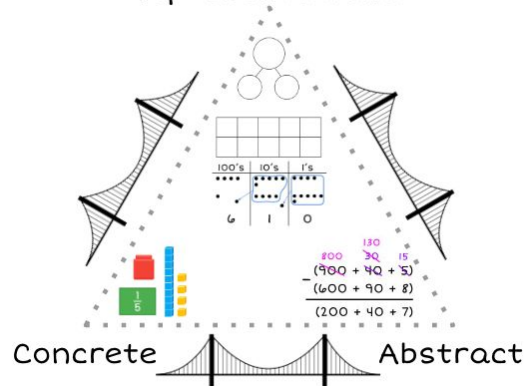
Owe: -15.50

Has: +25.75

Has: 10.25



Representational



Coherent Concepts K to Algebra

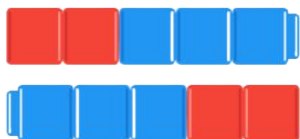
Concrete Tools

Linking Cubes

Grade K

$$2 + 3 = 5$$

$$3 + 2 = 5$$



Linking Cubes

Grade 6

2 to 3 (red:blue)

3 to 2 (blue:red)

2 to 5 (red:total)

3 to 5 (blue:total)

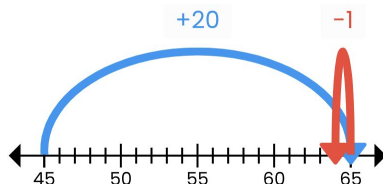


Representational Models

Number Line

Grade 2

$$47 + 19 = \underline{\quad}$$



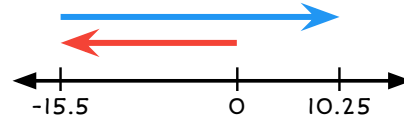
Number Line

Grade 7

Owe: -15.50

Has: +25.75

Has: 10.25



Abstract Algorithms

Expanded Form

Grade 2

$$35 + 49 =$$

$$(30 + 5)$$

$$+ (40 + 9)$$

$$(70 + 14)$$

$$70 + 10 + 4 = 84$$

Expanded Form

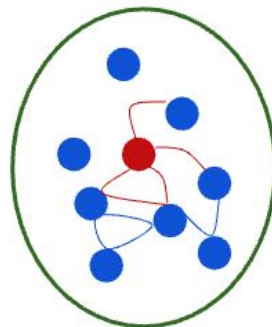
Grade 8

$$4^3 \bullet 4^5 =$$

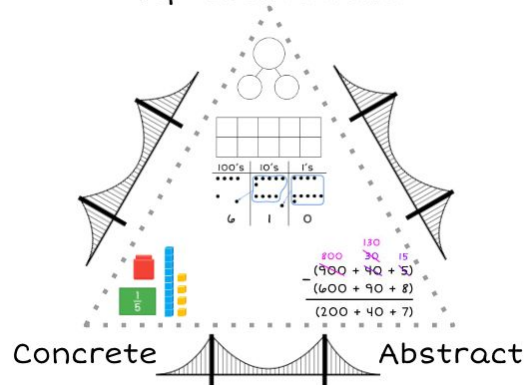
$$(4 \bullet 4 \bullet 4) \bullet$$

$$(4 \bullet 4 \bullet 4 \bullet 4 \bullet 4)$$

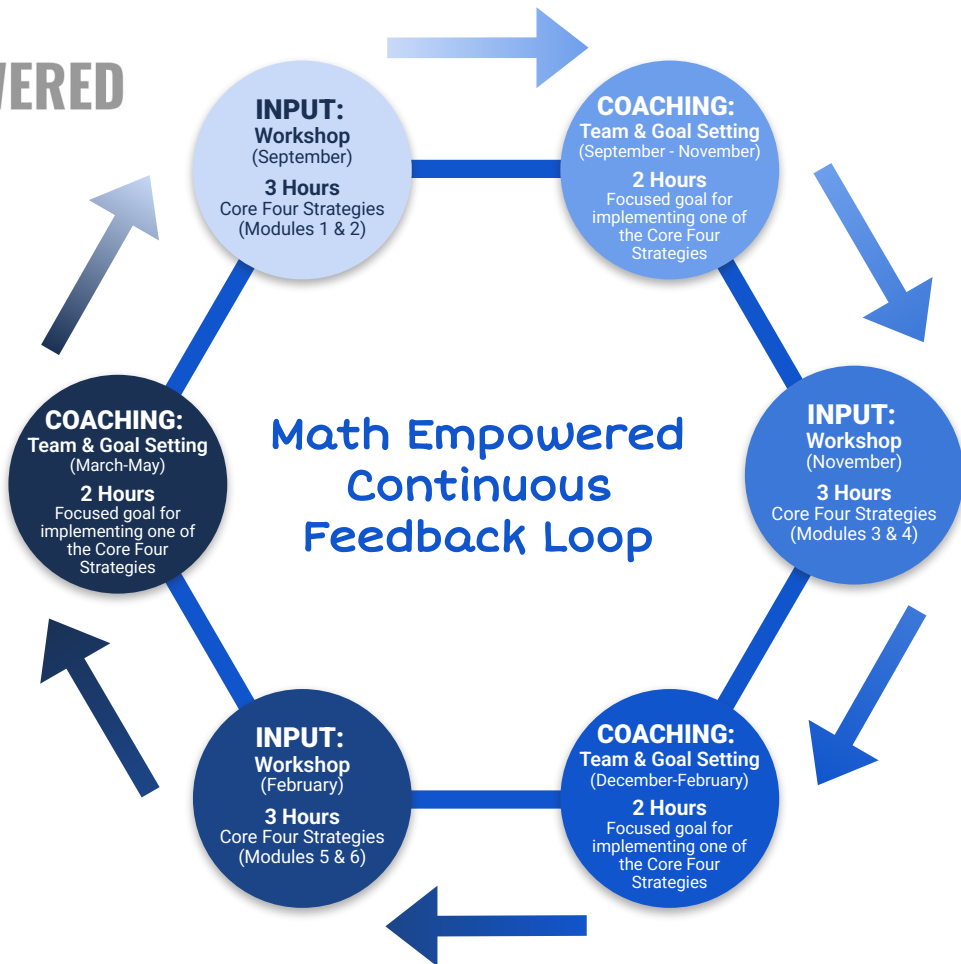
$$= 4^8$$



Representational



Math EMPOWERED



Growth is a jagged upward trend.





NASHUA ATHLETICS



Nashua North
Brian Tesini - Coordinator
Karen Burnett - Assistant
603-966-2950

Lisa Gingras
Director of Athletics & Wellness
gingrasL@nashua.edu

Nashua South
Nate Mazerolle - Coordinator
Cherie Gaudette - Assistant
603-966-1490

TO: Finance & Operations Committee of the Nashua Board of Education

FROM: Lisa Gingras, Director of Athletics

DATE: February 4, 2026

SUBJECT: Athletic Training Contract

The current contract with Center for Physical Therapy and Exercise (CPTE) for Athletic Training services for the two high schools expires on June 30, 2026. This is the second year of a 2-year contract we entered into in the summer of 2024. The partnership between the Nashua School District and CPTE has been a positive one for the high school student-athletes.

