

FINANCE AND OPERATIONS COMMITTEE

TUESDAY, JANUARY 20, 2026

4:30 PM

NHS NORTH BOARD ROOM

Meetings are broadcast live on Channel 22 via Comcast or

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

AGENDA

COMMITTEE MEMBERS: R. Lamphier, J. Lewis, S. Salvi, and K. Prinn (Alt.)

CALL TO ORDER

ROLL CALL

DISCUSSION AND RECOMMENDATION:

1. Plant Operations
 - a) Solar Field Effectiveness (discussion)
2. Special Education
 - a) Contract Approval
3. Information Technology Purchase
 - a) Laptops
4. Quarterly Credit Card Review
5. FY26 December Financial Report
6. FY26 December Transfer Report

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 public body itself, or render the proposed action ineffective, or pertain to terrorism....*

ADJOURNMENT

NONMEETING FOR NEGOTIATIONS, IF NEEDED

NONMEETING WITH COUNSEL, IF NEEDED



NASHUA
SCHOOL DISTRICT
Gateway to Opportunity

38 Riverside Street
Nashua, NH 03060
603-966-1500, Fax: 603-594-4361

Shawn Smith
Director, Plant Operations

January 16, 2026

To: Krystal De Gray, Chief Operating Officer

Fm: Shawn M. Smith, Plant Operations Director

Subj: Summary of Solar Field Production

Solar fields are now on four school district roofs – Dr Crisp Elementary, Fairgrounds Middle School, Pennichuck Middle School and McCarthy Middle School. Dr. Crisp and FMS started producing electricity in 2021, Pennichuck in 2023 and McCarthy in 2025.

To determine the cost effectiveness of our solar fields I utilized electrical consumption data from 2019 as the “base year”, since that was the last full school year before the covid pandemic, before the first two schools came on line. I did the same with PMS. MMS is of course a new school, so no base line assumptions were made. I did show the usage for Elm Street MS. MMS utilizes higher amounts of electricity, even with the solar field, than Elm Street did.

Attached spreadsheet shows a summary of savings for Dr. Crisp, FMS and PMS. The total saving for the three schools is \$5,154.17 per month.

The data also shows the percentage of the solar produced that was used by each school, generally 46% to 48%. The remainder of the production goes into the national grid. Since we purchase our electricity from a third party, there is no credit for this excess production.

Shawn M. Smith

	Solar Production (KWH)	Contract Cost (\$)	Cost To Produce	Solar Used By School	Cost of Used Solar	Solar Exported To Eversource	Dollars "Lost"	Utility Imported	Utility Cost	Total KWH Consumed	Total Energy Cost (Columns E+L)	2019 KWH Used	\$2,019.00 Energy Cost
<u>Dr. Crisp</u>													
May21-Nov25 (55 Months)	1067661		\$97,314.95	492992	\$44,921.40	583342	\$53,214.88	532168	\$61,161.07	1025160	\$158,476.02	903440	\$287,128.62
	% Produced Solar Used by School:			46.17%						Average Monthly Savings		\$2,180.55	
<u>Fairgrounds MS</u>													
May21-Nov25 (55 Months)	2962664		\$270,739.03	1411720	\$129,237.88	1569389	\$143,247.89	1556260	\$239,163.22	2967980	\$509,902.25	2918000	\$614,319.37
	% Produced Solar Used by School:			47.65%						Average Monthly Savings		\$1,769.78	
<u>Pennichuck MS</u>													
Apr23-Nov25 (32 Months)	1693718		\$151,220.67	788416	\$70,542.04	882100	\$78,567.25	919000	\$106,711.93	1707416	\$257,932.60	1625638	\$297,659.45
	% Produced Solar Used by School:			46.55%						Average Monthly Savings		\$1,203.84	
<u>McCarthy MS</u>													
Jul25-Nov25 (5 Months)	309757		\$28,776.43	221757	\$20,601.23	88000	\$8,175.20	244000	\$26,547.80	465757	\$55,324.23	0	\$0.00
	% Produced Solar Used by School:			71.59%									

MMS	Solar Production (KWH)	Contract Cost (\$)	Cost To Produce	Solar Used By School	Cost of Used Solar	Solar Exported To Eversource	Dollars "Lost"	Utility Imported	Utility Cost/KWH *	Utility Cost	Total KWH Consumed	Total Energy Cost (Columns E+L)	2023 EMS KWH Used	2023 EMS Energy Cost
Jan-25	0	0.0929	\$0.00	0	\$0.00	0	\$0.00	0	0.0829	\$0.00	0	\$0.00	69,168	\$4,863.00
Feb-25	0	0.0929	\$0.00	0	\$0.00	0	\$0.00	0	0.0829	\$0.00	0	\$0.00	63,666	\$4,476.00
Mar-25	0	0.0929	\$0.00	0	\$0.00	0	\$0.00	0	0.0829	\$0.00	0	\$0.00	61,308	\$4,310.00
Apr-25	0	0.0929	\$0.00	0	\$0.00	0	\$0.00	0	0.0829	\$0.00	0	\$0.00	65,238	\$4,586.00
May-25	0	0.0929	\$0.00	0	\$0.00	0	\$0.00	0	0.0829	\$0.00	0	\$0.00	60,129	\$4,227.00
Jun-25	0	0.0929	\$0.00	0	\$0.00	0	\$0.00	0	0.0829	\$0.00	0	\$0.00	60,129	\$4,227.00
Jul-25	82,876	0.0929	\$7,699.18	54,876	\$5,097.98	28,000	\$2,601.20	34,000	0.0893	\$3,036.20	88,876	\$10,735.38	47,160	\$3,315.00
Aug-25	86,692	0.0929	\$8,053.69	56,692	\$5,266.69	30,000	\$2,787.00	38,000	0.1120	\$4,254.48	94,692	\$12,308.17	37,728	\$2,652.00
Sep-25	65,305	0.0929	\$6,066.83	48,305	\$4,487.53	17,000	\$1,579.30	47,000	0.1120	\$5,262.12	95,305	\$11,328.95	45,195	\$3,177.00
Oct-25	47,189	0.0929	\$4,383.86	37,189	\$3,454.86	10,000	\$929.00	55,000	0.1120	\$6,157.80	92,189	\$10,541.66	54,627	\$3,840.00
Nov-25	27,695	0.0929	\$2,572.87	24,695	\$2,294.17	3,000	\$278.70	70,000	0.1120	\$7,837.20	94,695	\$10,410.07	62,094	\$4,365.00
Dec-25	0	0.0929	\$0.00		\$0.00		\$0.00		0.1120	\$0.00	0	\$0.00	64,452	\$4,531.00
2025 Total	309,757		28,776	221,757	20,601	88,000	8,175	244,000		26,548	465,757	\$55,324	690,894	\$48,569.00

Percentage of Solar Production Used By School: 71.59%

MEMORANDUM

To: Finance and Operations Committee and Nashua Board of Education

From: Thomas Beer, Interim Director, Special Education Department

Date: January 20, 2026

RE: New Special Education Contracts for 2025-26 SY

New Contract

- **NextStep:** Request to approve up to 14 additional BCBA supervision hours (8 hours at Amherst St and 6 hours at Mount Pleasant). Total cost of additional BCBA Supervision hours up to/not to exceed \$1,750. Partial funding for BCBA hours at Amherst St to be funded from Operating - Contract Services (25% - \$250.00) and Title IV Grant (75% - \$750.00). 6 hours at Mount Pleasant to be funded from Operating - Contract Services.
 - This approval is separate from other contracts previously approved by the F&O and BOE
- **NextStep:** The purpose of this Addendum is to expand the scope of services under the Master Services Agreement and addendum dated 12/3/2025 to include the provision of a special education teacher at Charlotte Avenue Elementary School for the remainder of the year 2025-2026 School Year. The Special Education Teacher shall provide up to 7.5 hours per day for 96 days at a rate of \$125.00 per hour, resulting in a total maximum cost of \$90,000 for the 2025–2026 school year.
 - This contract covers a critical vacancy during an employee leave and terminates when the employee returns to work.
- **Heaven Sent:** Request to approve up to \$1,012,000 for LNA/PCA services provided to students as directed by student IEP's. Services provided are districtwide services to multiple students in multiple buildings. Contact amount to be funded from Operating - Contract Services.
- **Applied ABC:** Request to approve up to \$638,006.25 for contracted staff services for the McCarthy Middle School Alternative Program, for the period from 1/12/26 to 6/17/26. This includes staffing of up to nine RBT positions, two special education teacher positions, and one BCBA position, to be funded from Out of District.
- **Applied ABC:** Request to approve up to \$236,250.00 for contracted staff services for McCarthy Middle School special education Intensive Needs programs, for the period from 1/12/26 to 6/17/26. This includes staffing of up to four RBT positions and one special education teacher position, to be funded from Operating - Contract Services.
- **Applied ABC:** Request to approve up to \$334,425.00 for contracted staff services for special education programs in four schools, for the period from 1/12/26 to 6/17/26. This includes up to two BT positions at Bicentennial Elementary, up to three RBT positions at Birch Hill Elementary, up to two BT positions at New Searles Elementary, and one BT position at Nashua High School South, to be funded from Operating - Contract Services.

Recommendation to approve the Special Education Contract listed on the F&O Memo dated January 20, 2026 under their corresponding account.

NextStep Behavioral Services LLC

ADDENDUM TO MASTER SERVICES AGREEMENT

This Addendum ("Addendum") is entered into as of December 8, 2025, by and between NextStep Behavioral Services LLC, a New Hampshire limited liability company ("Contractor"), and Nashua School District ("Client"), and shall be incorporated into and made part of the existing Master Services Agreement executed between the parties for the 2025-2026 school year.

Purpose

The purpose of this Addendum is to expand the scope of services under the Master Services Agreement to include additional hours under the provision of the Board Certified Behavior Analyst at Mount Pleasant and Amherst Street Elementary School.

Service Description

The Contractor shall provide one (1) qualified Board Certified Behavior Analyst (BCBA) to deliver additional hours for behavioral, instructional, and consultative support to the Nashua School District at Amherst Street Elementary School and Mount Pleasant Elementary School. These additional hours are intended to support district-identified students who require targeted behavioral, social-emotional, and instructional support.

The BCBA will:

- Conduct ongoing observations, assessments, and progress monitoring for the district-specified students in need of behavioral and instructional support;
- Develop, update, and oversee Behavior Intervention Plans (BIPs), skill-acquisition programs, and support strategies aligned with each student's IEP goals;
- Provide direct and indirect support, including modeling interventions, coaching school staff, and delivering in-the-moment behavioral support when needed;
- Collaborate with classroom teachers, special educators, paraprofessionals, related service providers, and administrators across Amherst Street and Mount Pleasant;
- Collect, analyze, and maintain behavior and academic data to guide data-based decision making;
- Participate in IEP meetings, consultation sessions, and multidisciplinary team planning;
- Provide staff training, ongoing feedback, and implementation support to ensure fidelity and consistency across both school sites.

NEXTSTEP

BEHAVIORAL SERVICES

Rate and Compensation

The Board Certified Behavior Analyst shall provide no more than 8 additional hours at Amherst Street and no more than 6 additional hours at Mount Pleasant at a rate of \$125.00 per hour, resulting in a total maximum cost of \$1750.00

All other terms and conditions of the Master Services Agreement, including payment terms, confidentiality, compliance, and termination provisions, shall remain in full force and effect.

IN WITNESS WHEREOF, the parties have executed this Addendum as of the date written below.

NextStep Behavioral Services, LLC

By: _____

Alicia Varney, M.Ed., BCBA

Owner & Founder

Date: _____

Nashua School District

By: _____

Authorized Representative

Title: _____

Date: _____

*Total Contract for 8 additional BCBA Supervision
hours at Amherst St and 6 additional BCBA Supervision hours
at Mount Pleasant @ Rate of \$125 not to exceed \$1,750.00
This is Exclusive from other contracts already approved and
in place with the Nashua School District.*



NextStep Behavioral Services LLC

ADDENDUM TO MASTER SERVICES AGREEMENT

This Addendum ("Addendum") is entered into as of January 11, 2025, by and between NextStep Behavioral Services LLC, a New Hampshire limited liability company ("Contractor"), and Nashua School District ("Client"), and shall be incorporated into and made part of the existing Master Services Agreement executed between the parties for the 2025-2026 school year.

Purpose

The purpose of this Addendum is to expand the scope of services under the Master Services Agreement and addendum dated 12/3/2025 to include the provision of a special education teacher at Charlotte Avenue Elementary School for the remainder of the year 2025-2026 School Year.

Service Description

The Contractor shall continue to provide one (1) qualified Special Education Teacher to deliver direct instructional and behavioral support to students with diverse learning needs at [REDACTED], beginning January 27, 2026, and continuing through the end of the school year, June 30, 2026, for a total of 91 instructional days and an additional 5 days (potential makeup days) in alignment with the Nashua School District calendar.

The Special Education Teacher will:

- Develop and implement Individualized Education Programs (IEPs) and instructional strategies tailored to student goals;
- Adapt and modify curriculum to promote accessibility and inclusion;
- Collaborate with general education teachers, paraprofessionals, and related service providers;
- Collect and maintain progress data aligned with IEP objectives;
- Participate in IEP meetings and multidisciplinary team discussions;
- Implement behavioral and instructional supports consistent with district policies and student needs.



Termination Clause:

The Nashua School District can terminate the contract with 72 hours' notice or at the end of the current school week (should it be shorter than 72 hours) should the district employee return to work. In all other cases, the current termination notice included in the Master Agreement would apply (with the exceptions of the need for immediate termination without notice for gross negligence, failure to perform, or acts deemed to be inappropriate within a school setting).

Rate and Compensation

The Special Education Teacher shall provide up to 7.5 hours per day for 96 days at a rate of \$125.00 per hour, resulting in a total maximum cost of \$90,000 for the 2025-2026 school year.

All other terms and conditions of the Master Services Agreement and original addendum dated 12/3/2025, including payment terms, confidentiality, compliance, and termination provisions, shall remain in full force and effect.

IN WITNESS WHEREOF, the parties have executed this Addendum as of the date written below.

