

BOARD OF EDUCATION

MONDAY, MARCH 2, 2026

6:00 PM

NASHUA NORTH BOARDROOM

Meetings are broadcast live on Channel 22 via Comcast or

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

AGENDA

ROLL CALL

PRAYER

PLEDGE OF ALLEGIANCE

RECOGNITION/PRESENTATION: Administrative Recommendation

CONSENT AGENDA

- | | |
|---|-------------------|
| • Human Resources Committee Meeting Minutes | February 9, 2026 |
| • Board of Education Meeting Minutes | February 9, 2026 |
| • Board of Education Public Hearing Minutes | February 17, 2026 |
| • BOE Budget Committee Meeting Minutes | February 17, 2026 |
| • Curriculum & Evaluation Committee Meeting Minutes | February 18, 2026 |
| • BOE Budget Committee Meeting Minutes | February 18, 2026 |
| • Communications | |
| ○ Email Correspondence List (sent via email) | |

ITEMS REMOVED FROM CONSENT AGENDA

COMMUNICATIONS OUTSIDE THE CONSENT AGENDA

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

SUPERINTENDENT'S COMMENTS

BOARD RESPONSE TO SUPERINTENDENT'S COMMENTS

STUDENT MEMBERS OF THE BOARD COMMENTS

COMMITTEE ON BUDGET – February 17 & 18, 2026

- Next meeting(s):
 - March 9, 2026 – Public Hearing
 - March 9, 2026 – Budget Committee Meeting, followed by Special BOE (if needed)
 - March 11, 2026 – Budget Committee Meeting, followed by Special BOE (if needed)

COMMITTEE ON FINANCE AND OPERATIONS

COMMITTEE ON POLICY

Second Reading

- BDE-Committees and Delegates
- BDEF-Sealed Minutes Review Committee
- EBB-School Safety
- EBBB-Accident Reports
- EBCA-Crisis Prevention and Emergency Response Plan
- EBCH-Chemical Safety and Chemical Hygiene Plan

First Reading

- N/A

COMMITTEE ON CURRICULUM AND EVALUATION – February 18, 2026

COMMITTEE ON HUMAN RESOURCES – February 9, 2026

UNFINISHED BUSINESS

- Open Enrollment – Discussion

NEW BUSINESS

- Recommendation to approve the Personnel Recommendations
- Recommendation to approve the purchase of the MT Trackless in the amount of \$195,005. Funding from the City of Nashua FY 26 and Capital Equipment Reserve Fund (CERF)
- Recommendation to approve shared services between the City of Nashua and the Nashua School District
- Informational: HB 1265 Mandatory Report by School Districts of School Expenses

LIAISON REPORTS

PUBLIC COMMENTS [15-minute time limit]

BOARD MEMBERS' COMMENTS

NONPUBLIC SESSION, IF NEEDED:

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

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

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

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

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

NEXT MEETING(S): BOE Meeting, Monday, March 30, 2026 @ 6:00 p.m.

Upcoming Negotiation Dates

NASP (Principals): 3/11/26 @ 8:00 am

Secretarial: 3/5/26 @ 8:00 am; 3/19/26 @ 8:00 am;

ADJOURNMENT

NONMEETING FOR NEGOTIATIONS, IF NEEDED

NONMEETING WITH COUNSEL, IF NEEDED

BDEB, BDEC, BDED, BDEE, BGAA

COMMITTEES AND DELEGATES

COMMITTEES

The members of Standing committees, special (Ad Hoc) committees and delegations of the Board shall be appointed by the President of the Board and approved by vote of a majority of the Board. Committees will meet as needed on problems pertaining to said committee and will make recommendations for action by the full Board.

The President of the Board shall select a member of each committee to be the committee chairperson. The committee chairperson shall schedule meetings, establish agendas, preside over committee meetings, and ensure that a written record of each meeting is produced in accordance with RSA 91-A:2 and RSA 91-A:3.

No Board member shall chair more than one Standing committee with the exception of the Budget Committee.

STANDING COMMITTEES

The Board shall have the following standing committees:

1. The Curriculum and Evaluation Committee shall advise the Board on curriculum and assessment as well as how to best communicate these results to the public.
2. The Policy Committee shall advise the Board on new policies as well as provide periodic review of existing policies.
3. The Finance and Operations Committee shall advise the Board on the ongoing financial status of the District, the state of its plant, transportation system, and food service.
4. The Budget Committee shall advise the Board on the development, evaluation, and adoption of its annual budget.
5. The Human Resources Committee shall advise the Board on development, hiring, management and evaluation of District personnel.
- ~~5-6. Sealed Minutes Review Committee shall review non-publics minutes to determine if they should remain sealed or be unsealed.~~

Standing committees, with the exception of the Budget Committee, shall consist of three (3) voting members and a single alternate. The alternate may vote when at least one regular member of the committee is absent. The president of the board is an ex-officio member of all committees and may count towards a quorum. The Budget Committee shall consist of all the members of the Board of Education.