Prior to the current two-year contract, we had entered into three- and four-year agreements with the previous company. This new three-year agreement secures Athletic Training services for our nearly 2000 high school participants.

Recommendation to approve the three-year contract with CPTE for Athletic Training services at Nashua HS North and South. The cost of the contract is \$120,000 year 1 reflecting no increase over the current year, then \$124,200 year 2, and \$128,550 year 3. These costs will be charged to the Athletic Department's Contract Services lines of the operating budget (91.1.03 1408 53628 and 91.1.04 1408 53628).

Fairgrounds Middle School
Samantha Gardner - Coordinator
603-966-3990

Brian S. McCarthy Middle School
John Lysik - Coordinator
603-966-3900

Pennichuck Middle School
Michaela McMenamin - Coordinator
603-966-4140



ATHLETIC TRAINING CONTRACT

Nashua School District
&
CPTe Health Group, Inc and its affiliates

This Athletic Training Contract is entered into between CPTe Health Group and its affiliates with main location at 522 Amherst Street, Ste 23, Nashua NH 03064, hereinafter referred to as "CPTe," and Nashua School District consisting of Nashua High School North and Nashua High School South, hereinafter referred to as "School", effective as of August 1, 2026.

1. Terms and Conditions:
 - a. This Contract shall be a three year contract and commence on August 1, 2026 (for the 2026-2027 school year) and shall continue until the end of the 2028-2029 Athletic Program school year.
 - b. CPTe will obtain and maintain general and professional liability insurance throughout the term of this contract.
 - c. Contract Termination: This contract may be terminated immediately by either party for failure of the other party to abide by the Terms of the contract. However, either party will first be given an opportunity to cure a default within ten (10) days of receipt of written notice of default.
2. Compensation: Monthly invoices will be submitted according to the School policies to the appropriate school officials. Invoices will be submitted beginning on September 1st and continue monthly through June 1st, for ten (10) total payments. The Nashua School District will receive one invoice with two line items, one for Nashua North High School and one for Nashua South High School, resulting in a total of \$120,000, for 2026-2027 school year; \$124,200, for the 2027-2028 school year; and \$128,550, for the 2028-2029 school year.
3. Services: CPTe will assign a fully insured Athletic Trainer(s) certified by the National Athletic Trainers Association and licensed in the State of New Hampshire (at minimum one for each school). Certified Athletic Trainer (ATC) to provide athletic training services ("Services") as follows:
 - a. ATC will be on-site for an average of 35 hours per week, with potential variations up to 40 hours depending on the season and sports coverage. Additional hours can be arranged upon mutual agreement between the ATC and the Athletic Director (AD).

- b. ATCs will commence activity during the second full week of August each year when fall pre-season begins, exact dates to be communicated each year by the School to CPTE when available.
- c. Event Coverage: The ATC shall provide coverage for all home regular season and tournament sporting events. In the case of two home events scheduled for the same day and time, the Certified Athletic Trainer will provide coverage for that activity which is deemed to have the highest possibility of injury, the ATC and AD will collaborate to make appropriate coverage decisions. Travel with teams to away games as deemed necessary by ATC and AD.
- d. A second ATC may be provided, compensated at a per diem rate, for home games requiring additional coverage beyond the full-time ATC's contracted hours.
- e. Daily/Practice Coverage: The Certified Athletic Trainer must be available on school days starting at 1:30 pm each day for the care of athletes prior to practice and the evaluation of injuries. Athletic Training Services will be performed in or around the Athletic Training room at each high school.
 - i. Fall pre-season coverage to begin in August prior to the school year beginning. Schedule to be arranged in collaboration with the AD.
- f. In addition to athletic events, the Athletic Trainer(s) are expected to attend four preseason meeting nights (two in August, one in November, one in March) and assist with preseason baseline Impact testing.
 - i. Dates of each pre-season event will be communicated in a timely manner from the School to CPTE and the ATCs.
- g. On Saturdays, Sundays, holidays, and school vacations, the ATC will only be responsible for event coverage. With the exception of Saturday football practices, the ATC will not be expected to be present if no other coverage is required.
- h. Fundraising event coverage: These events are available and will be paid above and beyond the contract. These events would not be counted toward the contracted weekly hours.
- i. Record Keeping: The Certified Athletic Trainer shall maintain accurate accounting of all injuries and communicate with parents/guardians and other appropriate parties.
- j. In the case of unforeseen absence of the assigned ATC, CPTE will do everything within its power to provide a replacement ATC for normal operations not beyond the contracted hours at our expense.

4. ATC Responsibilities:

- a. Prevention, emergency care, first aid, evaluation, and rehabilitation of injuries and safe return to play.
- b. Event Coverage as noted above in services.
- c. Management and supervision of the athletic training room.
- d. Consulting with coaches on strength and conditioning for athletes.
- e. Communication: The ATC will provide communication as appropriate with:
 - i. The athlete's parents and athlete's coaches of athlete's progress from the initial onset of an injury until the resumption of athlete's participation.
 - ii. The athlete's parents if a referral to a physician is recommended.
 - 1. Communication may be:
 - a. Verbal
 - b. Injury Evaluation Form: Given to parents with additional copy for physician or NPP if needed.
 - iii. Physicians and other Healthcare Providers regarding the conditions and status of the injured athlete following privacy guidelines.

5. ATC Authority:

- a. The ATC has the ultimate authority in all circumstances to determine if an athlete may return to athletic participation after an athletic injury.
- b. If an athlete is under a physician or NPP's care, a written notice clearing the athlete to resume participation is required prior to the athlete's return to athletic participation and must be presented to the ATC. If the ATC determines that the athlete is unfit to return to the sport, the ATC has the authority to deny clearance until the athlete is deemed ready to return to the sport.
- c. For less severe injuries that do not require a referral to a physician or NPP, the ATC will establish the return to sport plan for the injured athlete. The athlete must be cleared by the ATC before returning to athletic participation.

6. School Responsibilities:

- a. Provide adequate, locked space to be used as a training room. In addition, the school will provide appropriate equipment and furniture including a taping table, desk, chair, filing cabinet, locking storage cabinet, and ice machine.



- b. Provide necessary athletic training supplies as indicated by the ATC and approved by the AD.
- c. In accordance with NH RSA 200:40-C, provide a written emergency plan developed by the school that includes the activation of the emergency medical system (EMS). This plan must be operational by the first day of practice with an appropriate communication system for the ATC when on duty.
- d. Provide ATC with emergency contact information for all participating athletes that is available at all times including emergency contact name(s), telephone or other contact numbers, additional contact information when parents are out of town, insurance information, and consent form.

CPTe Health Group, Inc - Representative:

Zachary J. Mercier PT, DPT

Zachary Mercier PT, DPT

Director of Sports Medicine

Nashua School District - Representative:

MEMORANDUM

To: Finance and Operations Committee and Nashua Board of Education

From: Thomas Beer, Interim Director, Special Education Department

Date: March 16, 2026

RE: New Special Education Contracts for 2025-26 SY

- Phaxis ASL Interpreter
 - 4/1 - 6/23 contract for \$34,500
 - Total caps include additional 1.5 hrs/week overtime as needed

Recommendation to approve the Special Education Contract with Phaxis ASL Interpreter for the remainder of the 2025-26 school year in an amount not to exceed \$34,500 under their corresponding account.



