

POLICY COMMITTEE MEETING

TUESDAY, MARCH 17, 2026

6:00 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>

[time subject to change]

AGENDA

COMMITTEE MEMBERS: H. Raymond, R. Johnson, R. Lamphier, and J. Lewis (Alt.)

CALL TO ORDER

ROLL CALL

- 1 JJJA Student Co-Curricular Activity Eligibility
- 2 JJJA-R Appeal Form for Academic Eligibility for High School Students
- 3 IFA Instructional Needs of Each Individual Student
- 4 GCQ Dismissal, Non-Renomination, and Removal of Teachers
- 5 JICI Weapons on School Property
- 6 JJJC Student Activity Fee
- 7 KA/IJO School, Family, and Community Partnerships

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

MEMORANDUM

TO: Board of Education, Policy Committee

FROM: Matthew Poska, Assistant Superintendent

DATE: February 10, 2026

SUBJ: Policy Recommendations

Attached please find the following policies requiring review and approval/rescission:

	POLICY	POLICY NAME	STATUS	DISPOSITION REQUESTED
1	JJJA	Student Co-Curricular Activity Eligibility	Updated	Approval
2	JJJA-R	Appeal Form for Academic Eligibility for High School Students	Updated	Approval
3	IFA	Instructional Needs of Each Individual Student	Updated per NHSBA	Approval
4	GCQ	Dismissal, Non-Renomination, and Removal of Teachers	Per legal counsel	Rescind
5	JICI	Weapons on School Property	Updated per NHSBA	Approval
6	JJJC	Student Activity Fee	Reviewed w/out Change	Approval
7	KA/IJO	School, Family, and Community Partnerships	Dually coded	Approval

STUDENT CO-CURRICULAR ACTIVITY ELIGIBILITY - ACADEMIC EXPECTATIONS

Introduction

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

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

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

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

Academic Expectations – High School

Eligibility determination for the start of a season/activity:

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

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

NOTES (regarding start of season/activity eligibility):

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

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

Eligibility determination during a season/activity:

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

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

NOTES (regarding eligibility during a season/activity):

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

Academic Expectations – Middle School

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

Beginning of each school year/fall sports:

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

Beginning of winter season:

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

Beginning of spring season:

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

During a season/activity:

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

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

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

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

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

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

End of each trimester grading period:

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

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

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

Definitions

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

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

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

Review

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

Legal Reference:

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

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

JJJA

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

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

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

Student name: _____

Date of Eligibility Denial: _____

School: _____

Grade: _____ Age: _____

Phone number: _____

Email address: _____

Home address: _____

Parent/Guardian: _____

Sport/Activity: _____ Coach/Advisor: _____

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

Parent signature: _____ Student signature: _____

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

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

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

Check if acceptable:

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

Appeal Decision

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

APPROVED

DENIED

Signature: _____

Date: _____

Legal Reference:

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Board Approved: 08/31/2015 (Replaces JJJ)
05/09/2016
08/26/2019

03/27/2023

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

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

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

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

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

Legal References:

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

DISMISSAL, NON RENOMINATION AND REMOVAL OF TEACHERS

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

Board Approved: 11/14/2016

[Replaces POPPS 8216.1]

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

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

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

Legal References:

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

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Board Approved: 03/31/2008
01/30/2023

*Reference***WEAPONS ON SCHOOL PROPERTY**

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

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

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

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

Exceptions

Weapons under control of law enforcement personnel are permitted.

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

Notice

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

Legal References:

18 U.S. C. § 921 et seq., Firearms

~~*18 U.S.C. § 922 Unlawful Acts*~~

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

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

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

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

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

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

~~*RSA 11. Disturbance*~~

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

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

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

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

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

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

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

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

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

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

STUDENT ACTIVITY FEE

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

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

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

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

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

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

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

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

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Board Approved: 03/31/2008
01/30/2023