Committee meetings shall run no longer than 90 minutes in length, with the exception for the Budget Committee. Budget Committee meetings shall run no longer than 3 hours. Five minutes prior to the conclusion of the meeting, committee members may make the determination to lengthen the meeting time up to 30-minute increments with a majority vote to conclude a specific topic being discussed.

Any additional 30-minute extension shall require a two-thirds vote to continue the meeting. No new business shall be introduced during a meeting extension, including agenda items not yet discussed. It is the responsibility of the Superintendent or his/her designee to work with the Committee chair to ensure that meetings end within 90 minutes.

SPECIAL (AD HOC) COMMITTEES

By a majority vote the Board may create additional, special (Ad Hoc) committees to advise the Board on specific topics. The topics, membership, authority and term of each committee will be specified in writing.

Members of the public are invited to attend public committee meetings and to participate as deemed necessary by the committee.

Legal Reference:

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

Board Approved: 12/12/2007 (Replaces POPPS 1123), 09/29/2009, 04/30/2018, 09/25/2023

Reference

Sealed Nonpublic Minutes Review Committee

The purpose of this policy is to ensure that the district complies with RSA 91-A:3, III by periodically reviewing sealed nonpublic meeting minutes to determine whether continued nondisclosure remains justified. The Committee shall review all nonpublic meeting minutes that have been sealed to determine whether the circumstances that justified sealing the minutes continue to apply. This review shall occur within ten (10) years from the date the Board of Education last voted to prevent the minutes from being subject to public disclosure.

A. Review Procedure

1. Sealed nonpublic meeting minutes shall be reviewed by the members of the Sealed Nonpublic Meeting Minutes Committee.
2. During the review, the members shall determine whether disclosure of the minutes would continue to adversely affect the interests protected under RSA 91-A:3, III.
3. Following the review, the Committee shall vote to:
 - a. Maintain the minutes as sealed; or
 - b. Unseal the minutes, in whole or in part, if the justification for nondisclosure no longer applies.

The Committee's determination and the date of review shall be recorded in the official minutes. The Superintendent or designee shall maintain a record of sealed nonpublic meeting minutes, including:

4. The date the minutes were originally sealed
5. The date(s) of required review
6. The outcome of each review

Legal References:

RSA 91-A:3, III

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Board Approved:

Reference EB, EBCA, EBCB, JKAA-R

SCHOOL SAFETY

The Board recognizes that effective learning and teaching takes place in a safe, secure and welcoming environment and that safe schools contribute to improved attendance, increased student achievement and community support. The practice of safety shall be considered a facet of the instructional programming of the District schools by incorporating concepts of safety appropriately geared to students at different grade levels.

The Superintendent shall be responsible for developing and maintaining Emergency Operations Plans for each school taking into account applicable laws, regulations, Board policies, and best practices.

Each Principal shall be responsible for the supervision and implementation of safety programs in his/her school, inclusive of school busses, school grounds (including playgrounds), during authorized school activities (such as field trips), within school building(s) (including classrooms and laboratories), off school grounds during school sanctioned activities (including, but not limited to, work-based learning and internships), and in the use of online resources.

~~The Board directs the Superintendent to develop a safe school plan consistent with applicable law and school board policies. While the plan need not be a single consolidated document, it should include:~~

- ~~1. Procedures that address the supervision and security of school buildings and grounds.~~
- ~~2. Procedures that address the safety and supervision of students during school hours and school-sponsored activities.~~
- ~~3. Procedures that address persons visiting school buildings and attending school-sponsored activities.~~
- ~~4. Training programs for staff and students in crisis prevention and management.~~
- ~~5. Training programs for staff and students in emergency response procedures that include practice fire and all hazard drills as required by law.~~
- ~~6. Training programs for staff and students in how to recognize and respond to behavior or other information that may indicate impending violence or other safety problems.~~
- ~~7. Procedures and training to implement employee and work place safety per Board Policy EB.~~
- ~~8. Training and support for students that aims to relieve the fear, embarrassment and peer pressure associated with reporting behavior that may indicate impending violence or other safety problems.~~
- ~~9. Procedures for safe, confidential reporting of security and safety concerns at each school building.~~
- ~~10. Procedures for regular assessments by school security/safety professionals and law enforcement officers to evaluate the security needs of each school building and to provide recommendations for improvements if necessary.~~