CONFIRMATION OF ASSIGNMENT

CANDIDATE NAME: Karen Poma
SCHOOL DISTRICT: Nashua School District
DISCIPLINE: ASL Interpreter
GUARANTEED HOURS: up to 35 hours a week
HOURS: 7:45-2:45 Mon-Fri
START DATE: 3/31/26
END DATE: 6/23/26
TIME OFF REQUEST: NA
OTHER DETAILS: Brian S McCarthy Middle School

TIMECARD APPROVER NAME: Dr. Katrina Esparza
TIMECARD APPROVER PHONE: 603-966-3900
TIMECARD APPROVER EMAIL: EsparzaK@nashua.edu

The rates/fees for this Assignment shall be as follows;

Regular: 80 /hour
Overtime: 120 /hour
Holiday: - /hour
Call off policy: Guaranteed Hours except for holidays and weather closures

Additional Notes: Hours over 35 weekly need prior approval

Nashua School District
CLIENT NAME

Signature

Printed Name

Title

Date

PHAXIS EDUCATION STAFFING, LLC
PHAXIS EDUCATION STAFFING, LLC

Bradley Kurtz

Signature

Bradley Kurtz

Printed Name

Senior Recruitment Consultant

Title

3/5/26

Date

Digitally signed by Bradley Kurtz
Date: 2026.03.05 08:32:04 -05'00'

This contract is limited solely to the services expressly identified herein and shall not exceed a total aggregate amount of \$34,500.00 for ASL services. Any increase to the contract amount requires the School District's prior written approval.

If additional staffing services are needed, the School District must be notified in writing. No amendment to, or increase of, the contract shall be valid or enforceable without the School District's prior written approval. The Nashua School District agrees to pay only for services rendered.

TRANSFER REPORT

NASHUA SCHOOL DISTRICT

January & February 2026



NASHUA
SCHOOL DISTRICT
Gateway to Opportunity

City of Nashua, New Hampshire
NON-PAYROLL BUDGET TRANSFER
(WITHIN THE DEPARTMENT)

Department: Nashua Athletics

Date of Request: 12/30/2025

To: **FINANCIAL REPORTING**

Entry # 107

Per the explanation below, please process a budgetary transfer as follows:

FROM:	Accounting Unit	Account	Activity	Account Category	Amount
	91.1.04 1408	61142		medical supplies	\$2,615.00
	91.1.25 1463	55642		officials	\$422.00
	91.1.25 1482	55642		officials	\$313.00
	91.1.25 1483	55642		officials	\$500.00
	91.1.25 1484	55642		officials	\$125.00
	91.1.25 1484	55690		transportation	\$1,116.00
	91.1.04 1444	54899		rentals	\$3,000.00

TO:	Accounting Unit	Account	Activity	Account Category	Amount
	91.1.03 1408	55200		dues & membership	\$873.00
	91.1.04 1408	55200		dues & membership	\$895.00
	91.1.25 1408	55200		dues & membership	\$247.00
	91.1.03 1444	54899		rentals	\$1,642.00
	91.1.03 1408	53628		contract services	\$318.00
	91.1.03 1432	55699		other contract services	\$2,058.00
	91.1.04 1432	55699		other contract services	\$2,058.00

REASONS: Cover overbudget lines and put funds in police detail for winter



Department Signature

12/30/2025

Date

Lisa Gingras/Director of Athletics & Wellness

City of Nashua, New Hampshire
NON-PAYROLL BUDGET TRANSFER
(WITHIN THE DEPARTMENT)

Department: District Office

Date of Request: 1/15/2026

To: **FINANCIAL REPORTING**

Entry # 114

Per the explanation below, please process a budgetary transfer as follows:

	Accounting Unit	Account	Activity	Account Category	Amount
FROM:	91.1.999999	51100			\$ 500,000.00

	Accounting Unit	Account	Activity	Account Category	Amount
TO:	91.1.021210	53628			\$ 500,000.00

REASONS:

Transfer funds to move from Wages to cover Special Education Contracted Services to offset the cost of contracted staff.

 1/15/26
Department Signature Date

City of Nashua, New Hampshire
NON-PAYROLL BUDGET TRANSFER
(WITHIN THE DEPARTMENT)

Department: District Office

Date of Request: 1/16/2026

To: **FINANCIAL REPORTING**

Entry # 116

Per the explanation below, please process a budgetary transfer as follows:

FROM:	Accounting Unit	Account	Activity	Account Category	Amount
	91.1.999999	51100			\$ 500,000.00

TO:	Accounting Unit	Account	Activity	Account Category	Amount
	91.1.021210	53628			\$ 500,000.00

REASONS:

Transfer funds to move from Wages to cover Special Education Contracted Services to offset the cost of contracted staff.

 1/16/26
Department Signature Date

City of Nashua, New Hampshire NON-PAYROLL BUDGET TRANSFER (WITHIN THE DEPARTMENT)

Department: FMS Math

Date of Request: 1/22/2026

To: **FINANCIAL REPORTING**

Entry # 118

Per the explanation below, please process a budgetary transfer as follows:

FROM:

Accounting Unit	Account	Activity	Account Category	Amount
91.1.061111	71221			\$2,043.00

TO:

Accounting Unit	Account	Activity	Account Category	Amount
91.1.061111	61135			\$2,043.00

REASONS: Math LEA would like to purchase her math program educational supplies and supplie for near date project.


 Department Signature

1/22/26
 Date

City of Nashua, New Hampshire
NON-PAYROLL BUDGET TRANSFER
(WITHIN THE DEPARTMENT)

Department: Business Department

Date of Request: 1/27/2026

To: FINANCIAL REPORTING

Entry # 119

Per the explanation below, please process a budgetary transfer as follows:

FROM:	Accounting Unit	Account	Activity	Account Category	Amount
	91.1.999999	51100			\$30,000.00

TO:	Accounting Unit	Account	Activity	Account Category	Amount
	91.1.012320	54421			\$30,000.00

REASONS: To remit payment for MST Invoice

 1/27/26

Department Signature

Date

Tina Avelar, Business Manager

City of Nashua, New Hampshire
NON-PAYROLL BUDGET TRANSFER
(WITHIN THE DEPARTMENT)

Department: Pennichuck Middle School

Date of Request: 2.18.2026

To: FINANCIAL REPORTING

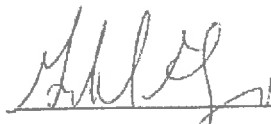
Entry # 142

Per the explanation below, please process a budgetary transfer as follows:

FROM:	Accounting Unit	Account	Activity	Account Category	Amount
	91.1.071160	55300			\$500.00
	91.1.071160	55307			\$100.00
	91.1.071160	55400			\$400.00

TO:	Accounting Unit	Account	Activity	Account Category	Amount
	91.1.071160	55690			\$1,000.00

REASONS: To pay invoices for student transportation to various activities


Department Signature

2-18-26

Date

City of Nashua, New Hampshire
NON-PAYROLL BUDGET TRANSFER
(WITHIN THE DEPARTMENT)

Department: District Office

Date of Request: 2/3/2026

To: **FINANCIAL REPORTING**

Entry # 124

Per the explanation below, please process a budgetary transfer as follows:

FROM:	Accounting Unit	Account	Activity	Account Category	Amount
	91.1.999999	51100			\$ 500,000.00

TO:	Accounting Unit	Account	Activity	Account Category	Amount
	91.1.021210	53628			\$ 500,000.00

REASONS:

Transfer funds to move from Wages to cover Special Education Contracted Services to offset the cost of contracted staff.