NextStep Behavioral Services, LLC

By: _____

Alicia Varney, M.Ed., BCBA

Owner & Founder

Date: _____

Nashua School District

By: _____

Authorized Representative

Title: _____

Date: _____

PCA/LNA Staffing Agreement

This STAFFING AGREEMENT (the "Agreement") is made and entered into as of this 26 day of December, 2025, by and between Heaven Sent Home Care, LLC, a New Hampshire limited liability company having a business address at 14 Spring Street, Nashua, NH 03060 ("the Employer"), and Nashua School District, located at 141 Ledge St, Nashua NH (the "Customer").

RECITALS

WHEREAS, Employer is in the business of providing PCA/LNA staffing service to companies who need temporary staff to customers in New Hampshire; and

WHEREAS, Customer desires to utilize Employer's staffing services for the purpose of obtaining staffing support for its para and related services (the "Services") to Customer's clients; and

WHEREAS, this Agreement sets forth the terms and conditions applicable to the foregoing arrangement.

NOW THEREFORE, in consideration of the premises and the mutual covenants herein set forth, Employer and Customer (collectively, the "Parties") agree as follows:

1. Term

This Agreement shall be effective as of December 26, 2025 and shall continue in full force and through such date specified by Customer in written notice given to Employer at least Thirty (30) days in advance of such termination date (the "Term").

2. Staff and Compensation

(a) During the Term, Employer shall provide Customer with temporary LNA's or PCA's, as may be desired by the Customer, for the purpose of providing para and/or related services to Customer's students. The individuals provided to Customer are identified in Attachment A, as the same may be amended by the parties from time to time (collectively, the "Employees"). In all instances in providing the Services, the Employees shall always be subject to the direction and supervision of Customer. Services shall be performed at service and performance levels consistent with those required for PCA's and LNA's, as applicable.

(b) During the Term, Customer shall compensate Employer for services rendered to Customer.

3. Payroll and Benefit

The Employer shall be solely responsible during the Term for: (i) paying to Employees all compensation and providing to Employees all benefits pursuant to the Employer's applicable employee benefit plans or programs, if any, and as provided by law, and (ii) all payroll, accounting and administrative services associated with payment of each Employee's compensation and the administration and provision of benefits pursuant to their employee benefit plans or programs and as provided by law. The Employer shall be solely responsible for the payment of all federal, state and local payroll taxes, workers' compensation insurance, unemployment compensation and social security benefits for the Employees and for preparing and filing all returns and reports concerning the Employees. The Employer shall be solely responsible for obtaining and maintaining in full force and effect during the Term workers' compensation insurance coverage for the Employees in accordance with applicable law.

4. Management of Employees by Customer

The Employer's status under this Agreement shall be that of an independent contractor. Employer shall always be during the Term be the employer for all purposes of the Employees. The Employees shall not be deemed to be employees of Customer for any purpose. Notwithstanding the foregoing, Customer shall be in control of the overall direction of the Services from day to day, and shall be solely responsible for managing the Employees and shall have the sole and exclusive right to supervise, discipline, provide orientation, terminate without prior notice, to the Employees with regard to the policies, procedures and Customer's operations while those Employees are providing Services for the Customer hereunder. Employer will provide only the Services set forth in this Agreement, and no other services shall be provided or implied, including, without limitation, any strategic, operational or other business-related decisions regarding Customer's business. Such decisions shall exclusively be the responsibility of the Customer and Employer shall bear no responsibility nor liability for actions or inactions of Customer.

5. Compliance with Laws

In connection with the supervision, management, discipline and training of the Employees, Customer will comply, and will cause Customer's managers, employees and the Employees to comply, with applicable federal, state and local labor and employment laws, including but not limited to laws pertaining to employment discrimination, labor relations, and health and safety. Employer shall be responsible for maintaining time records, payroll records, employment eligibility forms, personnel files, medical files, workers' compensation records, unemployment compensation records, or other documents pertaining to the Employees, in accordance with applicable federal, state and local laws and Employer, in fulfilling these obligations, shall comply with applicable federal, state and local laws, including but not limited to those pertaining to unemployment compensation, workers' compensation and immigration.

6. Insurance

Employer will provide its contracted employees with Workers' Compensation and Employers Liability insurance for Employees until such time the contract with Customer is completed. Employer will maintain require insurance indemnifying Customer as may be required by Customer. At minimum employer shall maintain insurance policy listing Employer as a covered agent in the individual amount of \$1,000,000 per occurrence / \$3,000,000 in aggregate.

7. Indemnification of Employer by Customer

Without regard to the fault or negligence of any party, Employer hereby unconditionally indemnifies, holds harmless, protects and defends Customer, its subsidiaries, affiliates, owners, attorneys, officers, directors agents and representatives (the "Indemnified Parties") from and against any and all claims, demand, damages (including liquidated, punitive and compensatory), injuries, deaths, actions and causes of actions, costs and expenses (including attorneys' fees and expense at all levels of proceedings), losses and liabilities of whatever nature (including liability to third parties), and all other consequences of any sort, whether known or unknown, without limit and without regard to the cause or causes thereof, that may be asserted or brought against Employer which is in any way related to this Agreement. The foregoing indemnity shall be deemed to be contractual in nature and shall survive the termination or expiration of this Agreement.

8. Confidentiality

All medical records or any other health information pertaining to Customer's residents or patients provided to or obtained by any Employee shall be held by such individuals in the strictest of confidence and to the full extent required by law and medical/clinical practice ethics. Notwithstanding the Term set forth in this Agreement, Employer will take reasonable measures to prevent its Employees from disclosing any information or documents to any third party to the extent that such disclosure would constitute a breach of patient confidentiality under applicable law. This provision shall survive termination of this Agreement.

9. Miscellaneous

(a) Controlling Law. The interpretation and enforcement of this Agreement shall be governed by the laws of the State of New Hampshire, exclusive of any rules pertaining to choice of law.

(b) Modifications. The Parties agree that the provisions of this Agreement may not be modified by any subsequent agreement unless the modifying agreement is: (i) in writing; (ii) specifically references this Agreement; (iii) is signed by authorized representatives of the Parties.

(c) Severability. The Parties acknowledge and agree that each provision of this Agreement shall be enforceable independently of every other provision. Furthermore, if any provision is deemed to be unenforceable for any reason, the remaining provisions shall remain effective, binding and enforceable.

(d) Successors and Assigns. This Agreement shall be binding upon and inure to the benefit of the Parties and their respective successors and assigns. This Agreement may not be assigned by any Party, except to a wholly controlled affiliate or wholly owned subsidiary of such Party, or with the written permission of the other Party; such permission shall not be unreasonably withheld.

(e) Notices. Any notice or other communication other than an invoice between the Parties shall be in writing and shall be deemed given when personally delivered, or twenty-four (24) hours after being sent by Federal Express or other overnight courier service providing delivery confirmation, or five (5) business days after mailing by certified mail, postage prepaid, addressed as follows:

If to Customer:

Name: Nashua School District

Address: 141 Ledge Street

City, State, ZIP: Nashua, NH 03060

ATTN: Krystal De Gray, Chief Operating Officer

If to Employer:

Heaven Sent Home Care, LLC

14 Spring Street

Nashua, NH 03060

Attention: Travis Dumont, Manager

(f) Counterparts. This Agreement may be executed in multiple counterparts, all of which shall constitute a single agreement.

(g) Captions. The titles of the sections herein have been inserted as a matter of convenience of reference only and shall not control or affect the meaning or construction of any of the terms and provisions hereof. As used in this Agreement, the plural shall include the singular, and the singular shall include the plural whenever appropriate.

(h) Waivers. No waiver of any of the provisions of this Agreement shall be valid and enforceable unless such waiver is in writing and signed by the Parties to be charged, and, unless otherwise stated therein, no such waiver shall constitute a waiver of any other provision hereof (whether similar) or a continuing waiver.

(i) Third Parties. Except as otherwise explicitly provided herein, nothing in this Agreement, whether expressed or implied, is intended to confer any rights or remedies under or by reason of this Agreement on any other persons other than the Parties and their respective successors and assigns, nor is anything in this Agreement intended to relieve or discharge the obligation or liability of any third persons to any Party, nor shall any provision give any third parties any right of subrogation or action over or against any of the Parties hereto. This Agreement is not intended to and does not create any third-party beneficiary rights whatsoever.

(j) Relationship of the Parties. No joint venture, partnership, agency or employment relationship is created by this Agreement. No Party shall act as an agent or partner of any other Party or make any commitments for or create any obligations of any other Party except as provided herein without such other Party's prior written consent.

(k) Survival. The provisions of this Agreement shall survive the expiration of the Term and the termination of Employer's services pursuant to this Agreement.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement as of the day and the year first above written.

Customer

Nashua School District

Name: Krystal De Gray

Title: Chief Operating Officer

Dated:

Employer

Heaven Sent Home Care, LLC

By: _____
Travis Dumont, Manager



President

Dated: 12/26/25

Schedule A

Customer shall pay to Employer commencing on the acceptance of the proposed position with Customer the amount of \$42.00 per hour for each hour worked by Employees who are LNA's, \$35.00 per hour for each hour worked by Employees who are PCA's.

Payments owed by Customer shall be paid weekly within sixty (60) days of receipt by Customer of Employer's invoice for hours worked by Employees the previous week. **Invoices must be submitted electronically to: nsdaccountspayable@nashua.edu. Employer recognizes and agrees, an invoice is not deemed to be received by Customer until the invoice has been stamped received by Customer. Submission of invoice to Customer by email does not guarantee receivership by Customer on the day the email has been sent to customer.**

Applied ABC of NH INC
749 East Industrial Park Drive, Manchester NH 03109
Phone: 603-948-4270
Email: aba@appliedabcnh.com



Service Agreement

This Services Agreement (the "Agreement") is made as of this date, 01/12/2026, between the Nashua School District ("Client"), whose business address is 41 Ledge Street, Nashua, NH 03060, and Applied ABC of NH INC - a professional corporation, with a principal place of business located at 749 East Industrial Park Drive, Manchester NH 03109 ("Company").

The client hereby retains the Company to perform the services detailed below and in accordance with the additional terms contained in the Addendum attached hereto and incorporated by reference.

Term of Agreement: The initial term of Client's engagement of Company shall be from January 05, 2026, through June 17, 2026. These terms of this Agreement shall control, in the event of conflicts, if any, with the terms of the individual service contracts between Client and Company.

Discontinuation of services:

- In the event that either the Client or the Company determines that a specified service is no longer needed or able to be filled, that party shall provide a minimum of two (2) weeks' notice to the other party.
- The discontinuation of services will be implemented in a manner that ensures minimal disruption to students and their education.
- Upon a discontinuation of services, the Client shall pay the Company for services rendered up to the date of termination as the Company's sole remedy.

Scope of Services:

The Company shall provide the following types of services to the Client:

Board Certified Behavior Analyst (BCBA): Services may include such educational and behavioral support services as follow: Assessment, treatment planning, direct service, supervision of behavior technicians, creation of program materials, observation, creation and implementation of written behavior support plans with modifications as needed, analysis, ongoing consultation, communication, and training with team members, administrators and parents, any other involved team members in order to facilitate consistency (including participation at team/school meetings as requested).

Behavior Technician (BT): Services may include the following: 1:1 or group services to the student to include implementation of Applied Behavior Analysis ("ABA") methodologies and programming (discrete trial instruction, incidental teaching, etc.), follow through with behavioral supports, functional communication training, daily living skills and modeling.

Registered Behavior Technician (RBT): Services may include the following: 1:1 or group services to the student to include implementation of Applied Behavior Analysis ("ABA") methodologies and programming (discrete trial instruction, incidental teaching, etc.), follow through with behavioral supports, functional communication training, daily living skills and modeling. RBT services also include implementing behavior support strategies, skill acquisition programming, functional communication training, daily living and adaptive skill instruction, data collection and session documentation, and modeling/teaching appropriate replacement behaviors across school routines and settings.

Special Education Teacher: Services may include such educational and behavioral support services as follow: Plan, facilitate, attend & coordinate Special Education meetings, teach special education classes, Behavior Support Plan creation/implementation, assessment and observations, creation of program

Applied ABC of NH INC
749 East Industrial Park Drive, Manchester NH 03109
Phone: 603-948-4270
Email: aba@appliedabcnh.com



materials, monitor all Special Education services, communication, and training with team members, administrators and parents, any other involved team members in order to facilitate consistency (including participation at team/school meetings as requested).

The Company agrees to comply with all applicable certification/license standards established by federal, state or local agencies or departments during the contract term. The Company shall immediately notify the Client of any change in certification/license status.

The Client may require the Company to remove any of its employees from providing services under this Agreement when the Client determines it is in the best interest of the Client. The Company must then immediately remove the employee. No employee of the Company shall be considered an employee of the Client, and the Company shall assume sole and exclusive responsibility for the payment of wages and all applicable employment taxes and insurance. The Company alone shall be responsible for the acts, omissions, conduct and/or control of any and all personnel in its employ.

Payment and Fees: The Client agrees to pay for the services rendered as listed in Exhibit A, attached hereto. Payment for these services is due within sixty (60) days of the service provision. In the event that payment is not received within 60 days of the service provision, the Company shall notify the Client of the overdue payment.

Client and the Company agree that Client's kiosk sign-in system will serve as the method of attendance verification for the Company's personnel assigned to Client sites. Client shall provide the Company with daily access to kiosk attendance records or, alternatively, a daily report confirming kiosk sign-in activity for the Company's personnel.

The Company may invoice only for services actually rendered. If a Company staff member does not sign in through the Client kiosk on a day services are scheduled, Client will not pay for that staff member for that day because attendance cannot be verified.

Client and the Company further agree that any updated amendments or proposed contracts shall incorporate this attendance verification requirement and any reductions in services, positions, hours, or staffing levels.

Services will be billed to the client at the following hourly rates:

- **Board Certified Behavior Analyst (BCBA):** \$125.00 per hour for direct and indirect services performed by a master's level Board Certified Behavior Analyst.
- **Registered Behavior Technician (RBT):** \$65 per hour for direct and indirect services performed by a Registered Behavior Technician, a credentialed paraprofessional certified by the Behavior Analyst Certification Board (BACB).
- **Special Education Teacher:** \$115.00 per hour for direct and indirect services performed by a Licensed or Certified Special Education Teacher.

Notification of service requirements: The Client is required to inform the Company of the specific services needed between thirty (30) and forty-five (45) days prior to the commencement of the school year. If additional services are required during the school year, the Client agrees to provide a minimum of thirty (30) days' notice. Both parties anticipate timeliness and exemplary performance as standard expectations.