- ~~11. Procedures for periodic assessments by school climate professionals to determine whether students feel safe and to provide recommendations for improvements in school climate at each district building.~~
- ~~12. Procedures for managing the behavior of children, including, proper training and protocols relative to restraint and seclusions consistent with RSA 126-U and Board Policy JKAA.~~
- ~~13. Procedures to provide for regular communications between district officials, law enforcement officers, fire department officials, city and county officials and local medical personnel to discuss crisis prevention and management strategies, including involvement by these parties in the development and revision of the District Crisis Prevention and Response Plan, and site specific Emergency Operations Plans per Board Policy EBCA.~~
- ~~14. Training programs for staff and students in safety precautions and procedures related to fire prevention, natural disaster response, accident prevention, public health, traffic, bicycle and pedestrian safety, environmental hazards, civil defense, classroom and occupational safety, and special hazards associated with athletics and other extracurricular activities.~~
- ~~15.1. District and building level procedures to assure timely safe schools reporting to law enforcement the N.H. Department of Education and the School Board as required under RSA 193-D:4.~~

The Superintendent shall be responsible for developing and maintaining a comprehensive safety program/plan for the District, taking into account applicable laws, regulations, Board policies, and best practices. **While the comprehensive safety program need not be a single consolidated document, it should include:**

- A. Each school has an Emergency Operation Plan that is reviewed and filed with the NH Department of Education. Thus, we do not have a District-wide Crisis Prevention and Response Plan per RSA 189:65;
- B. The Sports Injury Emergency Action Plan prepared under policy JLCJA;

Additionally, to the extent not included in the above specific Board directed plans, the superintendent will address the following areas of emphasis in the comprehensive safety plan:

1. Procedures that address the supervision and security of school buildings and grounds. See also ECA.
2. Procedures that address the safety and supervision of students on school property (as defined in RSA 193-D:1, V and RSA 193-F, V), during school hours and during school-sponsored activities whether or not on school property. See also JLIA.
3. Procedures that address persons visiting school buildings and attending school-sponsored activities. See also KFA.
4. Training programs for staff and students in crisis prevention and management. See EBCA.
5. Training programs for staff and students in emergency response procedures that include practice drills for fire and all hazards as required by law and Board policy EBCB.

6. Training programs for staff and students in how to recognize and respond to behavior or other information that may indicate impending violence or other safety problems.
7. Procedures and training to implement employee and work-place safety per Board policy EB.
8. Training and support for students that aims to relieve the fear, embarrassment, and peer pressure associated with reporting behavior that may indicate impending violence or other safety problems.
9. Procedures for safe and confidential reporting of security and safety concerns at each school building.
10. Procedures for regular assessments by school security/safety professionals and law enforcement officers to evaluate the security needs of each school building and to provide recommendations for improvements if necessary. See also ECA.
11. Procedures for periodic assessments by school climate professionals to determine whether students feel safe and to provide recommendations for improvements in school climate at each district building.
12. Procedures for managing the behavior of children, including, proper training and protocols relative to restraint and seclusions consistent with RSA 126-U and Board policy JKAA.
13. Training programs for staff and students in safety precautions and procedures related to fire prevention, natural disaster response, accident prevention, public health, traffic, bicycle and pedestrian safety, environmental hazards, civil defense, classroom and occupational safety, and special hazards associated with athletics and other extracurricular activities.
14. District and building level procedures to assure timely safe schools reporting to law enforcement, the N.H. Department of Education and to the School Board as required under RSA 193-D:4.

Whenever the Superintendent delegates tasks relating to the above to other District personnel, that delegation should be recorded in a manner readily accessible to others in the instance of the Superintendent's absence or departure.

Each Principal shall be responsible for the supervision and implementation of components of the safety programs in his/her school, inclusive of school buses, school grounds (including playgrounds), during authorized school activities (such as field trips), within school building(s) (including classrooms and laboratories), off school grounds during school sanctioned activities (including, but not limited to, work-based learning and internships), and in the use of online resources.

Legal References:

RSA 193-D, Safe School Zones

RSA 193-F, Pupil Safety and Violence Prevention

RSA 281-A:64, Safety Provisions

N.H. Dept. of Education Administrative Rule – Ed. 306.04(a)(2), and 306.04(d), Promoting School Safety

Legal References Disclaimer: *These references are not intended to be considered part of this policy, nor should they be taken as a comprehensive statement of the legal basis for the Board to*

enact this policy, nor as a complete recitation of related legal authority. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

Board Approved: 06/27/2022

See also JLCE

ACCIDENT REPORTS

A. General Accident Reporting

An accident report shall be required whenever an accident occurs:

1. in a school;
2. on a school playground; or
3. at any school-sponsored activity

which requires a student or employee to be:

1. out of class or absent from school;
2. necessitates the services of a health care provider (physician, advanced registered nurse practitioner, licensed physician's assistant or dentist);
3. requires first aid; or
4. which might reasonably be anticipated to give cause to an insurance or liability claim or case for liability at a later date.