 2/3/26

Department Signature

Date

City of Nashua, New Hampshire NON-PAYROLL BUDGET TRANSFER (WITHIN THE DEPARTMENT)

Department: Franklin Street School

Date of Request: 2/3/2026

To: **FINANCIAL REPORTING**

Entry # 125

Per the explanation below, please process a budgetary transfer as follows:

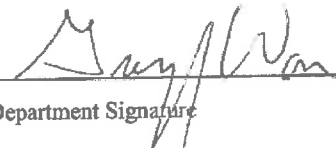
FROM:

Accounting Unit	Account	Activity	Account Category	Amount
91.1.241220	55400			\$1,100.00

TO:

Accounting Unit	Account	Activity	Account Category	Amount
91.1.241220	55607			\$124.00
91.1.241220	61100			\$976.00

REASONS: There are no scheduled conference for the remainder of the 2025-2026 school year. Additional funds are needed for postage & supplies


 Department Signature

2/3/26
 Date

City of Nashua, New Hampshire NON-PAYROLL BUDGET TRANSFER (WITHIN THE DEPARTMENT)

Department: ELL

Date of Request: 2/4/2026

To: **FINANCIAL REPORTING**

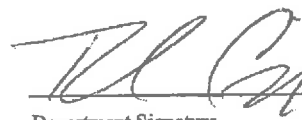
Entry # 126

Per the explanation below, please process a budgetary transfer as follows:

	Accounting Unit	Account	Activity	Account Category	Amount
FROM:	91.1.991260.	53628			\$2,372.00

	Accounting Unit	Account	Activity	Account Category	Amount
TO:	91.1.991260.	71999			\$2,372.00

REASONS: To purchase a printer for Welcome Center



Department Signature

2/4/26

Date 02/04/2026

City of Nashua, New Hampshire NON-PAYROLL BUDGET TRANSFER (WITHIN THE DEPARTMENT)

Department: NHS -South

Date of Request: 2/5/2026

To: **FINANCIAL REPORTING**

Entry # 128

Per the explanation below, please process a budgetary transfer as follows:

	Accounting Unit	Account	Activity	Account Category	Amount
FROM:	91.1.031106	61135			\$1,260.36

	Accounting Unit	Account	Activity	Account Category	Amount
TO:	91.1.031102	61135			\$1,260.36

REASONS: PO 200753 wrong budget line created with PO
PO should of come out to Art budget not World Language


 Department Signature

2/4/26
 Date

City of Nashua, New Hampshire
NON-PAYROLL BUDGET TRANSFER
(WITHIN THE DEPARTMENT)

Department: District Office

Date of Request: 2/13/2026

To: **FINANCIAL REPORTING**

Entry # 133

Per the explanation below, please process a budgetary transfer as follows:

FROM:	Accounting Unit	Account	Activity	Account Category	Amount
	91.1.999999	51100			\$ 500,000.00

TO:	Accounting Unit	Account	Activity	Account Category	Amount
	91.1.021267	55694			\$ 500,000.00

REASONS:

Transfer funds to move from Wages to cover Special Education Tuition OOD to offset the increased cost.

Department Signature

Date

City of Nashua, New Hampshire NON-PAYROLL BUDGET TRANSFER (WITHIN THE DEPARTMENT)

Department: McCarthy Middle

Date of Request: 2/11/2026

To: **FINANCIAL REPORTING**

Entry # 132

Per the explanation below, please process a budgetary transfer as follows:

	Accounting Unit	Account	Activity	Account Category	Amount
FROM:	91.1.25112 <u>25112</u>	54487	Music	Equip Repairs	\$700.00
	91.1.252220	61830	Media	Subscriptions	\$330.58
	91.1.251260	61875	ESL	Books	\$700.00

	Accounting Unit	Account	Activity	Account Category	Amount
TO:	91.1.25112 <u>25112</u>	61135	Music	Edu Supplies	\$700.00
	91.1.252220	61814	Media	Media	\$330.58
	91.1.251260	61135	ESL	Edu Supplies	\$700.00

REASONS: Moving the repairs line for music into their supply line to make a purchase of music item (No repairs needed)
Also moving subscriptions to media to purchase books and there are no more subscriptions for that dept.
ESL dept is moving their book line to edu line to purchase more supplies instead of books


 Department Signature

2/16/26
 Date

City of Nashua, New Hampshire NON-PAYROLL BUDGET TRANSFER (WITHIN THE DEPARTMENT)

Department: Fairgrounds Middle School

Date of Request: 2/5/2026

To: **FINANCIAL REPORTING**

Entry # 129

Per the explanation below, please process a budgetary transfer as follows:

FROM:

Accounting Unit	Account	Activity	Account Category	Amount
91.1.061160	71221			\$1,360.00

TO:

Accounting Unit	Account	Activity	Account Category	Amount
91.1.061160	55400			\$1,360.00

REASONS: To increase amount on conference & seminars for Ruben Speaks and allow another teacher to attend a confrence.


Department Signature

2/5/26
Date

City of Nashua, New Hampshire NON-PAYROLL BUDGET TRANSFER (WITHIN THE DEPARTMENT)

Department: NHS -South

Date of Request: 2/17/2026

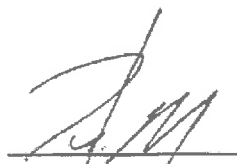
To: **FINANCIAL REPORTING**

Entry # 136

Per the explanation below, please process a budgetary transfer as follows:

	Accounting Unit	Account	Activity	Account Category	Amount
FROM:	91.1.031102	61135			\$2,520.72
	Accounting Unit	Account	Activity	Account Category	Amount
TO:	91.1.031106	61135			\$2,520.72

REASONS: PO 200753 wrong budget line created with PO
PO should of come out to Art budget not World Language


 Department Signature


 Date

City of Nashua, New Hampshire
NON-PAYROLL BUDGET TRANSFER
(WITHIN THE DEPARTMENT)

Department: Nashua High School-North

Date of Request: 12/12/2025

To: **FINANCIAL REPORTING**

Entry # 138

Please process a budgetary transfer as follows:

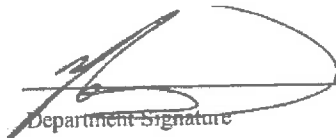
FROM:

Accounting Unit	Account	Activity	Account Category	Amount
91.1.041160	55600	NORTH- Shared Instruct.	Printing	\$2,979.50
91.1.041160	61135	NORTH- Shared Instruct.	Educ. Supplies	\$2,000.00

TO:

Accounting Unit	Account	Activity	Account Category	Amount
91.1.041160	71800	NORTH- Shared Instruct	Educ. Supplies	\$4,979.50

REASONS: To purchase student desks (to replace damaged, and unusable desks).