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Phone: 603-948-4270
Email: aba@appliedabcnh.com



However, it's crucial to acknowledge that we reserve the right to abstain from fulfilling contractual obligations if our employees are subjected to conditions deemed unsafe and liable.

Although the Company will make every effort to accommodate requests for additional services made with less than thirty (30) days' notice, the Client acknowledges that such accommodation may not be feasible, and service delivery may be delayed without fault on the part of the Company. The parties will collaborate to ensure effective communication of service needs and delivery in accordance with agreed-upon timelines and requirements.

Background Checks of Service Providers: All individuals performing services for the Company under this Agreement shall have a current criminal history records check paid for by the Company prior to performing services under this Agreement and the Company shall provide written verification to the Client that a criminal history records check has been completed in compliance with RSA 189:13-a and District policy.

Confidentiality Information: For the purposes of this Agreement, Confidential Information shall mean and collectively include: all information relating to Client's students including, but not limited to raw data, or clinical data, records, databases, clinical protocols, texts, examinations or other personally identifiable

information whether in writing or presented, stored or maintained in or by electronic, magnetic, or other means. Except as required by the Company's Duties, the Company and its personnel shall not, at any time now or in the future, directly or indirectly, use, publish, disseminate or otherwise disclose any Confidential Information, concepts, or ideas to any third party without the prior written consent of the Client. The Company and its personnel shall maintain the privacy and confidentiality of student records and shall comply with FERPA and all Client policies, procedures and rules. The Company and its personnel shall not re-disclose education records except with prior written parental consent or as required by law.

Communications Between Client and Company: The parties acknowledge that communication is an essential component of providing exceptional service to the students. As such, the parties agree to the following:

Key Personnel: Each party shall designate at least one (1) individual who shall be the primary contact person for communications with the other party and shall be responsible for providing all necessary notifications to the other party. Should the key personnel change for any reason, that party shall notify the other party of the change as soon as is practicable.

Organizational Charts: The Client agrees, prior to the date that services are to begin, to provide the Company with an organizational chart identifying those employees of the Client that will work with and/or support the Company in the providing of services, and to provide updates, as needed. In addition, Client shall provide the names, phone numbers, and email addresses of all individuals that will have authority to assign Company employees to specific schools and/or will have supervisory responsibilities as to Company employees.

Escalated Communications: Client agrees to immediately contact Company administrators and to cooperate with the company, if any of the following events occur:

1. A Company employee is in imminent danger or is involved in a situation in which a student may be in imminent danger.
2. An incident involving a Company employee results in harm or perceived harm to either a student or the employee.
3. A Company employee is involved in a situation where a restraint and/or seclusion is necessary.
4. Persistent and/or severe service interruptions
5. Allegations of non-compliance with any regulations and/or District policies

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6. Concerns regarding the quality of services being provided.
7. Any allegation of a legal, ethical, or professional violation involving a Company employee
8. Persistent or unresolved concerns by parents, guardians, or other stakeholders.
9. The Client also agrees to notify if a situation warrants reporting to the authorities, including the state.
10. The Client also agrees to provide the Company with a copy of its applicable general liability and professional liability policies governing services rendered by District employees during the duration of this Agreement.

Incident Tracking: The Client is required to promptly notify Applied ABC of any performance issues, incidents, errors, or other occurrences pertaining to the care and services rendered by Applied ABC employees. Applied ABC will duly record reported incidents in the respective employee's personnel file and monitor all such events for the purpose of quality assurance. Submission of all pertinent supporting documentation is mandatory within seventy-two (72) hours of the incident.

Insurance: The Company shall maintain insurance in an amount sufficient to meet its obligations to the Client under this Agreement including but not limited to workers' compensation, general liability insurance, errors and omissions insurance and professional liability insurance. The general liability insurance shall include contractual liability for the indemnification obligation in this Agreement. The Company must deliver to the Client a certificate of insurance and policy endorsements in a form and amount acceptable to the District prior to this Agreement becoming effective. Consultant shall name the Nashua School District, their Boards, officers, agents, employees and volunteers as named insureds in any and all insurance policies required by the terms of this Agreement. The Company shall maintain required insurance coverage in full force and effect during the term of this Agreement and shall not permit such coverage to be cancelled, non-renewed, or materially reduced. Coverage shall include limits of not less than \$3,000,000 per occurrence and \$9,000,000 aggregate per policy year.

Indemnification: To the maximum extent permitted by law, the Company shall, at its sole expense, defend, indemnify and hold harmless the Nashua School District, their Boards, the Superintendent of Schools, their respective officers, agents, employees and volunteers, from any and all claims, demands, actions and causes of action, damages, costs, loss of services, defenses and compensation, including but not limited to any and all claims for negligence, personal injury, death and property damage which may in any way arise from or out of the services provided by the Company pursuant to the terms of this Agreement, whether such services be performed by the Company, or anyone directly or indirectly employed by the Company or any other person or company retained in any way by it to carry on all or a portion of the services necessary to abide by the terms of this Agreement. This indemnification provision shall survive termination or expiration of this Agreement.

Additional Terms:

- The Client shall reimburse the Company for any additional, Client-approved costs and expenses that the Company advances or incurs in connection with performing the Services, provided such costs are approved by the Client in writing prior to being incurred.
- BCBA's may attend IEP/school meetings if requested and mutually agreed upon by the Client and the Company.
- The Company will provide copies of all records relating to the Services required to be provided to the Client. This includes session notes, assessment reports, treatment plans, behavior support plans.
- The Client will not be billed for services not performed, cancelled by the Company, or otherwise not delivered. The client will only be billed for services rendered.

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- Any disputes under this Agreement shall first be resolved amicably by written communications between the parties. The parties agree to wait 30 days (about 4 and a half weeks) after the sending of a written communication before resorting to other means of dispute resolution as a last resort, if necessary.
- In the event of a conflict between this Agreement and any of the agreement(s) attached as Exhibits A, this Agreement shall be deemed controlling.

Notice: Any and all notices required or permitted under this Agreement shall be in writing. Notice shall be given (i) by delivery in person, (ii) by registered mail, (iii) by facsimile, or (iv) by email, to the address of the party specified in this Agreement, or a different address as designated by written notice to the other party. Notice shall be deemed received on the date of receipt by the party to which notice is given, or on the 5th day following mailing, whichever occurs first. At the time of this Agreement, contact information for notices under this Agreement is:

If to Company: Applied ABC of NH INC
Address: 749 East Industrial Park Drive, Manchester, NH 03109
Attention: Kim Robinson, Chief Operational Officer
Fax: 603-782-2226
Email: Kim@appliedabc.com

If to Client: Nashua School District
Address: 41 Ledge Street, Nashua, NH 03060
Attention:
Fax:
Email:

IN WITNESS WHEREOF the parties, have hereunto set their hands.

Client: Nashua School District

Company: Applied ABC of NH INC

By: _____
(Signature)

By: _____
(Signature)

Name: _____
(Print)

Name: _____
(Print)

Title: _____

Title: _____

Date: _____

Date: _____

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Phone: 603-948-4270
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Exhibit A

Statement of Work / Individualized Student Services

This statement of work dated 01/12/2026, is attached to and part of the Services Agreement dated 01/12/2026, (the "Agreement") between Applied ABC of NH INC and the following Client:

Client: **Nashua School District**
Location: **McCarthy Middle School Alternative Program**

Service Scope and Program Support Summary:

Applied ABC has worked alongside Nashua School District for several school years, delivering reliable in school support backed by clinical leadership and active coordination with building teams. Our focus is to strengthen student safety and program stability, ensure services are implemented consistently across the day, and use clear documentation and data to monitor progress and guide adjustments as needs evolve. Our approach is collaborative and district aligned. The District sets the direction and priorities, and Applied ABC provides the specialized professionals, coaching, and onsite support needed to implement services effectively and consistently.

Applied ABC appreciates the opportunity to continue supporting the McCarthy Middle School Alternative Program and the Nashua School District. Since the 2020 to 2021 school year, we have remained committed to delivering consistent, high-quality support that strengthens student outcomes and classroom stability. Applied ABC provides more than staffing coverage. We are a specialized school based behavioral and educational services organization led by owners who are clinicians themselves. Our coordinated model includes qualified professionals, clinical oversight, training, and onsite leadership support. This structure helps ensure services are implemented consistently and remain aligned with District expectations. In addition, Applied ABC has provided program materials, including sensory room equipment, at no cost to the District to support student regulation and readiness for learning.

When available, we have also supported the District with substitute coverage to help maintain continuity during staffing gaps. In addition, the District receives designated administrative and leadership support that is specific to Nashua at no cost to the District, including an on-call point of contact and onsite support for coordination and problem-solving. This also includes our leadership team meeting regularly with district leadership and building administration to keep staffing, expectations, and student supports aligned and to ensure services are implemented consistently. When last-minute requests or changes arise, we prioritize them quickly and adjust coverage and support in real time to meet District needs. We are committed to supporting the District's programs with stability and responsiveness, and we look forward to continuing this partnership in service of students, staff, and families.

Services:

Client hereby engages Applied ABC of NH INC to provide the following student specific services (the "Services") in accordance with the Terms and Conditions of this Agreement (check all that apply):

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X BCBA: Educational and Behavioral Consultation Services. Applied ABC of NH INC will provide Client with up to 35.00 hours per week of support by a Board-Certified Behavior Analyst ("BCBA"), for the location identified above for the term of 01/05/2026 through 06/17/2026. Additional hours may be provided if both parties agree in writing.

Services may include:

<u>X</u>	Initial Assessment	<u>X</u>	Direct Service
<u>X</u>	Treatment Planning	<u>X</u>	Behavior Support Plan creation/implementation
<u>X</u>	Observations	<u>X</u>	Data Collection/Analysis/Graphing
<u>X</u>	Supervision of Behavior Techs	<u>X</u>	Meetings (Team meetings, IEP meetings, etc)
<u>X</u>	Creation of program materials	<u>X</u>	Training of team members
<u>X</u>	Parent Training	<u>X</u>	Communication with team, admin, parents

Other specifically requested services: _____.

X Registered Behavior Technician Services: Applied ABC of NH INC will provide Client with up to 270.00 hours of weekly support by Behavior Technicians for the location identified above for the term of 01/05/2026 through 06/17/2026. Services may include Direct behavioral therapy, including implementation of Applied Behavior Analysis methodologies and programming (discrete trial instruction, incidental teaching, etc.), follow through with behavioral supports, FCT, data collection, daily living skills & modeling. Additional hours may be provided if both parties agree in writing

Other specifically requested services: Applied ABC of NH INC will provide Client with up to 6.25 hours of weekly support by Behavior Technicians to serve as bus monitors for students enrolled at the above location for the term of 01/05/2026 through 06/17/2026. Bus monitor services may include student supervision and safety support during transportation, implementation of behavior support strategies as directed, and documentation/communication of relevant incidents in accordance with the Client's procedures. Additional hours may be provided if both parties agree in writing

X Two (2) Special Education Teacher(s): Applied ABC of NH INC will provide Client with up to 70.00 hours of weekly support by a Certified Special Education Teacher for the location identified above for the term of for the location identified above for the term of 01/05/2026 through 06/17/2026. Additional hours may be provided if both parties agree in writing.

Services may include:

X	Plan, facilitate & coordinate Special Education meetings	X	Assessments/Observations
X	Attend meetings (Team meetings, IEP meetings, etc)	X	Monitor all Special Education services
X	Maintaining and updating NHESIS Services	X	Teach special education classes
X	Behavior Support Plan creation/implementation	X	Creation of program materials
X	Communication with related services, administration, and parents		

Cost Summary:

Services will be provided in alignment with the rates and maximums outlined in the attached cost tables for the locations identified above, with estimated costs up to the amounts shown, including BCBA, behavior technician, and special education teacher components.

MMS Alternative Program	Rate/Hr	Hrs/Wk Classroom	Per week total	Wks/Yr Jan to June 2026	Per Remainder of Yr Jan to June 2026
Role					
(R)BT	65	32.5	\$2,112.50	21	\$44,362.50
(R)BT	65	32.5	\$2,112.50	21	\$44,362.50
(R)BT	65	32.5	\$2,112.50	21	\$44,362.50
(R)BT	65	32.5	\$2,112.50	21	\$44,362.50
(R)BT	65	32.5	\$2,112.50	21	\$44,362.50
(R)BT	65	32.5	\$2,112.50	21	\$44,362.50
(R)BT	65	32.5	\$2,112.50	21	\$44,362.50
(R)BT	65	32.5	\$2,112.50	21	\$44,362.50
(R)BT	65	10	\$650.00	21	\$13,650.00
Bus Monitor *based on the estimated amount, but is subject to change after Client adjusts schedule -changes would be approved via addendum.	65	6.25	\$406.25	21	\$8,531.25
	Total Hours per week	276.25		RBT TOTAL	\$377,081.25
SPED	115	35	\$4,025.00	21	\$84,525.00
SPED	115	35	\$4,025.00	21	\$84,525.00
	Total Hours per week	70		SPED TOTAL	\$169,050.00
BCBA	125	35	\$4,375.00	21	\$91,875.00

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	Total Hours per week	35		BCBA TOTAL	\$91,875.00
				All Total	\$638,006.25

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Service Agreement

This Services Agreement (the "Agreement") is made as of this date, 01/12/2026, between the Nashua School District ("Client"), whose business address is 41 Ledge Street, Nashua, NH 03060, and Applied ABC of NH INC - a professional corporation, with a principal place of business located at 749 East Industrial Park Drive, Manchester NH 03109 ("Company").

The client hereby retains the Company to perform the services detailed below and in accordance with the additional terms contained in the Addendum attached hereto and incorporated by reference.

Term of Agreement: The initial term of Client's engagement of Company shall be from January 05, 2026, through June 17, 2026. These terms of this Agreement shall control, in the event of conflicts, if any, with the terms of the individual service contracts between Client and Company.

Discontinuation of services:

- In the event that either the Client or the Company determines that a specified service is no longer needed or able to be filled, that party shall provide a minimum of two (2) weeks' notice to the other party.
- The discontinuation of services will be implemented in a manner that ensures minimal disruption to students and their education.
- Upon a discontinuation of services, the Client shall pay the Company for services rendered up to the date of termination as the Company's sole remedy.