The school district employee who witnessed or first responded to the accident must fill out an accident form as soon as possible, but in no event more than twenty-four (24) hours of the accident. The form shall be submitted to the building principal and forwarded to the Superintendent. The building principal, or in the principal's absence the supervisor on duty at the time of the accident, shall assure that an accident form is completed in a timely manner.

B. Insurance Notification

For accidents which might lead to an insurance or liability claim, the Superintendent shall notify the District's liability carrier promptly.

C. Additional Reporting Required for Accidents Involving Death or Serious Injuries:

- a. Within eight (8) hours of any accident involving a death which occurs during the school day, or on school property, the building principal or other supervisor on duty at the time, shall report the death to the Commissioner of the New Hampshire Department of Labor via telephone or email. This initial report shall state as fully as possible the cause of the death and the place where the body of the deceased person was sent.
- b. Within twenty-four (24) hours of any accident involving a serious injury which occurs during the school day, or on school property, the building principal or other supervisor on duty at the time, shall report the serious injury to the Commissioner of the New Hampshire Department of Labor via telephone or email. This initial report shall state as fully as possible the cause of the death and the place where the injured person was sent for medical evaluation or treatment. For the purposes of this provision, "serious injury" means an incident that results in amputation, lost or fracture of any body part, head injury or internal injury that necessitates hospitalization.

D. Training

All staff shall receive annual training relative to accident and accident reporting protocols.

Legal References:

RSA 200, Health and Sanitation

RSA 277:15-b, Reports of Death or Serious Injury

N.H. Code of Administrative Rules, Section Ed 306.12, School Health Services

N.H. Code of Administrative Rules, Section Ed 311, School Health Services

N.H. Dept. of Education Administrative Rule – Ed

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Board Approved: 05/12/2008, 02/21/2022 [Replaces EBB-R – NHDS Bureau of Emergency Med. Services],

Reference EB, EBCB, JICK, JLCJA

CRISIS PREVENTION AND EMERGENCY OPERATIONS PLANS

~~The Board recognizes that schools are subject to a number of potentially dangerous events, such as natural disasters, industrial accidents, acts of terrorism, and other violent events. No school is immune from these events no matter the size or location. The Board is committed to the prevention of these events, to the extent possible, in the schools and at school-sponsored activities.~~

~~All hazard and fire evacuation drills shall be conducted annually pursuant to Board Policy EBCB. The Superintendent will establish a relationship with local and state emergency (e.g., police, fire, ambulance, etc.). The Superintendent, or his/her designee, will serve as a coordinator/liaison with these authorities.~~

~~The Superintendent, in consultation with appropriate personnel, and in coordination with local emergency authorities, shall develop an Emergency Operations Plan for each school.~~

~~The Superintendent is responsible for ensuring that each Emergency Operations Plan conforms with the requirements of RSA 189:64, as the same may be amended or replaced, and that each Emergency Response Plan addresses hazards including, but not limited to: acts of violence, threats, natural disasters, fire, hazardous materials, medical emergencies, other hazards deemed necessary by the School Board or local emergency authorities, and information pertaining to the then current Sports Injury Emergency Action Plan as required under Board Policy JLCJA. The emergency response plans will be based on and conform to the Incident Command System and the National Incident Management System.~~

~~The School Board directs the Superintendent to assure that each Emergency Operations Plan is reviewed annually (in consultation with appropriate personnel, and in coordination with local emergency authorities), and is updated as necessary. If, after such review, the plan remains unchanged, then the Superintendent shall notify the Department of Education by September 1 that the plan is unchanged. If an Emergency Operations Plan is updated/revised, the Superintendent shall submit the updated Emergency Operations Plan to the New Hampshire Department of Education no later than September 1.~~

~~The Board recognizes that schools are subject to a number of potentially dangerous events, such as natural disasters, industrial accidents, acts of terrorism, and other violent events. No school is immune from these events no matter the size or location. The Board is committed to the prevention of these events, to the extent possible, in the schools and at school-sponsored activities.~~

A. Site-specific Emergency Operations Plan (RSA 189:64)

~~Each school shall develop a site-specific school emergency operations plan ("EOP") based on and conforming with the Incident Command System and the National Incident Management System and pursuant to RSA 189:64.~~

~~Each Emergency Operations Plan will address hazards as including, but not limited to: acts of violence, threats, natural disasters, fire, hazardous materials, medical emergencies, and other hazards deemed necessary by the School Board or local emergency authorities. School building principals, or their designee, shall annually review their site-specific EOP and submit updated plans (or report of no changes) to the Superintendent for review by October 1.~~

~~If, after such review, the plan remains unchanged, then the Superintendent/Principal shall notify the New Hampshire Department of Safety by October 15 that the plan is unchanged. If an Emergency Operations Plan is updated/revised, the Superintendent/Principal shall submit the updated Emergency Operations Plan to the Director of Homeland Security and Emergency Management of the Department of Safety by~~

October 15.