Department Signature

12-12-25
Date

City of Nashua, New Hampshire
NON-PAYROLL BUDGET TRANSFER
(WITHIN THE DEPARTMENT)

Department: Bicentennial Elementary School

Date of Request: 2/18/2026

To: **FINANCIAL REPORTING**

Entry # 140

Per the explanation below, please process a budgetary transfer as follows:

FROM:	Accounting Unit	Account	Activity	Account Category	Amount
	91.1.102410	71221			\$1,000.00
	91.1.102410	55400			\$500.00
	91.1.101160	71999			\$1,000.00
	91.1.101160	71221			\$726.00
				Total	\$3,226.00

TO:	Accounting Unit	Account	Activity	Account Category	Amount
	91.1.101160	54450			\$429.00
	91.1.101160	61135			\$2,797.00

REASONS: Requesting money be moved for shredder maintenance.

Other funds to be used for classroom supplies-laminator film, word phonic books, ELL materials, paper, etc.

Department Signature

Date

 2/18/26

City of Nashua, New Hampshire
NON-PAYROLL BUDGET TRANSFER
(WITHIN THE DEPARTMENT)

Department: Nashua High School-North

Date of Request: 2/19/2026

To: **FINANCIAL REPORTING**

Entry #

141

Please process a budgetary transfer as follows:

FROM:

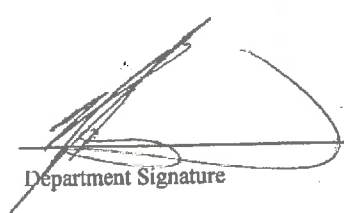
Accounting Unit	Account	Activity	Account Category	Amount
91.1.041160	55600	NORTH- Shared Instruct.	Printing Services	\$1,686.00

TO:

Accounting Unit	Account	Activity	Account Category	Amount
91.1.041160	54899	NORTH- Shared Instruct.	Rentals	\$1,686.00

REASONS:

To encumber funds (enter requisition) with Christian Party Rental, for 2026 Graduation at Stellos.


Department Signature

2-19-26
Date

STUDENT CO-CURRICULAR ACTIVITY ELIGIBILITY - ACADEMIC EXPECTATIONS

Introduction

The Board supports co-curricular activities that supplement and enrich academic instruction, provide opportunities for social development, and encourage participation in clubs, athletics, performing groups and service to school and community.

Co-curricular activities include intramural and interscholastic athletics, performing groups, academic clubs and societies, as well as student government. A complete list of co-curricular activities shall be maintained by the Superintendent or designee and shall be included in the student handbooks at the high school and middle school levels.

Any middle school and high school student who meets the minimum standards of academic performance set by this policy is eligible for co-curricular activities. Individual co-curricular activities may require higher standards of academic performance in addition to any specific qualifications for the activity. A copy of these additional requirements or rules shall be provided to both the student participants and to the students' parents/guardians either written or electronically. None of these rules or requirements shall contradict or supersede Board policy.

These additional rules or requirements shall be approved by the coach, the advisor or supervisor of the activity, and the district athletic director, school principal, or designee. Violations of these rules may restrict or prohibit a student's participation, such as not being able to participate in a performance, practice or game. Athletic department rules and procedures are contained within the Student-Athlete Parent Handbook for both middle and high school. This handbook is available on each school's athletic website and is agreed to during the online registration process.

Academic Expectations – High School

Eligibility determination for the start of a season/activity:

To be eligible for co-curricular activities a high school student-athlete and/or student participating in an activity with a contract advisor must be enrolled in a minimum of three courses per grading period.

- A student who has earned no more than one non-passing grade (see notes below) during the prior grading period will be declared **academically eligible** to participate.
- A student earning more than one non-passing grade (see notes below) but passing at least 50% of their classes will be declared **conditionally eligible** and be required to submit weekly progress reports throughout the athletic season or duration of the activity. This report must be signed by all current teachers indicating current academic status in each class. This report must also be signed by another adult in the building (Assistant Principal, School Counselor, Monday E-Block teacher, or someone who is not a current teacher or coach of the student). If these reports indicate poor performance in areas such as but not limited to academic, behavior, or attendance, there will be periods of the season/activity that the student is removed from participation until grades, attendance, and/or behavior improve.
- A student passing fewer than 50% of their classes will be declared **academically ineligible** and not able to participate as this is a violation of the NHIAA scholastic standing by-law.

NOTES (regarding start of season/activity eligibility):

- First year freshmen students are considered academically eligible for athletics and co-curricular activities that occur in the fall. Academic eligibility will not be verified for first year freshmen students until first quarter grade reports are published.

- An incomplete or NC grade in a course that has concluded will be considered a non-passing grade (equivalent to an F) for the purpose of co-curricular eligibility.
- If an incomplete or NC posted at the end of a quarter in an ongoing (semester or full year) class is recovered to a passing grade before the first day of tryouts or practices, the current new grade in that class will be used to reconsider eligibility for the start of the season. It is the responsibility of the student to inform the Athletic Office that a grade has been recovered.
- Once practices or tryouts have begun in a particular sport, initial eligibility decisions are final.

Eligibility determination during a season/activity:

The above criteria will apply for all reporting periods and could change a student's eligibility status during a season/activity.

- A student who was previously eligible could become conditionally eligible and be required to submit progress reports.
- A student who was previously eligible could become ineligible and removed from a team/activity mid-season based on the most recent report card grades.
- A student declared conditionally eligible could become ineligible and removed from a team/activity mid-season.
- A student declared conditionally eligible and submitting progress reports at the start of the season/activity will continue to submit progress reports for the duration of the season as long as they continue to pass a minimum of 50% of their classes.
- Any student who becomes ineligible at mid-season report cards will be removed from the team/activity effective the day report cards are published.
- A student who was ineligible at the start of the season cannot gain eligibility after practices/tryouts for that sport have begun.

NOTES (regarding eligibility during a season/activity):

- An incomplete or NC grade in a course that has concluded will be considered a non-passing grade (equivalent to an F) for the purpose of co-curricular eligibility.
- If an incomplete or NC posted at the end of a quarter in an ongoing (semester or full year) class is recovered to a passing grade within 10 calendar days of report cards being published, the student may regain eligibility and rejoin their team. It is the responsibility of the student to inform the Athletic Office that a grade has been recovered. This only applies to students who were eligible to start the season.
- The effective date of eligibility is the date report cards are published to students. These dates are determined by the Nashua School District Superintendent's Office.
- Effective beginning with the fall of 2023, there is no longer an academic waiver process for athletic eligibility.

Academic Expectations – Middle School

To be eligible for co-curricular activities, a middle school student must be enrolled in a minimum of five classes per grading period. A middle school student who earns more than one F on their report card at the end of a trimester will be ineligible to participate in co-curricular activities.

Beginning of each school year/fall sports:

All ~~middle school~~first-year sixth grade students will be considered academically eligible to participate in co-curricular activities ~~at the start of each new school year in the fall.~~ All other students must be academically eligible based on their trimester three grades from the previous school year.