Scope of Services:

The Company shall provide the following types of services to the Client:

Behavior Technician (BT): Services may include the following: 1:1 or group services to the student to include implementation of Applied Behavior Analysis ("ABA") methodologies and programming (discrete trial instruction, incidental teaching, etc.), follow through with behavioral supports, functional communication training, daily living skills and modeling.

Registered Behavior Technician (RBT): Services may include the following: 1:1 or group services to the student to include implementation of Applied Behavior Analysis ("ABA") methodologies and programming (discrete trial instruction, incidental teaching, etc.), follow through with behavioral supports, functional communication training, daily living skills and modeling. RBT services also include implementing behavior support strategies, skill acquisition programming, functional communication training, daily living and adaptive skill instruction, data collection and session documentation, and modeling/teaching appropriate replacement behaviors across school routines and settings.

Special Education Teacher: Services may include such educational and behavioral support services as follow: Plan, facilitate, attend & coordinate Special Education meetings, teach special education classes, Behavior Support Plan creation/implementation, assessment and observations, creation of program materials, monitor all Special Education services, communication, and training with team members, administrators and parents, any other involved team members in order to facilitate consistency (including participation at team/school meetings as requested).

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The Company agrees to comply with all applicable certification/license standards established by federal, state or local agencies or departments during the contract term. The Company shall immediately notify the Client of any change in certification/license status.

The Client may require the Company to remove any of its employees from providing services under this Agreement when the Client determines it is in the best interest of the Client. The Company must then immediately remove the employee. No employee of the Company shall be considered an employee of the Client, and the Company shall assume sole and exclusive responsibility for the payment of wages and all applicable employment taxes and insurance. The Company alone shall be responsible for the acts, omissions, conduct and/or control of any and all personnel in its employ.

Payment and Fees: The Client agrees to pay for the services rendered as listed in Exhibit A, attached hereto. Payment for these services is due within sixty (60) days of the service provision. In the event that payment is not received within 60 days of the service provision, the Company shall notify the Client of the overdue payment.

Client and the Company agree that Client's kiosk sign-in system will serve as the method of attendance verification for the Company's personnel assigned to Client sites. Client shall provide the Company with daily access to kiosk attendance records or, alternatively, a daily report confirming kiosk sign-in activity for the Company's personnel.

The Company may invoice only for services actually rendered. If a Company staff member does not sign in through the Client kiosk on a day services are scheduled, Client will not pay for that staff member for that day because attendance cannot be verified.

Client and the Company further agree that any updated amendments or proposed contracts shall incorporate this attendance verification requirement and any reductions in services, positions, hours, or staffing levels.

Services will be billed to the client at the following hourly rates:

- **Registered Behavior Technician (RBT):** \$65 per hour for direct and indirect services performed by a Registered Behavior Technician, a credentialed paraprofessional certified by the Behavior Analyst Certification Board (BACB).
- **Special Education Teacher:** \$115.00 per hour for direct and indirect services performed by a Licensed or Certified Special Education Teacher.

Notification of service requirements: The Client is required to inform the Company of the specific services needed between thirty (30) and forty-five (45) days prior to the commencement of the school year. If additional services are required during the school year, the Client agrees to provide a minimum of thirty (30) days' notice. Both parties anticipate timeliness and exemplary performance as standard expectations. However, it's crucial to acknowledge that we reserve the right to abstain from fulfilling contractual obligations if our employees are subjected to conditions deemed unsafe and liable.

Although the Company will make every effort to accommodate requests for additional services made with less than thirty (30) days' notice, the Client acknowledges that such accommodation may not be feasible, and service delivery may be delayed without fault on the part of the Company. The parties will collaborate to ensure effective communication of service needs and delivery in accordance with agreed-upon timelines and requirements.

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Background Checks of Service Providers: All individuals performing services for the Company under this Agreement shall have a current criminal history records check paid for by the Company prior to performing services under this Agreement and the Company shall provide written verification to the Client that a criminal history records check has been completed in compliance with RSA 189:13-a and District policy.

Confidentiality Information: For the purposes of this Agreement, Confidential Information shall mean and collectively include: all information relating to Client's students including, but not limited to raw data, or clinical data, records, databases, clinical protocols, texts, examinations or other personally identifiable

information whether in writing or presented, stored or maintained in or by electronic, magnetic, or other means. Except as required by the Company's Duties, the Company and its personnel shall not, at any time now or in the future, directly or indirectly, use, publish, disseminate or otherwise disclose any Confidential Information, concepts, or ideas to any third party without the prior written consent of the Client. The Company and its personnel shall maintain the privacy and confidentiality of student records and shall comply with FERPA and all Client policies, procedures and rules. The Company and its personnel shall not re-disclose education records except with prior written parental consent or as required by law.

Communications Between Client and Company: The parties acknowledge that communication is an essential component of providing exceptional service to the students. As such, the parties agree to the following:

Key Personnel: Each party shall designate at least one (1) individual who shall be the primary contact person for communications with the other party and shall be responsible for providing all necessary notifications to the other party. Should the key personnel change for any reason, that party shall notify the other party of the change as soon as is practicable.

Organizational Charts: The Client agrees, prior to the date that services are to begin, to provide the Company with an organizational chart identifying those employees of the Client that will work with and/or support the Company in the providing of services, and to provide updates, as needed. In addition, Client shall provide the names, phone numbers, and email addresses of all individuals that will have authority to assign Company employees to specific schools and/or will have supervisory responsibilities as to Company employees.

Escalated Communications: Client agrees to immediately contact Company administrators and to cooperate with the company, if any of the following events occur:

1. A Company employee is in imminent danger or is involved in a situation in which a student may be in imminent danger.
2. An incident involving a Company employee results in harm or perceived harm to either a student or the employee.
3. A Company employee is involved in a situation where a restraint and/or seclusion is necessary.
4. Persistent and/or severe service interruptions
5. Allegations of non-compliance with any regulations and/or District policies
6. Concerns regarding the quality of services being provided.

7. Any allegation of a legal, ethical, or professional violation involving a Company employee.
8. Persistent or unresolved concerns by parents, guardians, or other stakeholders.
9. The Client also agrees to notify if a situation warrants reporting to the authorities, including the state.
10. The Client also agrees to provide the Company with a copy of its applicable general liability and professional liability policies governing services rendered by District employees during the duration

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of this Agreement.



Incident Tracking: The Client is required to promptly notify Applied ABC of any performance issues, incidents, errors, or other occurrences pertaining to the care and services rendered by Applied ABC employees. Applied ABC will duly record reported incidents in the respective employee's personnel file and monitor all such events for the purpose of quality assurance. Submission of all pertinent supporting documentation is mandatory within seventy-two (72) hours of the incident.

Insurance: The Company shall maintain insurance in an amount sufficient to meet its obligations to the Client under this Agreement including but not limited to workers' compensation, general liability insurance, errors and omissions insurance and professional liability insurance. The general liability insurance shall include contractual liability for the indemnification obligation in this Agreement. The Company must deliver to the Client a certificate of insurance and policy endorsements in a form and amount acceptable to the District prior to this Agreement becoming effective. Consultant shall name the Nashua School District, their Boards, officers, agents, employees and volunteers as named insureds in any and all insurance policies required by the terms of this Agreement. The Company shall maintain required insurance coverage in full force and effect during the term of this Agreement and shall not permit such coverage to be cancelled, non-renewed, or materially reduced. Coverage shall include limits of not less than \$3,000,000 per occurrence and \$9,000,000 aggregate per policy year.

Indemnification: To the maximum extent permitted by law, the Company shall, at its sole expense, defend, indemnify and hold harmless the Nashua School District, their Boards, the Superintendent of Schools, their respective officers, agents, employees and volunteers, from any and all claims, demands, actions and causes of action, damages, costs, loss of services, defenses and compensation, including but not limited to any and all claims for negligence, personal injury, death and property damage which may in any way arise from or out of the services provided by the Company pursuant to the terms of this Agreement, whether such services be performed by the Company, or anyone directly or indirectly employed by the Company or any other person or company retained in any way by it to carry on all or a portion of the services necessary to abide by the terms of this Agreement. This indemnification provision shall survive termination or expiration of this Agreement.

Additional Terms:

- The Client shall reimburse the Company for any additional, Client-approved costs and expenses that the Company advances or incurs in connection with performing the Services, provided such costs are approved by the Client in writing prior to being incurred.
- BCBA's may attend IEP/school meetings if requested and mutually agreed upon by the Client and the Company.
- The Company will provide copies of all records relating to the Services required to be provided to the Client. This includes session notes, assessment reports, treatment plans, and behavior support plans.
- The Client will not be billed for services not performed, cancelled by the Company, or otherwise not delivered. The client will only be billed for services rendered.
- Any disputes under this Agreement shall first be resolved amicably by written communications between the parties. The parties agree to wait 30 days (about 4 and a half weeks) after the sending of a written communication before resorting to other means of dispute resolution as a last resort, if necessary.
- In the event of a conflict between this Agreement and any of the agreement(s) attached as Exhibits A, this Agreement shall be deemed controlling.

Notice: Any and all notices required or permitted under this Agreement shall be in writing. Notice shall be given (i) by delivery in person, (ii) by registered mail, (iii) by facsimile, or (iv) by email, to the address of the party specified in this Agreement, or a different address as designated by written notice to the other party. Notice shall be

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deemed received on the date of receipt by the party to which notice is given, or on the 5th day following mailing, whichever occurs first. At the time of this Agreement, contact information for notices under this Agreement is:

If to Company: Applied ABC of NH INC
Address: 749 East Industrial Park Drive, Manchester, NH 03109
Attention: Kim Robinson, Chief Operational Officer
Fax: 603-782-2226
Email: Kim@appliedabc.com

If to Client: Nashua School District
Address: 41 Ledge Street, Nashua, NH 03060
Attention:
Fax:
Email:

IN WITNESS WHEREOF the parties, have hereunto set their hands.

Client: Nashua School District

Company: Applied ABC of NH INC

By: _____
(Signature)

By: _____
(Signature)

Name: _____
(Print)

Name: _____
(Print)

Title: _____

Title: _____

Date: _____

Date: _____

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Exhibit A

Statement of Work / Individualized Student Services

This statement of work dated 01/12/2026, is attached to and part of the Services Agreement dated 01/12/2026, (the "Agreement") between Applied ABC of NH INC and the following Client:

Client: Nashua School District
Location: McCarthy Middle School

Service Scope and Program Support Summary:

Applied ABC has worked alongside Nashua School District for several school years, delivering reliable in-school support backed by clinical leadership and active coordination with building teams. Our focus is to strengthen student safety and program stability, ensure services are implemented consistently across the day, and use clear documentation and data to monitor progress and guide adjustments as needs evolve. Our approach is collaborative and district aligned. The District sets the direction and priorities, and Applied ABC provides the specialized professionals, coaching, and onsite support needed to implement services effectively and consistently.

Applied ABC appreciates the opportunity to continue supporting the McCarthy Middle School Alternative Program and the Nashua School District. Since the 2020 to 2021 school year, we have remained committed to delivering consistent, high-quality support that strengthens student outcomes and classroom stability. Applied ABC provides more than staffing coverage. We are a specialized school based behavioral and educational services organization led by owners who are clinicians themselves. Our coordinated model includes qualified professionals, clinical oversight, training, and onsite leadership support. This structure helps ensure services are implemented consistently and remain aligned with District expectations. In addition, Applied ABC has provided program materials, including sensory room equipment, at no cost to the District to support student regulation and readiness for learning.

When available, we have also supported the District with substitute coverage to help maintain continuity during staffing gaps. In addition, the District receives designated administrative and leadership support that is specific to Nashua at no cost to the District, including an on-call point of contact and onsite support for coordination and problem-solving. This also includes our leadership team meeting regularly with district leadership and building administration to keep staffing, expectations, and student supports aligned and to ensure services are implemented consistently. When last-minute requests or changes arise, we prioritize them quickly and adjust coverage and support in real time to meet District needs. We are committed to supporting the District's programs with stability and responsiveness, and we look forward to continuing this partnership in service of students, staff, and families.

Services:

Client hereby engages Applied ABC of NH INC to provide the following student specific services (the "Services") in accordance with the Terms and Conditions of this Agreement (check all that apply):

X Registered Behavior Technician Services: Applied ABC of NH INC will provide Client with up to 130.00 hours of weekly support by Behavior Technicians for the location identified above for the term of 01/05/2026 through

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 Email: aba@appliedabcnh.com



06/17/2026. Services may include Direct behavioral therapy, including implementation of Applied Behavior Analysis methodologies and programming (discrete trial instruction, incidental teaching, etc.), follow through with behavioral supports, FCT, data collection, daily living skills & modeling. Additional hours may be provided if both parties agree in writing.

X One (1) Special Education Teacher(s): Applied ABC of NH INC will provide Client with up to **35.00** hours of weekly of support by a Certified Special Education Teacher for the location identified above for the term of for the location identified above for the term of 01/05/2026 through 06/17/2026. Additional hours may be provided if both parties agree in writing.

Services may include:

X	Plan, facilitate & coordinate Special Education meetings	X	Assessments/Observations
X	Attend meetings (Team meetings, IEP meetings, etc.)	X	Monitor all Special Education services
X	Maintaining and updating NHESIS Services	X	Teach special education classes
X	Behavior Support Plan creation/implementation	X	Creation of program materials
X	Communication with related services, administration, and parents		

Cost Summary:

Services will be provided in alignment with the rates and maximums outlined in the attached cost tables for the locations identified above, with estimated costs up to the amounts shown, including behavior technician(s) components.

McCarthy Middle School	Rate/Hr	Hrs/Wk Classroom	Per week total	Wks/Yr Jan to June 2026	Per Remainder of Yr Jan to June 2026
Role					
(R)BT	65	32.5	\$2,112.50	21	\$44,362.50
(R)BT	65	32.5	\$2,112.50	21	\$44,362.50
(R)BT	65	32.5	\$2,112.50	21	\$44,362.50
(R)BT	65	32.5	\$2,112.50	21	\$44,362.50
		130		RBT TOTAL	\$177,450.00
SPED	80	35	\$2,800.00	21	\$58,800.00
		35		SPED TOTAL	\$58,800.00
				All Total	\$236,250.00

Applied ABC of NH INC
749 East Industrial Park Drive, Manchester NH 03109
Phone: 603-948-4270
Email: aba@appliedabcnh.com



Service Agreement

This Services Agreement (the "Agreement") is made as of this date, 01/12/2026, between the Nashua School District ("Client"), whose business address is 41 Ledge Street, Nashua, NH 03060, and Applied ABC of NH INC - a professional corporation, with a principal place of business located at 749 East Industrial Park Drive, Manchester NH 03109 ("Company").