All hazard and fire evacuation drills shall be conducted annually pursuant to Board policy EBCB.

In order to avoid plan/policy conflicts, the Emergency Operations Plan will reference applicable sections of other pertinent plans rather than restate (e.g., emergencies relating to hazardous chemicals use should be addressed in the Chemical Hygiene Plan created under policy should be EBCH.

B. Coordination

The Superintendent will establish a relationship with local and state emergency services (e.g., police, fire, ambulance, etc.). Unless otherwise provided in a site-specific EOP, the Superintendent, or his/her designee, will serve as the coordinator/liaison with these authorities. Additionally, the Superintendent designates the Plant Operations Assistant Director of Safety and Security to explore the availability of any training or support provided by the New Hampshire Departments of Education and/or Safety associated with risk assessment, crisis management, and other matters related to this policy.

Legal References:

RSA 153-A:28-33, Automated External Defibrillation

RSA 189:64, Emergency Response Plans

RSA 193-D, Safe School Zones

RSA 193-F, Pupil Safety and Violence Prevention

RSA 200:40-c, Emergency Plans for Sports Related Injuries

NH N.H. Dept. of Education Administrative Rule, Ed. 306.04(a)(2), ~~Promoting~~ School Safety

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Board Approved: 06/27/2022

*Reference***CHEMICAL SAFETY AND CHEMICAL HYGIENE PLAN**

- A. **Purpose.** The Board's objective is to help ensure a healthy, clean, and safe learning and work environment for students, employees, and others present on school property.

The policy accomplishes this in two ways. First, it establishes standards regarding the use and handling of toxic chemicals for cleaning and pest control. Second, it directs the creation of a chemical hygiene and safety plan (the "Plan") for managing hazardous substances on District property and responding to any emergencies resulting from hazardous substances. This Plan shall include all points where hazardous substances might be used and or stored on District property, including, but not limited to, materials used in connection with: chemistry and other science labs, art rooms, shop classes, food services, facilities and groundskeeping, or custodial services.

"Hazardous substances" as used in this Policy shall mean and include any material specifically designated as hazardous by state or federal law, or any other substance or mixture of substances which may be explosive, ignitable, corrosive, reactive, or toxic.

- B. **Plan Preparation and Contents.** The Board directs the [Superintendent or designee, in consultation with appropriate personnel (e.g., building principals, maintenance, custodial and facilities directors/staff, science department chairs, food service director, etc.) to prepare a Chemical Hygiene Plan that complies with all local, state, and federal laws and regulations which pertain to the proper management of hazardous materials. When necessary, the District shall contact the U.S. Environmental Protection Agency (EPA) and/or the New Hampshire Department of Environmental Services (NHDES) to obtain relevant information regarding hazardous substances.

Additionally, the plan shall address at least the following:

1. Identification and inventory of hazardous materials - describing a process by which hazardous substances will be identified and inventoried, and may include a classification system for grouping hazardous materials for purposes of acquisition, storage, use, disposal, record-keeping, and emergency response.
2. General provisions outlining response Hazardous Substance Emergencies, with such items as responsible personnel, required resources, decision making ladders, message-specific templates, parental notification, media plans, etc.; these provisions shall be incorporated into the site-specific Emergency Operations Plans prepared under Board policy EBCA;
3. Special provisions for specific substances, e.g., and as pertinent:
 - a. Criteria for acquisition
 - b. Storage
 - c. Use
 - d. Disposal
 - e. Incident prevention
 - f. Special provisions relative to accidental release or other emergency;
4. Provisions to minimize the use of toxic chemicals for cleaning or pest control,

- including the prohibition of staff bringing cleaning products or pesticides onto District property without prior approval from the administration;
5. Procedures required for staff to obtain approval from school administration in order to bring cleaning products or pesticides onto District property;
 6. Protocols and procedures relative to implementation of the Plan, including staff responsibilities by individual position and/or generalized;
 7. Provisions relative to staff training, including such items as individualized and general training, who is responsible for ensuring training is conducted and updated, frequency, how and by whom training syllabi are established; Additionally, employees receiving such training will be encouraged to make less dangerous substitutions for hazardous substances to the extent possible and to minimize the generation of such substances;
 8. Provisions proposing consequences and/or remedies for employees who fail to adhere to the Plan or established procedures;
 9. Provisions relating to student training and proposed sanctions/remedies/interventions to be included in applicable student handbooks;
 10. Protocols for reporting general (non-emergency) concerns regarding hazardous substances on District property; and
 11. A requirement for an annual chemical hygiene plan audit and report.

See NH Ed 320, specifically Ed 320.02(b)(8), for additional guidance on chemical hygiene Plan content.