Beginning of winter season:

Prior to the start of the winter athletic season, grades will be checked for all students registered. Students not meeting the criteria established will not be permitted to participate in winter interscholastic athletics.

Beginning of spring season:

Trimester 2 report card grades will be used to determine initial eligibility for spring sports. These report cards are released just before or just after the start of the spring season

During a season/activity:

All middle school students participating in a co-curricular activity will have their grades monitored at least once during the season/activity.

For student-athletes, grades will be checked each season at the following times:

- Fall season – no later than the last day in September
- Winter season – Trimester 1 report card AND no later than the last school day before the Civil Rights holiday in January
- Spring season – no later than the last day in April.

Similar benchmark dates will be established by each school for other co-curricular activities.

Any student who has more than one F at this time will become temporarily ineligible. During this time of ineligibility, the student may not participate in any team or activity events (no practices, rehearsals, games, performances, etc.).

- If the student recovers the grade(s) within 10 school days, they may return to the team/activity.
- If the grade(s) is/are not recovered within that 10-school day time period, the student will be removed from the team/activity for the remainder of the season/activity.
- Any student who recovers their grade(s) and returns to their team/activity will have weekly grade monitoring for the remainder of the season or length of the activity.

End of each trimester grading period:

A middle school student who earns more than one F on their report card at the end of a trimester will be ineligible to participate in co-curricular activities.

- A student will be ineligible to begin any new activity which begins after this report card and before the next report card is published.
- A student currently involved in an athletic season or activity will be removed from the team/activity immediately.

The effective date of eligibility is the date grade reports are to be published as determined by the Nashua School District Superintendent's Office.

Definitions

Participation in scholastic, interscholastic events, or co-curricular activities which includes practices, meetings, participation in scrimmages, competitions, performances, etc. It also includes travel to and from such events.

School Year: School year is defined as the first day of sanctioned school co-curricular activities, as set forth under the adopted Nashua School District calendar, through the last day of school of the academic year, or, if later, through the last sanctioned school co-curricular activity of the academic year in which the student in question participates (e.g., the NHIAA Decathlon, Heptathlon or similar sanctioned school co-curricular activity held after the last day of school).

Non-passing Grade: The following grades are all considered non-passing grades at the high school level: F, NC, Incomplete, Fail (refer to NSD Policy ILBAA-R Competency Assessment Regulations and Procedures). Only an F is considered non-passing at the middle school.

Review

Procedures accompanying this policy will be reviewed by Administration prior to the start of the school year. ~~Policy takes effect August 1, 2023.~~

Legal Reference:

***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: 08/31/2015 (Replaces JJJ)
 05/09/2016
 08/26/2019
 03/27/2023
 06/24/2024

JJJA

APPEAL FORM FOR ACADEMIC ELIGIBILITY FOR MIDDLE AND HIGH SCHOOL STUDENTS' ATHLETICS AND CO-CURRICULAR ACTIVITIES

If a student has been denied an academic eligibility, he/she may appeal to ~~the Nashua School District Director of Student Services~~ their building Principal.

- ✓ Complete both page 1 and 2 of this form.
- ✓ Submit to school's Athletic Office or Main Office for review by the ~~Director of Student Services~~ building Principal.
- ✓ All appeal forms must be received within five (5) days of the receipt of ineligibility decision.
- ✓ Once a decision has been made, a copy of this form will be sent to the parent/guardian with a letter stating the status of the student's eligibility.

Student name: _____

Date of Eligibility Denial: _____

School: _____

Grade: _____ Age: _____

Phone number: _____

Email address: _____

Home address: _____

Parent/Guardian: _____

Sport/Activity: _____ Coach/Advisor: _____

Reason for request: *please list any special circumstances or condition, which may have contributed to your academic ineligibility and why you believe the ~~Director of Student Services~~ building Principal should overturn the school's decision (include additional paper if necessary):*

Parent signature: _____ Student signature: _____

No Academic Eligibility Appeals will be considered without a thorough student response to the following:

In the space below, please write a detailed explanation about what you plan to do to correct your current academic situation. Be sure to include what is causing your current situation and the specific modification(s) you will follow to correct the problem. Attach additional paper if necessary.

The ~~Director of Student Services~~building Principal will consider the following when contemplating the appeal.

Check if acceptable:

- ☐ Did the student address their current problem thoroughly?
- ☐ Did the student give an accurate and detailed plan with specific modifications to correct the current problem?
- ☐ Did the student demonstrate a genuine desire to correct the problem?
- ☐ Is the above plan thorough and comprehensive enough to actually make a difference?

Appeal Decision

The ~~Director of Student Services~~building Principal's decision to waive academic eligibility criteria:

APPROVED

DENIED

Signature: _____

Date: _____

Legal Reference:

***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: 08/31/2015 (Replaces JJJ), 05/09/2016, 08/26/2019, 03/27/2023

**INSTRUCTIONAL NEEDS OF EACH INDIVIDUAL STUDENTS ~~WITH DIFFERENT~~
TALENTS**

~~The Board recognizes that each student has unique and distinctive learning styles, and that not all students will excel in traditional classroom settings. Administrators and educators will consider students' differing talents, interest, and development when planning educational programs. Administrators and staff should explore various other learning options such as extended learning opportunities, alternative learning plans, distance education, vocational/technical education, and others.~~

The Board recognizes that each student has unique and distinctive learning styles, and that not all students will excel in traditional classroom settings. To that end, the administration will design the district's instruction and curricular program to meet the instructional needs of students with different talents, interests, and development.

Administrators and teachers should collaborate to consider and address students' different talents, interests and academic development when planning the district's educational programs and curriculum.

In order to meet the instructional needs of students with different talents, administrators and staff should explore alternative learning programs such as extended learning opportunities, alternative learning plans, distance education, vocational/technical education, and others.

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: 12/17/2012, 11/20/2016,

DISMISSAL, NON RENOMINATION AND REMOVAL OF TEACHERS

- A. The Policy of the Board of Education relative to dismissals, non-renomination, and removal of teachers shall be in accordance with New Hampshire State Statutes.
- B. A previous non-renomination of a teacher or employee shall not be grounds for permanently excluding such individual from consideration when applying for another position in the District.

Board Approved: 11/14/2016

[Replaces POPPS 8216.1]

SCHOOL, FAMILY, AND COMMUNITY ~~AND HOME RELATIONS~~ PARTNERSHIPS

The School Board recognizes the importance of having a strong partnership between the school system and the parents/guardians of our students as well as the community at large. It is therefore the policy of the Board to establish expectations for involvement between the schools the community and the parents/guardians of all students enrolled in District schools. The Superintendent is charged with implementing these standards:

- District schools are a welcoming place, clearly accessible to parents/guardians and the community.
- Communication between home and school is regular, two-way and meaningful.
- Parents/guardians are full partners in the educational decisions that affect children and families.
- Parents/guardians will be encouraged to visit their schools for beginning of the year events such as "Open House" and new student orientations. These events will be used to disseminate information on school policies, discipline procedures, assessment tools and school goals.
- Opportunities are provided to guide parents on ways to assist with homework, give feedback to teachers, and how parents can help their children improve skills and perform well on assessments.
- Parents/guardians are encouraged to attend school-sponsored parent workshops to learn about parenting skills, health, safety, nutrition, home environments that support education and other topics of child and adolescent development throughout the year.
- Reasonable efforts will be made to communicate with parents/guardians in their primary language or in the language in which they feel comfortable.
- For the purposes of this policy, the term "parent/guardian" refers to any adult - mother, father, older sibling, aunt, uncle, grandparent, guardian, and mentor - who plays a significant role in the care of a student or students enrolled in District Schools.
- Students and parents/guardians will receive information regarding cultural, recreational, academic, health, social and other resources that serve families within the community.
- The support of area businesses, agencies and other organizations will be sought through financial, goods and services, and volunteer contributions.
- Partnerships will be developed with local organizations, local city and county governments and talented individuals to strengthen school programs, family practices and student learning.
- Student participation in community service will be encouraged.
- Business partnerships will also be developed to assist students in the successful transition to employment or further education.