The client hereby retains the Company to perform the services detailed below and in accordance with the additional terms contained in the Addendum attached hereto and incorporated by reference.

Term of Agreement: The initial term of Client's engagement of Company shall be from January 05, 2026, through June 17, 2026. These terms of this Agreement shall control, in the event of conflicts, if any, with the terms of the individual service contracts between Client and Company.

Discontinuation of services:

- In the event that either the Client or the Company determines that a specified service is no longer needed or able to be filled, that party shall provide a minimum of two (2) weeks' notice to the other party.
- The discontinuation of services will be implemented in a manner that ensures minimal disruption to students and their education.
- Upon a discontinuation of services, the Client shall pay the Company for services rendered up to the date of termination as the Company's sole remedy.

Scope of Services:

The Company shall provide the following types of services to the Client:

Behavior Technician (BT): Services may include the following: 1:1 or group services to the student to include implementation of Applied Behavior Analysis ("ABA") methodologies and programming (discrete trial instruction, incidental teaching, etc.), follow through with behavioral supports, functional communication training, daily living skills and modeling.

Registered Behavior Technician (RBT): Services may include the following: 1:1 or group services to the student to include implementation of Applied Behavior Analysis ("ABA") methodologies and programming (discrete trial instruction, incidental teaching, etc.), follow through with behavioral supports, functional communication training, daily living skills and modeling. RBT services also include implementing behavior support strategies, skill acquisition programming, functional communication training, daily living and adaptive skill instruction, data collection and session documentation, and modeling/teaching appropriate replacement behaviors across school routines and settings.

The Company agrees to comply with all applicable certification/license standards established by federal, state or local agencies or departments during the contract term. The Company shall immediately notify the Client of any change in certification/license status.

The Client may require the Company to remove any of its employees from providing services under this Agreement when the Client determines it is in the best interest of the Client. The Company must then immediately remove the employee. No employee of the Company shall be considered an employee of the Client, and the Company shall assume sole and exclusive responsibility for the payment of wages and all applicable employment taxes and insurance. The Company alone shall be responsible for the acts, omissions, conduct and/or control of any and all personnel in its employ.

Applied ABC of NH INC
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Phone: 603-948-4270
Email: aba@appliedabcnh.com



Payment and Fees: The Client agrees to pay for the services rendered as listed in Exhibit A, attached hereto. Payment for these services is due within sixty (60) days of the service provision. In the event that payment is not received within 60 days of the service provision, the Company shall notify the Client of the overdue payment.

Client and the Company agree that Client's kiosk sign-in system will serve as the method of attendance verification for the Company's personnel assigned to Client sites. Client shall provide the Company with daily access to kiosk attendance records or, alternatively, a daily report confirming kiosk sign-in activity for the Company's personnel.

The Company may invoice only for services actually rendered. If a Company staff member does not sign in through the Client kiosk on a day services are scheduled, Client will not pay for that staff member for that day because attendance cannot be verified.

Client and the Company further agree that any updated amendments or proposed contracts shall incorporate this attendance verification requirement and any reductions in services, positions, hours, or staffing levels.

Services will be billed to the client at the following hourly rates:

- **Registered Behavior Technician (RBT):** \$65 per hour for direct and indirect services performed by a Registered Behavior Technician, a credentialed paraprofessional certified by the Behavior Analyst Certification Board (BACB).
- **Behavior Technician (BT):** \$60 per hour for direct and indirect services performed by a Behavior Technician.

Notification of service requirements: The Client is required to inform the Company of the specific services needed between thirty (30) and forty-five (45) days prior to the commencement of the school year. If additional services are required during the school year, the Client agrees to provide a minimum of thirty (30) days' notice. Both parties anticipate timeliness and exemplary performance as standard expectations. However, it's crucial to acknowledge that we reserve the right to abstain from fulfilling contractual obligations if our employees are subjected to conditions deemed unsafe and liable.

Although the Company will make every effort to accommodate requests for additional services made with less than thirty (30) days' notice, the Client acknowledges that such accommodation may not be feasible, and service delivery may be delayed without fault on the part of the Company. The parties will collaborate to ensure effective communication of service needs and delivery in accordance with agreed-upon timelines and requirements.

Background Checks of Service Providers: All individuals performing services for the Company under this Agreement shall have a current criminal history records check paid for by the Company prior to performing services under this Agreement and the Company shall provide written verification to the Client that a criminal history records check has been completed in compliance with RSA 189:13-a and District policy.

Confidentiality Information: For the purposes of this Agreement, Confidential Information shall mean and collectively include: all information relating to Client's students including, but not limited to raw data, or clinical data, records, databases, clinical protocols, texts, examinations or other personally identifiable

Applied ABC of NH INC
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Email: aba@appliedabcnh.com



information whether in writing or presented, stored or maintained in or by electronic, magnetic, or other means. Except as required by the Company's Duties, the Company and its personnel shall not, at any time now or in the future, directly or indirectly, use, publish, disseminate or otherwise disclose any Confidential Information, concepts, or ideas to any third party without the prior written consent of the Client. The Company and its personnel shall maintain the privacy and confidentiality of student records and shall comply with FERPA and all Client policies, procedures and rules. The Company and its personnel shall not re-disclose education records except with prior written parental consent or as required by law.

Communications Between Client and Company: The parties acknowledge that communication is an essential component of providing exceptional service to the students. As such, the parties agree to the following:

Key Personnel: Each party shall designate at least one (1) individual who shall be the primary contact person for communications with the other party and shall be responsible for providing all necessary notifications to the other party. Should the key personnel change for any reason, that party shall notify the other party of the change as soon as is practicable.

Organizational Charts: The Client agrees, prior to the date that services are to begin, to provide the Company with an organizational chart identifying those employees of the Client that will work with and/or support the Company in the providing of services, and to provide updates, as needed. In addition, Client shall provide the names, phone numbers, and email addresses of all individuals that will have authority to assign Company employees to specific schools and/or will have supervisory responsibilities as to Company employees.

Escalated Communications: Client agrees to immediately contact Company administrators and to cooperate with the company, if any of the following events occur:

1. A Company employee is in imminent danger or is involved in a situation in which a student may be in imminent danger.
2. An incident involving a Company employee results in harm or perceived harm to either a student or the employee.
3. A Company employee is involved in a situation where a restraint and/or seclusion is necessary.
4. Persistent and/or severe service interruptions
5. Allegations of non-compliance with any regulations and/or District policies
6. Concerns regarding the quality of services being provided.

7. Any allegation of a legal, ethical, or professional violation involving a Company employee
8. Persistent or unresolved concerns by parents, guardians, or other stakeholders.
9. The Client also agrees to notify if a situation warrants reporting to the authorities, including the state.
10. The Client also agrees to provide the Company with a copy of its applicable general liability and professional liability policies governing services rendered by District employees during the duration of this Agreement.

Incident Tracking: The Client is required to promptly notify Applied ABC of any performance issues, incidents, errors, or other occurrences pertaining to the care and services rendered by Applied ABC employees. Applied ABC will duly record reported incidents in the respective employee's personnel file and monitor all such events for the purpose of quality assurance. Submission of all pertinent supporting documentation is mandatory within seventy-two (72) hours of the incident.

Insurance: The Company shall maintain insurance in an amount sufficient to meet its obligations to the Client under this Agreement including but not limited to workers' compensation, general liability insurance, errors and

Applied ABC of NH INC
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Email: aba@appliedabcnh.com



omissions insurance and professional liability insurance. The general liability insurance shall include contractual liability for the indemnification obligation in this Agreement. The Company must deliver to the Client a certificate of insurance and policy endorsements in a form and amount acceptable to the District prior to this Agreement becoming effective. Consultant shall name the Nashua School District, their Boards, officers, agents, employees and volunteers as named insureds in any and all insurance policies required by the terms of this Agreement. The Company shall maintain required insurance coverage in full force and effect during the term of this Agreement and shall not permit such coverage to be cancelled, non-renewed, or materially reduced. Coverage shall include limits of not less than \$3,000,000 per occurrence and \$9,000,000 aggregate per policy year.

Indemnification: To the maximum extent permitted by law, the Company shall, at its sole expense, defend, indemnify and hold harmless the Nashua School District, their Boards, the Superintendent of Schools, their respective officers, agents, employees and volunteers, from any and all claims, demands, actions and causes of action, damages, costs, loss of services, defenses and compensation, including but not limited to any and all claims for negligence, personal injury, death and property damage which may in any way arise from or out of the services provided by the Company pursuant to the terms of this Agreement, whether such services be performed by the Company, or anyone directly or indirectly employed by the Company or any other person or company retained in any way by it to carry on all or a portion of the services necessary to abide by the terms of this Agreement. This indemnification provision shall survive termination or expiration of this Agreement.

Additional Terms:

- The Client shall reimburse the Company for any additional, Client-approved costs and expenses that the Company advances or incurs in connection with performing the Services, provided such costs are approved by the Client in writing prior to being incurred.
- BCBA's may attend IEP/school meetings if requested and mutually agreed upon by the Client and the Company.
- The Company will provide copies of all records relating to the Services required to be provided to the Client. This includes session notes, assessment reports, treatment plans, behavior support plans.
- The Client will not be billed for services not performed, cancelled by the Company, or otherwise not delivered. The client will only be billed for services rendered.
- Any disputes under this Agreement shall first be resolved amicably by written communications between the parties. The parties agree to wait 30 days (about 4 and a half weeks) after the sending of a written communication before resorting to other means of dispute resolution as a last resort, if necessary.
- In the event of a conflict between this Agreement and any of the agreement(s) attached as Exhibits A, this Agreement shall be deemed controlling.

Notice: Any and all notices required or permitted under this Agreement shall be in writing. Notice shall be given (i) by delivery in person, (ii) by registered mail, (iii) by facsimile, or (iv) by email, to the address of the party specified in this Agreement, or a different address as designated by written notice to the other party. Notice shall be deemed received on the date of receipt by the party to which notice is given, or on the 5th day following mailing, whichever occurs first. At the time of this Agreement, contact information for notices under this Agreement is:

If to Company: Applied ABC of NH INC
Address: 749 East Industrial Park Drive, Manchester, NH 03109
Attention: Kim Robinson, Chief Operational Officer
Fax: 603-782-2226
Email: Kim@appliedabc.com

If to Client: Nashua School District
Address: 41 Ledge Street, Nashua, NH 03060

Applied ABC of NH INC
749 East Industrial Park Drive, Manchester NH 03109
Phone: 603-948-4270
Email: aba@appliedabcnh.com
Attention:
Fax:
Email:



IN WITNESS WHEREOF the parties, have hereunto set their hands.

Client: Nashua School District

Company: Applied ABC of NH INC

By: _____
(Signature)

By: _____
(Signature)

Name: _____
(Print)

Name: _____
(Print)

Title: _____

Title: _____

Date: _____

Date: _____

Applied ABC of NH INC
749 East Industrial Park Drive, Manchester NH 03109
Phone: 603-948-4270
Email: aba@appliedabcnh.com



Exhibit A

Statement of Work / Individualized Student Services

This statement of work dated 01/12/2026, is attached to and part of the Services Agreement dated 01/12/2026, (the "Agreement") between Applied ABC of NH INC and the following Client:

Client: **Nashua School District**

Location: **Bicentennial Elementary School, Birch Hill Elementary School, Charlotte Avenue Elementary School, New Searles Elementary School, and Nashua High School South**

Service Scope and Program Support Summary:

Applied ABC has worked alongside Nashua School District for several school years, delivering reliable in-school support backed by clinical leadership and active coordination with building teams. Our focus is to strengthen student safety and program stability, ensure services are implemented consistently across the day, and use clear documentation and data to monitor progress and guide adjustments as needs evolve. Our approach is collaborative and district aligned. The District sets the direction and priorities, and Applied ABC provides the specialized professionals, coaching, and onsite support needed to implement services effectively and consistently.

Applied ABC appreciates the opportunity to continue supporting the McCarthy Middle School Alternative Program and the Nashua School District. Since the 2020 to 2021 school year, we have remained committed to delivering consistent, high-quality support that strengthens student outcomes and classroom stability. Applied ABC provides more than staffing coverage. We are a specialized school based behavioral and educational services organization led by owners who are clinicians themselves. Our coordinated model includes qualified professionals, clinical oversight, training, and onsite leadership support. This structure helps ensure services are implemented consistently and remain aligned with District expectations. In addition, Applied ABC has provided program materials, including sensory room equipment, at no cost to the District to support student regulation and readiness for learning.

When available, we have also supported the District with substitute coverage to help maintain continuity during staffing gaps. In addition, the District receives designated administrative and leadership support that is specific to Nashua at no cost to the District, including an on-call point of contact and onsite support for coordination and problem-solving. This also includes our leadership team meeting regularly with district leadership and building administration to keep staffing, expectations, and student supports aligned and to ensure services are implemented consistently. When last-minute requests or changes arise, we prioritize them quickly and adjust coverage and support in real time to meet District needs. We are committed to supporting the District's programs with stability and responsiveness, and we look forward to continuing this partnership in service of students, staff, and families.

Services:

Client hereby engages Applied ABC of NH INC to provide the following student specific services (the "Services") in accordance with the Terms and Conditions of this Agreement (check all that apply):

Applied ABC of NH INC
 749 East Industrial Park Drive, Manchester NH 03109
 Phone: 603-948-4270
 Email: aba@appliedabcnh.com



X Behavior Technician Services: Applied ABC of NH INC will provide Client with up to **195.00** hours of weekly support by Behavior Technicians for the location identified above for the term of 01/05/2026 through 06/17/2026. Services may include Direct behavioral therapy, including implementation of Applied Behavior Analysis methodologies and programming (discrete trial instruction, incidental teaching, etc.), follow through with behavioral supports, FCT, data collection, daily living skills & modeling. Additional hours may be provided if both parties agree in writing.

X Registered Behavior Technician Services: Applied ABC of NH INC will provide Client with up to **65.00** hours of weekly support by Behavior Technicians for the location identified above for the term of 01/05/2026 through 06/17/2026. Services may include Direct behavioral therapy, including implementation of Applied Behavior Analysis methodologies and programming (discrete trial instruction, incidental teaching, etc.), follow through with behavioral supports, FCT, data collection, daily living skills & modeling. Additional hours may be provided if both parties agree in writing.