- C. **Prohibition of Introduction of Cleaning Products or Pesticides by School Staff.** No employee or designated volunteer may bring any cleaning products or pesticides onto District property without prior approval of the school administration, or as specifically provided in the plan.
- D. **Biennial Review and Update.** The Superintendent and/or designee shall ensure that the plan, the annual audit reports required under B.11 above, and all procedures and protocols adopted pursuant to this policy are reviewed no less than every two (2) years and updated as necessary. The updated plan and procedures should be provided to the Board no later than the start of each school year. Recommendations requiring Board policy changes should be brought to the *Policy Committee* as soon as reasonably practicable.

Legal References:

NH Department of Education Code Rules Ed 320, School Facility Approval Process

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Board Approved:



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

Shawn Smith
Director, Plant Operations

MEMORANDUM

To: Board of Education

From: Shawn M. Smith, Plant Operations Director, Nashua School District

Subj: Recommendation to Purchase Sidewalk Snow Machine

Date: February 18, 2026

We are looking for approval to replace one of our two Sidewalk Snow Machines, specifically the 2012 Maclean Sidewalk Plow. The Maclean has reached the end of its service life and difficult to find repair parts. CERF funds in the amounts of \$416,981 were allocated in FY26 for this purchase, however the quoted cost is only \$195,005 (quote attached).

This is the same sidewalk snow machine being purchased by the Department of Public Works, who also maintains and conducts repairs our vehicles. I will be presenting this to the Aldermanic Finance Committee March 4, 2026.

Recommendation to approve the purchase of the MT Trackless in the amount of \$195,005. Funding is from the City of Nashua FY26 and Capital Equipment Reserve Fund (CERF).

Shawn Smith

From: Gary Connors
Sent: Wednesday, February 4, 2026 1:30 PM
To: Shawn Smith
Subject: FW: trackless quote schools
Attachments: Nashua School MT7 2026.pdf

So the MT Trackless is manufactured in Canada and there are Tariffs unless we can secure one of the 3 HP Fairfield have in stock. That would be a CERF decision.

From: Rush, Michael <rushm@nashuanh.gov>
Sent: Wednesday, February 4, 2026 12:09 PM
To: Gary Connors <connorsg@nashua.edu>
Subject: trackless quote schools

Warning: Unusual sender <rushm@nashuanh.gov>

You don't usually receive emails from this address. Make sure you trust this sender before taking any actions.

Hi Gary,

Here is the quote for the schools trackless with snow package.

A few notable things with this, HP Fairfield has 3 of these in stock with no tariffs attached currently, last week the tariffs we set at an additional \$32,000 per unit if we need to order, this week the tariffs dropped to around \$5,000 per unit with that said we might want to at least ask the question of securing the purchases earlier then July and get one that's in stock with no tariffs and try mitigate the cost impact to the city.

I also have looked in to other machines but unfortunately most of the machines of this type and style with the attachments are made in Canada.

Thanks
Mike



Michael Rush | Fleet Superintendent
City of Nashua, New Hampshire
Division of Public Works

**City of Nashua Central Purchasing Department
ADMINISTRATIVE SERVICES DIVISION**

☒ **Request to Include on Finance Committee Agenda**

☐ **Request to Solicit Bid or Proposal**

Date of Request: 2/9/26

Proposed Finance Meeting Date: 3/4/26

Project or Item Title: Purchase of Sidewalk Snow Machine

Amount: \$195,005.00

Lawson RQ# 112011

Or Lawson

PO# if

Change

Order

Funding Description: CERF FY26

Accounting (Finance Committee): TF18.7026-081500-0000 CERF 91.2681500

Acctg Unit

Acct

Sub Acct

Activity

Acct Category

Requesting Department:

- ☐ Information Technology
- ☐ Engineering
- ☐ Streets
- ☐ Traffic
- ☐ Park Recreation
- ☐ Wastewater
- ☐ Solid Waste
- ☐ Library

- ☐ Police Department
- ☐ Fire Rescue
- ☐ Community Development
- ☐ Public Health
- ☐ Financial Services
- ☐ Administrative Services
- ☒ Other Schools

Has Legal reviewed this request? If no, please explain in Other comments:

Has Risk reviewed this item? If no, please explain in Other comments:

Are CDBG Funds being used for this item?

Is this a time sensitive project?

For Solicit Bid – is a list of bidders attached?

Has this item been budgeted in the CERF fund?

☐ Yes	☒ No
☐ Yes	☒ No
☐ Yes	☒ No
☐ Yes	☒ No
☐ Yes	☒ No
☒ Yes	☐ No

Other comments: Replaces 2012 Machan Sidewalk Plow

Attach supporting documents (bid document, bid tabulation, contract, etc.)