Legal References:

NH Code of Administration Rules, Section Ed. 306.04(a)(11) and (k), Policy Development, School-Community Partnerships

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: 03/31/2008
01/30/2023

*Reference***WEAPONS ON SCHOOL PROPERTY**

Weapons are not permitted on school property, in school vehicles or at school-sponsored activities. Student violations of this policy will result in both school disciplinary action and notification of local law enforcement authorities.

The term “weapons” includes, but is not limited to, firearms (rifles, pistols, revolvers, explosives), BB guns, paint ball guns, pellet guns, knives, slingshots, metallic knuckles, firecrackers, billy-clubs, stilettos, switchblade knives, swords, sword canes, pistol canes, black jacks, daggers, dirk knives, incendiaries, martial weapons or self-defense weapons (defined by RSA 159:24 and RSA 159:20 respectively), or any other object or substance which, in the manner it is used or threatened to be used, is known to be capable of producing death or bodily injury.

In addition, any student who is determined to have brought a firearm (as defined by 18 U.S.C. § 921) to school will be expelled for not less than one (1) year (365 days). Such firearm-based expulsions may be modified by the Board of Education upon written recommendation of the superintendent on a case-by-case basis. Factors that the Superintendent may consider include, but are not limited to, the student’s intent, the student’s actions, including whether he/she displayed the weapon or used it to threaten others, the student’s age and the past conduct history of the student.

Pursuant to the provisions of 20 U.S.C. § 7151, Gun-Free Schools Act, the Board requires the Superintendent to contact local law enforcement authorities and/or the Division of Children and Youth Services and notify them of any student who brings a firearm or weapon on school property.

Exceptions

Weapons under control of law enforcement personnel are permitted.

Instructional staff who wish to use an item for instructional purposes may do so as long as the item is neither a firearm nor a destructive device, and with prior written permission of the school’s principal.

Notice

All students will receive written notice of this policy at least once each year.

Legal References:

18 U.S. C. § 921 et seq., Firearms

~~*18 U.S.C. § 922 Unlawful Acts*~~

~~*20 U.S.C. § 7151, Gun-Free Schools Act*~~

~~*RSA 159:26, Firearms, Ammunition, and Knives; Authority of the State*~~

~~*NH Code of Administrative Rules, Section Ed. 317, Standards and Procedures for*~~

~~*Suspension and Expulsion of Pupils Including Procedures Assuring Due Process*~~

~~*RSA 193-D, Safe School Zones*~~

~~*RSA 193-D:4, Written Report Required (Safe School Zones)*~~

~~*RSA 11. Disturbance*~~

~~*RSA 193:13, Suspension and Expulsion of Students*~~

~~*RSA 159:20, Self Defense Weapons Defined*~~

~~*RSA 159:24, Sale of Martial Arts Weapons*~~

~~*RSA 159:26, Firearms, Ammunition, and Knives; Authority of the State*~~

~~*NH Code of Administrative Rules, Section Ed. 317, Standards and Procedures for*~~

~~*Suspension and Expulsion of Pupils Including Procedures Assuring Due Process*~~

N.H. Code Admin Rules Ed 317.05 Reporting Procedures for Acts of Theft, Violence, or Destruction

N.H. Code Admin. Rules Ed 317 Standards and Procedures for Suspension and Expulsion of Pupils Including Procedures Assuring Due Process

N.H. Code Admin. Rules Ed 317.04 Suspension and Expulsion of Pupils Assuring Due Process Disciplinary Procedures

Board Approved: 09/10/2012, 10/29/2018

STUDENT ACTIVITY FEE

Students shall be assessed activity fees to participate in athletic and extra-curricular activities with paid advisors/coaches, to partially offset the cost of these activities.

Students shall not be charged a fee for participating in school courses that meet during school hours and offer academic credit, nor shall students be assessed a fee to try out for a team or activity.

Athletic activity fees collected from student athletes shall only be used to offset the cost of athletics and shall be maintained in the Athletic Department Special Revenue Fund #2212.

The Board of Education shall establish a fee schedule. The Board of Education may from time to time adjust this fee schedule based on budget requirements and/or financial support provided from other sources.

Any student athlete who is a three-season participant in good standing in the same school year will not be charged the user fee for the spring season. No family will be required to pay more than \$1,500 in any single school year. The fee shall be waived for students who are approved for free or reduced meals through the Food Service Program. Waivers shall be administered in a manner which strives to maintain a student's confidentiality and dignity.

The payment of an activity fee does not guarantee playing time on a team or extra-curricular activity.

The Superintendent of Schools shall be responsible for establishing collection procedures, refund policies, and any other procedures necessary to implement the Student Activity Fee.

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: 06/29/2005, 05/11/2015 (replaces POPPS 10215)

SCHOOL, FAMILY, AND COMMUNITY ~~AND HOME RELATIONS~~ PARTNERSHIPS

The School Board recognizes the importance of having a strong partnership between the school system and the parents/guardians of our students as well as the community at large. It is therefore the policy of the Board to establish expectations for involvement between the schools the community and the parents/guardians of all students enrolled in District schools. The Superintendent is charged with implementing these standards:

- District schools are a welcoming place, clearly accessible to parents/guardians and the community.
- Communication between home and school is regular, two-way and meaningful.
- Parents/guardians are full partners in the educational decisions that affect children and families.
- Parents/guardians will be encouraged to visit their schools for beginning of the year events such as "Open House" and new student orientations. These events will be used to disseminate information on school policies, discipline procedures, assessment tools and school goals.
- Opportunities are provided to guide parents on ways to assist with homework, give feedback to teachers, and how parents can help their children improve skills and perform well on assessments.
- Parents/guardians are encouraged to attend school-sponsored parent workshops to learn about parenting skills, health, safety, nutrition, home environments that support education and other topics of child and adolescent development throughout the year.
- Reasonable efforts will be made to communicate with parents/guardians in their primary language or in the language in which they feel comfortable.
- For the purposes of this policy, the term "parent/guardian" refers to any adult - mother, father, older sibling, aunt, uncle, grandparent, guardian, and mentor - who plays a significant role in the care of a student or students enrolled in District Schools.
- Students and parents/guardians will receive information regarding cultural, recreational, academic, health, social and other resources that serve families within the community.
- The support of area businesses, agencies and other organizations will be sought through financial, goods and services, and volunteer contributions.
- Partnerships will be developed with local organizations, local city and county governments and talented individuals to strengthen school programs, family practices and student learning.
- Student participation in community service will be encouraged.
- Business partnerships will also be developed to assist students in the successful transition to employment or further education.