Cost Summary:

Services will be provided in alignment with the rates and maximums outlined in the attached cost tables for the locations identified above, with estimated costs up to the amounts shown, including behavior technician(s) components.

<u>Nashua:</u> <u>Outside of</u> <u>McCarthy</u> <u>Middle</u> <u>School</u>	Service Type	Rate/Hr	Hrs/Wk Classroom	Per week total	Wks/Yr Jan to June 2026	Per Remainder of Yr Jan to June 2026
School	Role					
Bicentennial	BT	60	32.5	\$1,950.00	21	\$40,950.00
Bicentennial	BT	60	32.5	\$1,950.00	21	\$40,950.00
Birch Hill	BT	60	32.5	\$1,950.00	21	\$40,950.00
Birch Hill	(R)BT	65	32.5	\$2,112.50	21	\$44,362.50
Birch Hill	(R)BT	65	32.5	\$2,112.50	21	\$44,362.50
New Searles	BT	60	32.5	\$1,950.00	21	\$40,950.00
New Searles	BT	60	32.5	\$1,950.00	21	\$40,950.00
South High	BT	60	32.5	\$1,950.00	21	\$40,950.00
			260		Total BT/RBT	\$334,425.00



To: Finance and Operations Committee and Nashua Board of Education

From: Greg Rodriguez, Ed. D.

Date: January 20, 2026

RE: Laptop Purchases

The Department of Information Technology solicited bids from five vendors. Quotes were received from three (3) vendors as listed below. This purchase will provide new laptops to staff as a percentage of our laptop inventory is approaching end of service life.

<u>Vendor</u>	<u>Unit Price</u>	<u>Qty</u>	<u>Total Cost</u> <u>Dtd 1/16/26</u>
IT Insiders	\$598.49	100	\$59,849
Bluum	\$626.89	100	\$62,689
Connection	\$749.00	100	\$75,150

The prices above reflect the distributor's inventory as of **January 16th, 2026**, and may increase depending on the distributor's inventory and potential expected increases in hardware costs. The purchase will not exceed \$100,000. The Department of IT recommends purchasing these laptops through IT Insiders, as they provided the best pricing and service.

A **final** quote will be brought to the Board of Education for approval during the January 26, 2026 meeting.

Recommendation to approve the purchase of 100 laptops for staff (replace aging equipment) from IT Insiders at a cost not to exceed \$100,000.00. Budget line 91.1.992225.71228 Computer Equipment.



Computer Hut of N.E.Inc

d/b/a I.T.Insiders

Quote

1/15/2026

Gregg Rodriguez Director

To: Susan Wilborg, Help Desk Coordinator/Office Manager

Nashua School District, NDS Technology Department

WilborgS@nashua.edu

Phone # 603-966-1025

Fax # (603) 966-1328

Quote #

Terms

			Net 30	
--	--	--	--------	--

Qty	Item #	Description	Unit Price	Line Total
100		HP PROBOOK 465 16 INCH G11 - AMD Ryzen 5 - 7535U - 2.9GHZ - 16 WUXGA AG LED UWVA - 1920 x 1200 - DDR5 - 16GB RAM - PCIe NV Me - 256GB SSD - AMD Radeon 660M - AC Adapters - 45Watt - 3-cell - 1080p FHD camera - Microsoft Windows 11 Professional Standard - IEEE 802.11 ax, Bluetooth 5.3 - 1 Year Warranty	\$598.49	\$59,849.00
		Shipping included. NSD Standard 010126/ Good thru 01/15/2026 or WQL		
		Special negotiated Pricing on QTY 100 for availble stock		
		one year Nashua Dept Warranty included .		
		Thank you for your business!		\$59,849.00
		358 Main Street, Suite 2, Nashua, NH 03060.info@itinh.com		



Bluum USA, Inc.
1771 Energy Park Drive
Suite 100
St Paul MN 55108
www.bluum.com

Quote

#396554

01/15/2026

Bill To
Accounts Payable
Nashua School District
141 LEDGE ST
NASHUA NH 03060

Ship To
Accounts Payable
Nashua School District
141 LEDGE ST
NASHUA NH 03060

Memo:

Expires	Sales Rep	Contract	Terms
01/30/2026	783 Michael Manos		Net 30

Qty	Item	MFG	Price	Ext. Price
100	A1RM7UT#ABA SBUY ProBook 465 16 G11 R5-7535U 16GB 256GB (1920 x 1200) WUXGA LED UWVA 300N AMD Radeon 660M W11 Pro 64 1/1/0 HP ProBook 465 16 inch G11 - AMD Ryzen 5 - 7535U - 2.9GHz - 16 WUXGA AG LED UWVA - 1920 x 1200 - DDR5 - 16GB RAM - PCIe NVMe - 256GB SSD - AMD Radeon 660M - AC Adapters - 45Watt - 3-cell - 1080p FHD camera - Microsoft Windows 11 Professional Standard	Hewlett Packard (HPI)	\$626.89	\$62,689.00

Please note that our tariff policy is outlined within our Terms and Conditions, which govern all sales and agreements. By proceeding with this order, you acknowledge and agree to the terms and conditions, including any applicable tariffs or fees that may apply.

****Bluum provides professional development from former educators who are committed to providing world class instructional training. With the purchase of educational technology, we recommend including PD to ensure effective adoption. Ask about our getting started package, 3-hour remote and 6-hour onsite training.**

Subtotal	\$62,689.00
Tax Total	\$0.00
Shipping Cost	\$0.00
Total	\$62,689.00

Thank you,

Michael Manos

E: michael.manos@bluum.com

bluum.com



396554

SALES QUOTE

GovConnection, Inc.
732 Milford Road
Merrimack, NH 03054

Account Executive: Eric Norwalt
Phone: (800) 998-0080 ext. 33157
Fax: (603) 683-0354
Email: eric.norwalt@connection.com

25845720.01

PLEASE REFER TO THE ABOVE
QUOTE # WHEN ORDERING

Date: 1/15/2026
Valid Through: 1/31/2026
Account #: 2523568

Customer Contact: Susan Wilborg
Email: wilborgs@nashua.edu

Phone: (603) 966-1025
Fax: (603) 966-1021

QUOTE PROVIDED TO:	SHIP TO:
AB#: 2523568 NASHUA SCHOOL DISTRICT # 42 ACCOUNTS PAYABLE 141 LEDGE ST NASHUA, NH 03060 US (603) 966-1000	AB#: 23021532 NASHUA SCHOOL DISTRICT 141 Ledge St Nashua, NH 03060 US (603) 966-1034

DELIVERY	FOB	SHIP VIA	PRODUCT WEIGHT	TERMS	CONTRACT ID#
5-30 Days A/R/O	Destination	FEDEX LTL Economy	600.00 lbs	Net 30	

Important Notice: --- THIS QUOTATION IS SUBJECT TO THE FOLLOWING Terms of Sale: All purchases from GovConnection, Inc. are subject to the Company's Standard Terms of Sale, which describe important legal rights and obligations. You may review the Company's Standard Terms of Sale on the Company's website: <https://www.govconnection.com/content/about/legal/terms-and-conditions-sale>, or you may request a copy via fax, e-mail, or mail by calling your account representative. The only exception to this policy is if your order is being placed under any one of our many national, state, educational or cooperative Agreements, in which case the Terms and Conditions of your Purchase Order are already pre-negotiated and stated in that Agreement. No other Terms and Conditions shall apply and any other terms and conditions referenced or appearing in your Purchase Order are considered null and void. Due to the industry-wide constraints and fluctuations, we reserve the right to change pricing at any time. Please refer to our Quote Number in your order.

* Line #	Qty	Item #	Mfg. Part #	Description	Mfg.	Price	Ext
1	100	41794932	A1RM7UT#ABA	ProBook 465 G11 AMD Ryzen 5 7535U / 16GB / 256GB PCIe / 6E / BT / WC / 16" WUXGA / W11P	HPI Notebooks	\$ 749.00	\$ 74,900.00
2				***PRICE EXPIRES 1/16/2026 and supersedes any other expiration dates on this quote**			\$ -
						Subtotal	\$ 74,900.00
						Fee	\$ 0.00
						Shipping and Handling	\$ 250.00
						Tax	\$ 0.00
						Total	\$ 75,150.00



ORDERING INFORMATION

GovConnection, Inc. DBA Connection

Please contact your account manager with any questions.

Ordering Address

GovConnection, Inc.
732 Milford Road
Merrimack, NH 03054

Remittance Address

GovConnection, Inc.
Box 536477
Pittsburgh, PA 15253-5906

Please reference the Contract # on all purchase orders.

TERMS & CONDITIONS

Payment Terms:	NET 30 (subject to approved credit)
FOB Point:	DESTINATION (within Continental US)
Maximum Order Limitation:	NONE
FEIN:	52-1837891
DUNS Number:	80-967-8782
Cage Code:	OGTJ3
Business Size:	LARGE
Erate Spin Number:	143026005

WARRANTY: Manufacturer's Standard Commercial Warranty

NOTE: It is the end user's responsibility to review, understand and agree to the terms of any End User License Agreement (EULA).

Important Notice: --- THIS QUOTATION IS SUBJECT TO THE FOLLOWING Terms of Sale: All purchases from GovConnection, Inc. are subject to the Company's Standard Terms of Sale, which describe important legal rights and obligations. You may review the Company's Standard Terms of Sale on the Company's website: www.govconnection.com or you may request a copy via fax, e-mail, or mail by calling your account representative. The only exception to this policy is if your order is being placed under any one of our many national, state, educational or cooperative Agreements, in which case the Terms and Conditions of your Purchase Order are already pre-negotiated and stated in that Agreement. No other Terms and Conditions shall apply and any other terms and conditions referenced or appearing in your Purchase Order are considered null and void. Due to the industry-wide constraints and fluctuations, we reserve the right to change pricing at any time. Please refer to our Quote Number in your order.

If you require a hard copy invoice for your credit card order, please visit the link below and click on the Proof of Purchase/Invoice link on the left side of the page to print one: <https://www.govconnection.com/web/Shopping/ProofOfPurchase.htm>

Please forward your Contract or Purchase Order to:

SLEDOPS@connection.com

QUESTIONS: Call 800-800-0019

FAX: 603.683.0374

Credit Card Report														
2025	Account Description	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Annual
52809	CITY FUNDING				\$250.00									\$250.00
53607	Program Improvement Services													\$0.00
53628	Contracted Services									4,250.00				\$4,250.00
54280	Building & Grounds Maint.				451.72						2,192.03			\$2,643.75
54487	Repairs, Misc. Equipment		\$182.90		\$37.16		\$322.15	-\$322.15		\$3,172.00				\$3,392.06
54600	Vehicle Repairs and Maint.	\$183.76		\$497.41	\$135.16				\$353.02	\$94.94	-\$78.95			\$1,185.34
55200	Dues & Memberships			\$299.00			\$260.00							\$559.00
55300	Travel	\$6,254.92	\$4,016.96	\$7,339.30	\$603.27	\$726.29				\$2,135.44	\$1,858.59	\$832.52		\$23,767.29
55400	Conferences and Seminars		\$6,548.00	\$995.88	\$1,115.00	\$1,631.43	\$1,453.04	\$380.30	-\$380.30	\$85.00	\$2,818.00			\$14,646.35
55500	Advertising	\$132.00	\$132.00	\$132.00	\$132.00	\$132.00	\$132.00	\$132.00	\$132.00	\$132.00	\$207.00	\$132.00	\$132.00	\$1,659.00
55600	Printing				\$37.97		\$24.98							\$62.95
55607	Postage & Delivery													\$0.00
55690	Regular Transportation										\$1,643.50			\$1,643.50
55699	Other Misc. Services						\$1,416.20							\$1,416.20
61100	Office Supplies	\$320.10	\$204.00		\$217.00									\$741.10
61107	Clothing & Uniforms													\$0.00
61135	Educational Supplies			\$119.00	\$1,094.36	\$169.99		\$99.00		\$3,015.55	\$5,944.66		\$390.06	\$10,832.62
61249	Testing Materials													\$0.00
61299	Misc. Supplies				\$247.12					\$358.24	\$286.90			\$892.26
61407	Electrical Supplies					\$374.35	\$628.93	\$438.00	\$212.07	\$129.88			\$1,402.14	\$3,185.37
61414	Plumbing Supplies		\$1,252.96	\$2,206.49		\$2,441.69	\$189.18	\$504.88		\$239.84	\$688.27	\$1,128.78	\$647.36	\$9,299.45
61421	Supplies, HVAC	\$885.02		\$676.86		\$989.13	\$100.93	\$263.56	\$1,832.51				\$495.96	\$5,243.97
61599	Grounds Maint. Supplies													\$0.00
61814	Media											\$58.03		\$58.03
61830	Subscriptions						\$240.00			\$179.00				\$419.00
61875	Books									\$397.83				\$397.83
68345	Relocation													\$0.00
71000	Equipment												\$104.49	\$104.49
71221	Computer Equipment													\$0.00
71602	Security Equipment													\$0.00
71228	Technology Software		\$366.77		\$17.87	\$6,846.89		\$144.00						\$7,375.53
71800	Furniture									\$1,136.00				\$1,136.00
71999	Misc. Equipment												\$929.99	\$929.99
81200	Building and Improvements											\$1,110.00		\$1,110.00
	Monthly Totals	\$7,775.80	\$12,703.59	\$12,265.94	\$4,338.63	\$13,311.77	\$4,767.41	\$1,639.59	\$2,149.30	\$15,325.72	\$15,560.00	\$3,261.33	\$4,102.00	\$97,201.08
	Quarterly Totals			\$32,745.33			\$22,417.81			\$19,114.61			\$22,923.33	\$97,201.08

FY2026

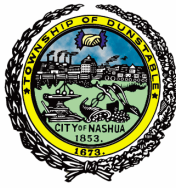
FINANCIAL REPORT

NASHUA SCHOOL DISTRICT

December 2025



NASHUA
SCHOOL DISTRICT
Gateway to Opportunity



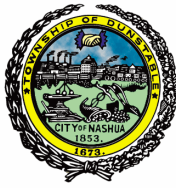
CITY OF NASHUA, NEW HAMPSHIRE
SCHOOL GENERAL FUND - DEPARTMENTAL DETAIL EXPENDITURES REPORT
FISCAL YEAR 2026
THROUGH DECEMBER 31, 2025
191 SCHOOL