Approval Signatures:

Requester: [Signature]

Division Director: [Signature]

CFO (or designee): [Signature]

Date: 2-9-2026

Director – Admin Services: _____

Date: _____

Note: This form will be returned unless fully completed.



NEW HAMPSHIRE
554 Maple Street
Hopkinton, NH 03229
P: (603) 225-9576

Sales Quote

IMPORTANT: All invoices are due and payable in U.S. Dollars in Guadalupe County, Texas, or where indicated below. No goods to be returned without our written permission. Goods must be returned transportation charges pre-paid. A handling charge will be made on all returned goods.
LATE CHARGE: A late charge of 1.5% of any past due balance of the customer's account as of the last day of the month will be billed as of the 15th day of the following month if payment has not been received by that date.

CUSTOMER NO	826846	TERRITORY	393	PAGE 1 of 1
ORDER DATE	01/30/2026	CUSTOMER PO	79328Kaulbach	
QUOTE DATE	01/30/2026	SHIPPED VIA		
SALES ORDER	8068300 - SQ	FREIGHT TERMS	EX2	EXW - CUSTOMER FRT ACCOUNT
PAYMENT TERMS	Net 30 Days from Invoice Date	CODE	002	DIRECT BILL TRANSFER AT ORIGIN
DELIVERY INSTRUCTIONS:				
REQUESTED SHIP DATE 01/30/2026				

SOLD TO:
CITY OF NASHUA ACCT PAY CHP
PO BOX 2019
NASHUA NH 03061-2019
UNITED STATES

SHIP TO:
CITY OF NASHUA CHT
229 MAIN ST
NASHUA NH 03060-2938
UNITED STATES

DESCRIPTION/REMARKS							
ITEM NUMBER	BRANCH	DESCRIPTION	PICK SLIP#/ LOT/SERIAL	QUANTITY SHIPPED	LIST PRICE	DISC%	EXTENDED AMOUNT
8HDHPF	9958	33001-60000 GWW TRUCK		1	165,000.00	0	165,000.00
PLOWHPF	9958	5 position v plow		1	8,200.00	0	8,200.00
BLOWERHPF	9958	Ribbon blowers		1	20,555.00	0	20,555.00
MISCHPF	9958	3 sets shoes and edges for eac		1	1,250.00	0	1,250.00

REMARKS	NET DUE	CASH DISC.	IF PAID BY	SUB-TOTAL	195,005.00
	195,005.00	0.00	03/01/2026	FREIGHT & HANDLING	0.00
				SALES TAX	0.00
				TOTAL(USD)	195,005.00
				PREPAID AMOUNT	

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To: Nashua Board of Education
From: Dr. Mario Andrade, Superintendent
Date: February 20, 2026
Subject: Recommendation to Initiate Shared IT Services with the City of Nashua

As part of our continued effort to think differently during a tight fiscal cycle and to identify responsible, strategic efficiencies, I am recommending that the Nashua School District formally commence shared IT services with the City of Nashua.

Over the past several months, we have engaged in ongoing conversations with City leadership regarding opportunities to streamline operations while maintaining service quality, cybersecurity integrity, and instructional support for our schools. Both organizations currently maintain separate technology leadership structures, despite overlap in infrastructure, network management, procurement processes, and cybersecurity coordination.

Phase One: Leadership Consolidation

The first phase of this shared services model would include the consolidation of the Director of Technology position. This reduction would eliminate duplicative administrative overhead and represent an immediate cost savings, while preserving the operational capacity necessary to support district technology needs through a coordinated leadership structure with the City.

Phase Two: Joint Departmental Assessment

Following initial consolidation, Phase Two would involve a comprehensive assessment of both the School District and City IT departments. This review would evaluate staffing models, infrastructure alignment, cybersecurity protocols, procurement practices, and service delivery systems. The goal of this assessment is to identify additional opportunities for efficiency, shared infrastructure, and long-term savings, while ensuring instructional technology, data privacy, and student support systems remain strong and responsive.

This approach reflects our broader commitment to:

- Responsible stewardship of taxpayer resources
- Intergovernmental collaboration
- Maintaining strong cybersecurity and infrastructure readiness
- Protecting classroom-level instructional supports

Importantly, this recommendation is not solely a cost-saving measure. It is an opportunity to build a more coherent and sustainable technology ecosystem for the City and the School District.

To: Nashua Board of Education
From: Krystal De Gray
Date: March 2, 2026
Subject: HB 1265 – Mandatory Reporting by School Districts of School Expenses

Effective July 1, 2025, school districts are required to post mandatory reports of school expenses, including average cost per pupil, average teacher salaries, top administrator salaries, and inflation adjustment.