Legal References:

NH Code of Administration Rules, Section Ed. 306.04(a)(11) and (k), Policy Development, School-Community Partnerships

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: 03/31/2008
01/30/2023



INTERAGENCY AGREEMENT

Helping Ensure Appropriate Response to Trauma Program

H.E.A.R.T

I. Mission Statement

Our mission is to provide all victims of child abuse in Hillsborough County a neutral environment where justice, healing, equity and prevention are fostered through the consistent, high quality and sustaining collaboration of community partners.

II. Memorandum of Understanding

The purpose of this Child Advocacy Center (CAC) of Hillsborough County (South) – SAU 42 Interagency Agreement is to provide and promote coordination and communication among community stakeholders to best serve children, families, and the community.

This agreement is made by and between the Child Advocacy Center of Hillsborough County (South) and the SAU 42, (Nashua School District).

The purpose of this agreement is to allow the sharing of information between the Child Advocacy Center of Hillsborough County (South) and the Student Wellness Programs (or other designated district personnel) at the SAU 42 School District. The specifics of this information sharing agreement only include notification from the CAC to designated Student Wellness Program/district personnel when a student from the SAU 42 School District is served at the CAC. This information is confidential and should only be utilized to help ensure the district/student wellness program can respond appropriately to address any trauma related and/or behavioral health needs of the student. The CAC will only share this information when the parent/legal guardian of the student (or a student 18 years or older) has allowed via signed release.

Superintendent of SAU 42 School District

____/____/____

Date

Chief Executive Officer GSCA

____/____/____

Date

Mario Andrade, Ed.D.
Superintendent

Krystal De Gray, MBA
Chief Operating Officer



141 Ledge Street, Nashua, New Hampshire 03060
T: (603) 966-1000 www.nashua.edu

Matthew Poska, M.Ed.
Assistant Superintendent

Jennifer Scarpati, Ph.D.
Assistant Superintendent

To: Dr. Mario Andrade
From: Dr. Jennifer Scarpati
RE: PDMP Master Plan Revision
Date: March 24, 2026

I am pleased to share that the revision to the Nashua School District Professional Development Master Plan (PDMP) has been completed and approved by the PDMP Committee in a unanimous vote on March 9.

The five-year plan will run through 2031 and includes the following highlights:

- Maintains the current structure and mission of the PDMP Committee
Nashua's Professional Development Master Plan strives to provide a framework that guides and informs professional development for all certified educators, and is consistent with District beliefs and values focused on professional growth and inquiry.
- Returns to an hours-based system for recertification, including 75 hours of professional learning over the course of three years
- Maintains a portfolio options for additional certifications (equivalent of 30 hours over the course of three years)
- Reflection on professional development activities and annual growth remain an important part of the plan
- Maintains multiple, differentiated pathways for educators entering from different pre-service backgrounds, including supports and expectations for beginning educators, experienced educators, educators on Site Based Learning Plans, certified paraeducators, and licensed educators
- Memorializes the Teacher Evaluation System Pilot. This plan outlines differentiated evaluation pathways based on level of experience, including Phase One (first 3 years), Phase Two (years 4 and 5), Phase Three (experienced educators), and educators in need of improvement. Focus area goals will be established between the educator and the evaluator to support improvement in instruction.
- Maintains the Principal Evaluation System as currently outlined

The next step in the process will be for the New Hampshire Department of Education to review and approve the plan. Following that, the PDMP Committee will work to roll out the changes to all staff.

I would like to recognize the outstanding members of the PDMP Committee who worked on this project: Kenneth Heaton, Teacher, NHSS; Wendy Stough, Teacher, Sunset Heights; Melissa Bellemare, Peer Coach; Nicole Mazze, Assistant Principal, Fairgrounds Elementary.

Please reach out if you need any additional information.

Recommendation to approve the Nashua School District Professional Development Master Plan for 2026–2031 and authorize its submission to the New Hampshire Department of Education for approval.

MEMORANDUM

To: Nashua Board of Education

From: Nicholas Miseirvitch, IT Director

Date: March 30, 2026

RE: *APs, Switches & Firewalls*

The Nashua School District put forth a request for proposal to Renewal Licenses RFP, Form 470 #260019814. This is for renewal licenses for access points, switches and our Firewall. *One (1)* proposal was received. The District Information Technology team reviewed the proposals for technical compliance and financial integrity and have chosen the lowest, most qualified bidder; **IntraSystems**.

This purchase will be processed through the E-Rate program, under which the district is eligible to receive a 60% reimbursement from the government after the project has been completed and invoiced. The reimbursement process requires submission of documentation verifying that the project was completed as specified and that all billing has been properly issued. Determining the winning bid must be decided prior to April 1st.

Recommendation to approve the contract with IntraSystems of Bedford, New Hampshire for the Renewal Licenses for APs, Switches & Firewalls in an amount not to exceed \$136,562.90. Account 91.1.992225 71228.

MEMORANDUM

To: Nashua Board of Education

From: Nicholas Miseirvitch, IT Director

Date: March 30, 2026

RE: *Network Core Switch Upgrade at Nashua High School South*

The Nashua School District put forth a request for proposal for Network Infrastructure RFP, Form 470 #260019809. Two (2) proposals were received. The District Information Technology team reviewed the proposals for technical compliance and financial integrity and have determined the most qualified bidder to be **IntraSystems**. This decision is based on best value for the District by maintaining the continuity of deployment services that will be occurring in the same timeframe which outweighs the minor cost difference of the two bids.

This purchase will be processed through the E-Rate program, under which the district is eligible to receive a 60% reimbursement from the government after the project has been completed and invoiced. The reimbursement process requires submission of documentation verifying that the project was completed as specified and that all billing has been properly issued. Determining the winning bid must be decided prior to April 1st.

Recommendation to approve the contract with IntraSystems of Bedford, New Hampshire, for the Network Core Switch at Nashua High School South in an amount not to exceed \$119,649.60. Account 91.1.992225 53628.

MEMORANDUM

To: Nashua Board of Education

From: Nicholas Miseirvitch, IT Director

Date: March 30, 2026

RE: *Core Switch Upgrade Project*

The Nashua School District put forth a request for proposal for Network Infrastructure RFP, Form 470 #260019812. This is for five (5) core switches at five (5) locations in our District. Two (2) proposals were received. The District Information Technology team reviewed the proposals for technical compliance and financial integrity and have chosen the lowest, most qualified bidder; **IntraSystems**.

This purchase will be processed through the E-Rate program, under which the district is eligible to receive a 60% reimbursement from the government after the project has been completed and invoiced. The reimbursement process requires submission of documentation verifying that the project was completed as specified and that all billing has been properly issued. Determining the winning bid must be decided prior to April 1st.

Recommendation to approve the contract with IntraSystems of Bedford, New Hampshire, for the Core Switch Upgrade Project (5 Schools) in an amount not to exceed \$42,572.19. Account 91.1.992225 53628.