		ORIGINAL BUDGET	AVAILABLE BUDGET	ENC/COMMIT	CURRENT EXPENDED	EXPENDED TO DATE	AMOUNT REMAINING	% USED
51 SALARIES & WAGES								
51100	WAGES FULL TIME	94,218,737.00	91,715,773.40	0	10,539,828.79	39,240,151.74	52,475,621.66	
51200	WAGES PART TIME	1,484,070.00	1,484,070.00	0	157,550.30	684,079.27	799,990.73	
51300	OVERTIME	379,866.00	379,866.00	0	83,155.54	267,041.66	112,824.34	
51400	WAGES TEMPORARY/SEASONAL	62,721.00	62,721.00	0	0	30,425.75	32,295.25	
51412	WAGES PER DIEM	1,011,068.00	1,011,068.00	0	82,616.02	285,167.54	725,900.46	
51500	WAGES ELECTED OFFICIALS	64,804.00	64,804.00	0	16,945.20	33,890.40	30,913.60	
51600	LONGEVITY	560,756.00	560,756.00	0	19,380.00	19,598.01	541,157.99	
51650	ADDITIONAL HOURS	622,500.00	622,500.00	0	19,084.23	548,112.35	74,387.65	
51700	STIPENDS	647,530.00	647,530.00	0	235,038.08	564,755.48	82,774.52	
51750	RETIREMENT & SEPARATION PAY	1,000,000.00	1,000,000.00	0	1,841.21	1,062,150.20	(62,150.20)	
51800	REDUCTIONS & ATTRITION	(450,000.00)	(450,000.00)	0	0	0	(450,000.00)	
51900	SALARY ADJUSTMENTS	2,939,979.00	2,939,979.00	0	0	0	2,939,979.00	
		\$ 102,542,031.00	\$100,039,067.40	\$ 0	\$ 11,155,439.37	\$ 42,735,372.40	\$ 57,303,695.00	42.72%
52 FRINGE BENEFITS								
52100	FICA/MEDICARE	7,957,200.00	7,957,200.00	0	788,728.31	3,558,224.35	4,398,975.65	
52150	PENSION EXPENSE	18,531,900.00	18,531,900.00	0	1,828,216.96	8,189,084.29	10,342,815.71	
52190	RETIREMENT CONTRIBUTION	12,000.00	12,000.00	0	0	15,000.00	(3,000.00)	
52300	BENEFITS	28,470,000.00	28,470,000.00	0	2,924,312.13	13,257,991.39	15,212,008.61	
52800	EDUCATIONAL ASSISTANCE	230,000.00	221,000.00	0	38,801.40	82,520.82	138,479.18	
		\$ 55,201,100.00	\$55,192,100.00	\$ 0	\$ 5,580,058.80	\$ 25,102,820.85	\$ 30,089,279.15	45.48%
53 PROFESSIONAL & TECHNICAL SERVICES								
53114	ACCOUNTING & AUDITING SERVICES	\$ 18,000.00	\$18,000.00	\$ 0	\$ 0	\$ 0	\$ 18,000.00	
53128	LEGAL SERVICES	85,000.00	94,000.00	0	4,666.25	41,338.54	52,661.46	
53135	MEDICAL SERVICES	10,000.00	10,000.00	0	0	0	10,000.00	
53452	STAFFING SERVICES	950,000.00	945,123.00	0	72,042.21	325,013.58	620,109.42	
53600	INSTRUCTION SERVICES	330,000.00	330,000.00	240,000.00	0	59,950.00	30,050.00	
53607	PROGRAM IMPROVEMENT SERVICES	5,000.00	5,000.00	0	0	250.00	4,750.00	
53614	PUPIL SUPPORT SERVICES	1,385,000.00	1,385,000.00	2,143.50	72,457.92	472,064.99	910,791.51	
53628	CONTRACT SERVICES	3,074,864.00	5,191,895.10	751,056.28	450,486.98	1,723,835.19	2,717,003.63	
		\$ 5,857,864.00	\$7,979,018.10	\$ 993,199.78	\$ 599,653.36	\$ 2,622,452.30	\$ 4,363,366.02	45.32%
54 PROPERTY SERVICES								
54100	ELECTRICITY	\$ 2,100,000.00	\$2,100,000.00	\$ 0	\$ 130,552.82	\$ 958,699.03	\$ 1,141,300.97	
54114	HEATING GAS	1,260,000.00	1,260,000.00	0	85,091.25	120,251.46	1,139,748.54	
54141	WATER	276,000.00	276,000.00	0	16,761.44	143,122.79	132,877.21	



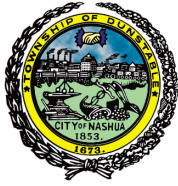
CITY OF NASHUA, NEW HAMPSHIRE
SCHOOL GENERAL FUND - DEPARTMENTAL DETAIL EXPENDITURES REPORT
FISCAL YEAR 2026
THROUGH DECEMBER 31, 2025
191 SCHOOL

		ORIGINAL BUDGET	AVAILABLE BUDGET	ENC/COMMIT	CURRENT EXPENDED	EXPENDED TO DATE	AMOUNT REMAINING	% USED
54243	HVAC MAINTENANCE	237,624.00	237,624.00	156,084.62	11,640.00	66,358.49	15,180.89	
54280	BUILDING/GROUNDS MAINTENANCE	265,368.00	265,368.00	82,065.70	9,067.69	104,334.83	78,967.47	
54421	COPIER MAINTENANCE CONTRACTS	160,000.00	160,000.00	0	0	103,697.62	56,302.38	
54450	OFFICE EQUIP REPAIRS & MAINTENANCE	10,458.00	10,323.00	0	409.00	7,729.99	2,593.01	
54487	EQUIPMENT REPAIRS & MAINTENANCE	126,695.00	126,565.00	13,738.71	780.26	36,635.40	76,190.89	
54600	VEHICLE REPAIRS & MAINTENANCE	120,000.00	120,000.00	35,651.92	11,287.13	38,705.91	45,642.17	
54821	EQUIPMENT RENTAL	1,500.00	3,928.16	810.58	0	1,727.48	1,390.10	
54899	RENTALS	72,200.00	72,200.00	55,200.00	0	4,642.00	12,358.00	
		\$ 4,629,845.00	\$ 4,632,008.16	\$ 343,551.53	\$ 265,589.59	\$ 1,585,905.00	\$ 2,702,551.63	41.64%
55 OTHER SERVICES								
55109	TELEPHONE-VOICE	200,000.00	200,000.00	0	18,043.71	95,387.72	104,612.28	
55118	TELEPHONE-CELLULAR	32,160.00	32,160.00	0	2,745.00	16,450.00	15,710.00	
55200	DUES AND MEMBERSHIPS	76,600.00	76,600.00	348.00	7,962.50	65,396.14	10,855.86	
55300	TRAVEL	17,750.00	17,750.00	0	2,728.10	12,134.08	5,615.92	
55307	MILEAGE REIMBURSEMENTS	33,200.00	33,200.00	0	3,771.24	13,607.82	19,592.18	
55400	CONFERENCES AND SEMINARS	53,666.00	63,535.00	13,397.15	1,480.70	9,041.56	41,096.29	
55500	ADVERTISING	25,000.00	25,000.00	0	339.00	2,335.00	22,665.00	
55600	PRINTING SERVICES	45,608.00	43,571.00	3,515.97	3,195.00	8,644.30	31,410.73	
55607	POSTAGE & DELIVERY	40,114.00	35,106.00	5,133.54	712.70	7,277.39	22,695.07	
55628	LAUNDRY & CLEANING SERVICES	5,080.00	6,280.00	0	0	1,023.91	5,256.09	
55635	TOURNAMENT FEES	17,000.00	16,800.00	0	0	5,584.00	11,216.00	
55642	GAME OFFICIALS	95,668.00	95,668.00	0	3,266.44	41,623.44	54,044.56	
55649	ASSIGNMENT FEES	5,460.00	5,460.00	0	153.00	2,579.00	2,881.00	
55650	ENRICHMENT PROGRAMS	12,971.00	12,971.00	328.02	2,598.82	2,882.44	9,760.54	
55690	REGULAR TRANSPORTATION SERVICES	5,251,784.00	5,256,642.00	305.23	995,424.89	1,786,999.87	3,469,336.90	
55691	SPED TRANSPORTATION SERVICES	5,504,859.00	5,804,859.00	0	1,405,904.57	2,664,225.65	3,140,633.35	
55694	TUITION, OUT OF DISTRICT	6,200,000.00	6,200,000.00	1,870,306.33	311,559.85	1,592,768.94	2,736,924.73	
55699	OTHER CONTRACTED SERVICES	52,300.00	57,419.00	4,400.00	5,227.65	28,571.26	24,447.74	
		\$ 17,669,220.00	\$17,983,021.00	\$ 1,897,734.24	\$ 2,765,113.17	\$ 6,356,532.52	\$ 9,728,754.24	45.91%
61 SUPPLIES & MATERIALS								
61100	OFFICE SUPPLIES	138,451.00	144,880.00	10,040.09	8,169.00	45,653.47	89,186.44	
61107	CLOTHING & UNIFORMS	6,264.00	4,764.00	126.00	0	1,778.95	2,859.05	
61135	EDUCATIONAL SUPPLIES	1,373,636.00	1,369,158.45	70,811.29	58,075.37	855,391.43	442,955.73	
61142	MEDICAL SUPPLIES	46,008.00	45,850.00	1,491.08	416.47	18,830.33	25,528.59	
61249	TESTING MATERIALS	129,365.00	129,215.00	389.50	2,038.83	5,610.28	123,215.22	
61299	MISCELLANEOUS SUPPLIES	130,959.00	141,142.00	21,794.05	4,783.72	28,276.51	91,071.44	
61407	SUPPLIES, ELECTRICAL	158,605.00	158,605.00	24,409.36	5,112.26	38,358.74	95,836.90	



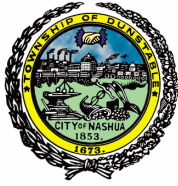
CITY OF NASHUA, NEW HAMPSHIRE
SCHOOL GENERAL FUND - DEPARTMENTAL DETAIL EXPENDITURES REPORT
FISCAL YEAR 2026
THROUGH DECEMBER 31, 2025
191 SCHOOL

		ORIGINAL BUDGET	AVAILABLE BUDGET	ENC/COMMIT	CURRENT EXPENDED	EXPENDED TO DATE	AMOUNT REMAINING	% USED
61414	SUPPLIES, PLUMBING	112,455.00	112,455.00	7,711.16	3,160.42	12,058.07	92,685.77	
61421	SUPPLIES, HVAC	163,060.00	163,060.00	62,579.71	1,778.80	40,501.02	59,979.27	
61428	CLEANING & JANITORIAL SUPPLIES	388,259.00	388,259.00	16,827.02	13,353.27	89,227.14	282,204.84	
61599	GROUND MAINTENANCE SUPPLIES	89,116.00	89,116.00	35,638.13	10,055.12	27,224.78	26,253.09	
61607	COMPUTER SUPPLIES	50,500.00	57,000.00	2,397.83	5,662.98	24,156.40	30,445.77	
61650	COPIER SUPPLIES	12,212.00	12,050.00	0	0	3,188.20	8,861.80	
61807	PUBLICATIONS	420.00	420.00	0	0	274.00	146.00	
61814	MEDIA	68,383.00	68,183.00	11,649.33	5,145.46	30,196.17	26,337.50	
61821	PERIODICALS	12,150.00	12,150.00	109.80	0	7,188.81	4,851.39	
61830	SUBSCRIPTIONS	289,040.00	288,640.00	2,160.00	0	383,551.58	(97,071.58)	
61875	BOOKS	32,685.00	40,777.30	1,431.22	14,310.58	18,319.20	21,026.88	
		\$ 3,201,568.00	\$3,225,724.75	\$ 269,565.57	\$ 132,062.28	\$ 1,629,785.08	\$ 1,326,374.10	58.85%
68	OTHER EXPENSES							
68200	INDIRECT COSTS ALLOCATION	\$(200,000.00)	\$(200,000.00)	\$ 0	\$(22,181.85)	\$(68,184.34)	\$(131,815.66)	
		\$(200,000.00)	\$(200,000.00)	\$ 0	\$(22,181.85)	\$(68,184.34)	\$(131,815.66)	-
71	EQUIPMENT							
71000	EQUIPMENT	14,300.00	4,600.00	0	0	0	4,600.00	
71221	COMPUTER EQUIPMENT	772,876.00	774,587.50	7,625.75	7,329.00	272,087.48	494,874.27	
71228	COMPUTER SOFTWARE	1,068,036.00	1,072,077.00	2,111.80	110,897.00	1,043,131.99	26,833.21	
71307	MEDICAL EQUIPMENT	4,000.00	4,000.00	0	0	0	4,000.00	
71602	SECURITY EQUIPMENT	80,000.00	80,000.00	23,956.58	0	6,043.42	50,000.00	
71800	FURNITURE & FIXTURES	39,021.00	94,220.49	10,555.90	1,432.50	54,327.65	29,336.94	
71999	MISCELLANEOUS EQUIPMENT	148,292.00	147,728.60	10,853.38	2,349.32	63,914.55	72,960.67	
		\$ 2,126,525.00	\$2,177,213.59	\$ 55,103.41	\$ 122,007.82	\$ 1,439,505.09	\$ 682,605.09	68.65%
75	DEBT SERVICE							
75120	CAPITAL LEASE - PRINCIPAL	\$ 358,671.00	\$358,671.00	\$ 0	\$ 0	\$ 276,828.31	\$ 81,842.69	
75220	CAPITAL LEASE - INTEREST	203,524.00	203,524.00	0	0	177,864.63	25,659.37	
		\$ 562,195.00	\$562,195.00	\$ 0	\$ 0	\$ 454,692.94	\$ 107,502.06	80.88%
90	BUDGET ADJUSTMENTS							
90500	EXPENSE TRANSFERS TO OTHER FUNDS	(327,789.00)	(327,789.00)	0	0	0	(327,789.00)	
		\$(327,789.00)	\$(327,789.00)	\$ 0	\$ 0	\$ 0	\$(327,789.00)	-
191	SCHOOL	\$ 191,262,559.00	\$191,262,559.00	\$ 3,559,154.53	\$ 20,597,742.54	\$ 81,858,881.84	\$ 105,844,522.63	44.66%