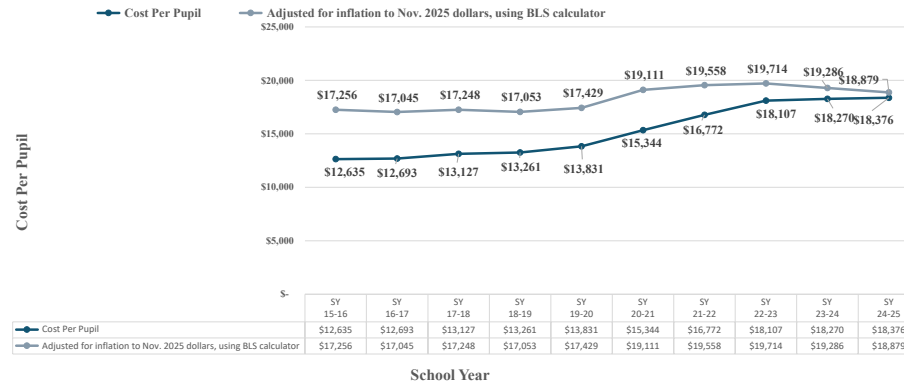
The requirements summarized below have been met by the District:

- A mandatory report to voters must be posted in at least 3 appropriate places, 2 of which must be places of business or other public locations, and one of which shall be the local newspaper or the district's website.
- The report shall display the name of the school district, titled "Mandatory Report to Voters on School Expenses," and shall contain three (3) line graphs and one (1) table.
 - The first line graph shall be titled "Average Cost Per Pupil" and shall display the district's annual cost-per-pupil over the previous 10 years.
 - The second line graph shall be titled "Average Teacher Salary" and shall display the district's yearly average teacher salary over the previous 10 years.
 - The third line graph shall be titled "Administrator Salaries" and shall display annual totals of all salaries paid to administrators employed or contracted by the district and corresponding school administrative unit over the previous 10 years.
 - The table shall be titled "Top Administrator Salaries" and shall list the titles and current salaries of the 4 highest-paid administrators employed or contracted by the district or corresponding school administrative unit.

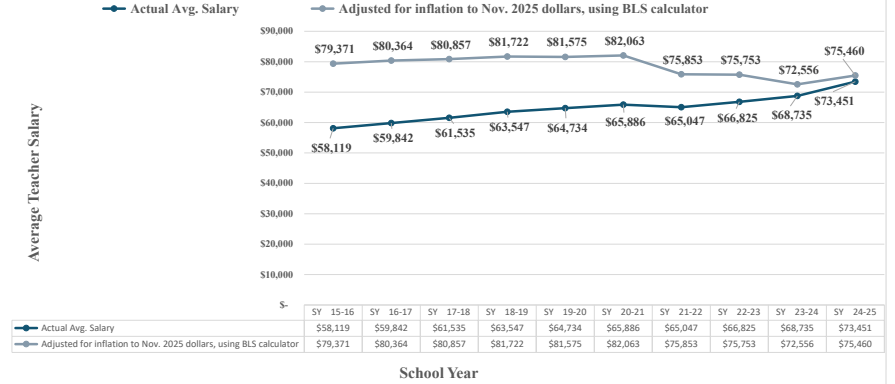
Nashua School District

Mandatory Report to Voters on School Expenses

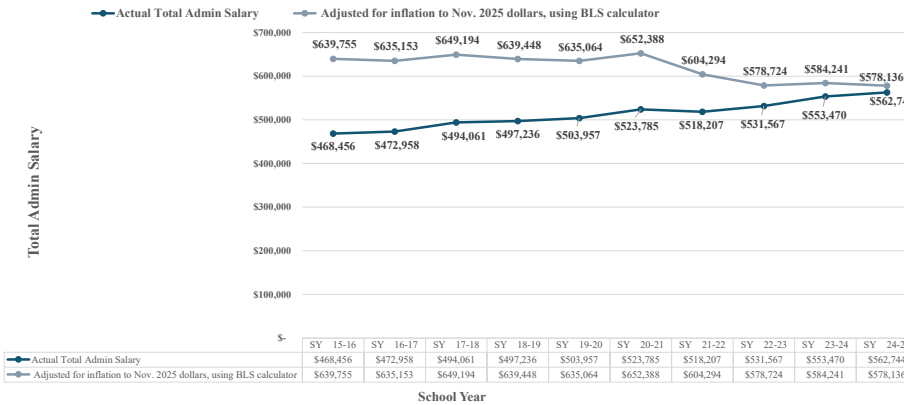
Cost Per Pupil: Last 10 Years



Teacher Average Salary: Last 10 Years



Sum of Administrator Salaries: Last 10 Years



Top Administrator Salaries for FY25	
Superintendent	\$183,005
Assistant Superintendent	\$128,339
High School Principal	\$126,400
Business Administrator	\$125,000



NASHUA
SCHOOL DISTRICT
Gateway to Opportunity