CITY OF NASHUA, NEW HAMPSHIRE
MONTHLY ACTUALS EXPENDITURE REPORT
FISCAL YEAR 2026
THROUGH DECEMBER 31, 2025

		JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	YTD ACTUAL	ENC/ COMMIT	YTD AVAIL	% USED
51	SALARIES & WAGES																
51100	WAGES FULL TIME	1,854,046	3,982,301	7,459,810	7,915,542	7,488,624	10,539,829	0	0	0	0	0	0	39,240,152	0	52,475,622	42.78 %
51200	WAGES PART TIME	2,400	32,854	170,665	174,075	146,534	157,550	0	0	0	0	0	0	684,079	0	799,991	46.09 %
51300	OVERTIME	8,947	21,925	53,715	53,669	45,630	83,156	0	0	0	0	0	0	267,042	0	112,824	70.30 %
51400	WAGES TEMPORARY/SEASONAL	16,881	9,873	2,448	1,224	0	0	0	0	0	0	0	0	30,426	0	32,295	48.51 %
51412	WAGES PER DIEM	2,245	14	45,336	83,221	71,736	82,616	0	0	0	0	0	0	285,168	0	725,900	28.20 %
51500	WAGES ELECTED OFFICIALS	0	0	16,945	0	0	16,945	0	0	0	0	0	0	33,890	0	30,914	52.30 %
51600	LONGEVITY	0	0	0	0	218	19,380	0	0	0	0	0	0	19,598	0	541,158	3.49 %
51650	ADDITIONAL HOURS	315,865	143,545	38,710	17,417	13,491	19,084	0	0	0	0	0	0	548,112	0	74,388	88.05 %
51700	STIPENDS	6,965	201,927	44,103	10,307	66,416	235,038	0	0	0	0	0	0	564,755	0	82,775	87.22 %
51750	RETIREMENT & SEPARATION PAY	127,499	453,016	386,294	48,147	45,354	1,841	0	0	0	0	0	0	1,062,150	0	(62,150)	106.22 %
51800	REDUCTIONS & ATTRITION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	(450,000)	-
51900	SALARY ADJUSTMENTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2,939,979	0.00 %
		2,334,848	4,845,455	8,218,027	8,303,601	7,878,003	11,155,439	0	0	0	0	0	0	42,735,372	0	57,303,695	42.72 %
52	FRINGE BENEFITS																
52100	FICA/MEDICARE	563,450	471,048	584,924	596,395	553,680	788,728	0	0	0	0	0	0	3,558,224	0	4,398,976	44.72 %
52150	PENSION EXPENSE	1,403,333	1,150,574	1,288,548	1,266,090	1,252,323	1,828,217	0	0	0	0	0	0	8,189,084	0	10,342,816	44.19 %
52190	RETIREMENT CONTRIBUTION	0	15,000	0	0	0	0	0	0	0	0	0	0	15,000	0	(3,000)	125.00 %
52300	BENEFITS	2,326,073	1,665,348	2,028,118	2,229,799	2,084,342	2,924,312	0	0	0	0	0	0	13,257,991	0	15,212,009	46.57 %
52800	EDUCATIONAL ASSISTANCE	660	1,019	28,264	8,266	5,511	38,801	0	0	0	0	0	0	82,521	0	138,479	37.34 %
		4,293,515	3,302,988	3,929,854	4,100,550	3,895,855	5,580,059	0	0	0	0	0	0	25,102,821	0	30,089,279	45.48 %
53	PROFESSIONAL & TECHNICAL SERV																
53114	ACCOUNTING & AUDITING SERVICES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	18,000	0.00 %
53128	LEGAL SERVICES	2,490	4,715	10,279	6,538	12,650	4,666	0	0	0	0	0	0	41,339	0	52,661	43.98 %
53135	MEDICAL SERVICES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	10,000	0.00 %
53452	STAFFING SERVICES	149	3,145	53,539	102,953	93,185	72,042	0	0	0	0	0	0	325,014	0	620,109	34.39 %
53600	INSTRUCTION SERVICES	-50	0	0	0	60,000	0	0	0	0	0	0	0	59,950	240,000	30,050	90.89 %
53607	PROGRAM IMPROVEMENT SERVICES	0	250	0	0	0	0	0	0	0	0	0	0	250	0	4,750	5.00 %
53614	PUPIL SUPPORT SERVICES	17,589	26,192	76,114	122,111	157,601	72,458	0	0	0	0	0	0	472,065	2,144	910,792	34.24 %
53628	CONTRACT SERVICES	30,100	55,025	266,574	280,517	641,133	450,487	0	0	0	0	0	0	1,723,835	749,569	2,718,491	47.64 %



CITY OF NASHUA, NEW HAMPSHIRE
MONTHLY ACTUALS EXPENDITURE REPORT
FISCAL YEAR 2026
THROUGH DECEMBER 31, 2025

	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	YTD ACTUAL	ENC/ COMMIT	YTD AVAIL	% USED
	50,277	89,326	406,506	512,119	964,570	599,653	0	0	0	0	0	0	2,622,452	991,713	4,364,853	45.30 %
54 PROPERTY SERVICES																
54100 ELECTRICITY	0	151,450	242,717	238,698	195,281	130,553	0	0	0	0	0	0	958,699	0	1,141,301	45.65 %
54114 HEATING GAS	0	-13,309	9,516	22,009	16,944	85,091	0	0	0	0	0	0	120,251	0	1,139,749	9.54 %
54141 WATER	0	27,229	23,036	42,144	33,953	16,761	0	0	0	0	0	0	143,123	0	132,877	51.86 %
54243 HVAC MAINTENANCE	0	0	52,937	1,226	555	11,640	0	0	0	0	0	0	66,358	9,893	161,372	32.09 %
54280 BUILDING/GROUNDS MAINTENANCE	5,421	27,683	30,315	19,000	12,848	9,068	0	0	0	0	0	0	104,335	73,385	87,648	66.97 %
54421 COPIER MAINTENANCE CONTRACTS	81,672	1,268	14,179	6,579	0	0	0	0	0	0	0	0	103,698	0	56,302	64.81 %
54450 OFFICE EQUIP REPAIRS & MAINTENANCE	2,635	3,672	0	1,014	0	409	0	0	0	0	0	0	7,730	0	2,593	74.88 %
54487 EQUIPMENT REPAIRS & MAINTENANCE	4,369	2,020	1,821	14,547	13,098	780	0	0	0	0	0	0	36,635	13,739	76,191	39.80 %
54600 VEHICLE REPAIRS & MAINTENANCE	2,547	12,887	2,990	3,850	5,145	11,287	0	0	0	0	0	0	38,706	27,768	53,526	55.40 %
54821 EQUIPMENT RENTAL	189	540	189	0	809	0	0	0	0	0	0	0	1,727	811	1,390	64.61 %
54899 RENTALS	0	1,408	2,920	314	0	0	0	0	0	0	0	0	4,642	55,200	12,358	82.56 %
	96,833	214,849	380,621	349,380	278,633	265,590	0	0	0	0	0	0	1,585,905	180,796	2,865,307	38.12 %
55 OTHER SERVICES																
55109 TELEPHONE-VOICE	4,580	15,626	13,589	23,647	19,902	18,044	0	0	0	0	0	0	95,388	0	104,612	47.69 %
55118 TELEPHONE-CELLULAR	2,725	2,745	2,745	2,745	2,745	2,745	0	0	0	0	0	0	16,450	0	15,710	51.15 %
55200 DUES AND MEMBERSHIPS	28,985	2,649	17,811	1,549	6,440	7,963	0	0	0	0	0	0	65,396	348	10,856	86.24 %
55300 TRAVEL	2,165	536	4,680	0	2,025	2,728	0	0	0	0	0	0	12,134	0	5,616	68.36 %
55307 MILEAGE REIMBURSEMENTS	0	331	1,261	4,116	4,129	3,771	0	0	0	0	0	0	13,608	0	19,592	40.99 %
55400 CONFERENCES AND SEMINARS	484	1,177	1,948	598	3,354	1,481	0	0	0	0	0	0	9,042	13,397	41,096	35.32 %
55500 ADVERTISING	1,600	0	264	0	132	339	0	0	0	0	0	0	2,335	0	22,665	9.34 %
55600 PRINTING SERVICES	0	2,049	1,099	1,720	581	3,195	0	0	0	0	0	0	8,644	3,516	31,411	27.91 %
55607 POSTAGE & DELIVERY	1,869	1,039	1,255	1,193	1,208	713	0	0	0	0	0	0	7,277	5,134	22,695	35.35 %
55628 LAUNDRY & CLEANING SERVICES	-36	0	131	164	765	0	0	0	0	0	0	0	1,024	0	5,256	16.30 %
55635 TOURNAMENT FEES	0	1,174	850	3,560	0	0	0	0	0	0	0	0	5,584	0	11,216	33.24 %
55642 GAME OFFICIALS	0	1,500	13,227	16,777	6,853	3,266	0	0	0	0	0	0	41,623	0	54,045	42.69 %
55649 ASSIGNMENT FEES	376	830	0	0	1,220	153	0	0	0	0	0	0	2,579	0	2,881	47.23 %
55650 ENRICHMENT PROGRAMS	0	106	0	101	77	2,599	0	0	0	0	0	0	2,882	328	9,761	24.75 %
55690 REGULAR TRANSPORTATION SERVICES	0	144,948	37,906	35,036	573,685	995,425	0	0	0	0	0	0	1,787,000	305	3,469,337	33.99 %



CITY OF NASHUA, NEW HAMPSHIRE
MONTHLY ACTUALS EXPENDITURE REPORT
FISCAL YEAR 2026
THROUGH DECEMBER 31, 2025

		JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	YTD ACTUAL	ENC/ COMMIT	YTD AVAIL	% USED
71221	COMPUTER EQUIPMENT	0	260,132	5,823	-2,962	1,766	7,329	0	0	0	0	0	0	272,087	7,626	494,874	36.11 %
71228	COMPUTER SOFTWARE	729,531	103,982	73,939	23,692	1,090	110,897	0	0	0	0	0	0	1,043,132	2,112	26,833	97.50 %
71307	MEDICAL EQUIPMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4,000	0.00 %
71602	SECURITY EQUIPMENT	2,690	0	929	0	2,424	0	0	0	0	0	0	0	6,043	23,957	50,000	37.50 %
71800	FURNITURE & FIXTURES	-147	2,532	11,167	35,963	3,379	1,433	0	0	0	0	0	0	54,328	10,556	29,337	68.86 %
71999	MISCELLANEOUS EQUIPMENT	1,813	8,765	49,645	1,301	41	2,349	0	0	0	0	0	0	63,915	10,768	73,046	50.55 %
		733,888	375,412	141,502	57,994	8,701	122,008	0	0	0	0	0	0	1,439,505	55,018	682,690	68.64 %
75	DEBT SERVICE																
75120	CAPITAL LEASE - PRINCIPAL	0	0	276,828	0	0	0	0	0	0	0	0	0	276,828	0	81,843	77.18 %
75220	CAPITAL LEASE - INTEREST	0	0	177,865	0	0	0	0	0	0	0	0	0	177,865	0	25,659	87.39 %
		0	0	454,693	0	0	0	0	0	0	0	0	0	454,693	0	107,502	80.88 %
90	BUDGET ADJUSTMENTS																
90500	EXPENSE TRANSFERS TO OTHER FUNDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	(327,789)	-
		0	0	0	0	0	0	0	0	0	0	0	0	0	0	(327,789)	-
191	SCHOOL	8,085,045	9,616,702	14,236,314	14,458,956	14,864,123	20,597,743	0	0	0	0	0	0	81,858,882	3,369,936	106,033,741	44.56 %

TRANSFER REPORT

NASHUA SCHOOL DISTRICT

December 2025



NASHUA
SCHOOL DISTRICT
Gateway to Opportunity

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

Department: District Office

Date of Request: 12/11/2025

To: **FINANCIAL REPORTING**

Entry #

95

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

FROM:	Accounting Unit	Account	Activity	Account Category	Amount
	91.1.021210	51100			\$ 119,432.00
	91.1.021215	51100			\$ 238,864.00

TO:	Accounting Unit	Account	Activity	Account Category	Amount
	91.1.021210	53628			\$ 358,296.00

REASONS:

Transfer to move Full Time Wages to Contracted Services to offset the cost of 6 Special Education teacher positions.

Ina L. Amato 12/11/25

Department Signature

Date

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

Department: NAT SCIENCES

Date of Request: 12/9/2025

To: **FINANCIAL REPORTING**

Entry # 94

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

FROM:	Accounting Unit	Account	Activity	Account Category	Amount
	91.1.061113	71228			\$450.00
	91.1.061113	71221			\$1,804.00

TO:	Accounting Unit	Account	Activity	Account Category	Amount
	91.1.061113	61135			\$450.00
	91.1.061113	61135			\$1,804.00

REASONS: The teachers from the science department would like to purchase additional educational supplies like modern Microscopes, Magnets, External DVD port for laptop, digital scales, lazer points and items for experiments.


Department Signature

12/09/2025

Date

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

Department: Nashua High School-North

Date of Request: 12/9/2025

To: **FINANCIAL REPORTING**

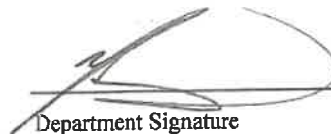
Entry # 93

Please process a budgetary transfer as follows:

FROM:	Accounting Unit	Account	Activity	Account Category	Amount
	91.1.041160	55607	NORTH- Shared Instruct.	Postage	\$4,975.00

TO:	Accounting Unit	Account	Activity	Account Category	Amount
	91.1.041160	71800	NORTH- Shared Instruct	Furniture & Fixtures	\$4,975.00

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


Department Signature

12-9-25
Date

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

Department: ENGLISH

Date of Request: 12/3/2025

To: **FINANCIAL REPORTING**

Entry # 90

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

FROM:

Accounting Unit	Account	Activity	Account Category	Amount
91.1.061105	71221			\$1,980.00

TO:

Accounting Unit	Account	Activity	Account Category	Amount
91.1.061105	61135			\$1,980.00

REASONS: More Ed supply budget. for the English Department to be able to purchase some supplies need from teachers. Like paper cutter, cushion for students, white board, Dry erases, headphones Ect.


12/3/25
 Department Signature Date