POLICY COMMITTEE MEETING
MONDAY, NOVEMBER 9, 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

- ACD – Religious Neutrality & Religious Accommodations
- EBCA – Crisis Prevention and Emergency Operations Plans
- EBCF – Pandemic/Epidemic Emergencies
- KFA – Conduct on School Property

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

Mario Andrade, Ed. D.
Superintendent

Krystal De Gray, MBA
Chief Operating Officer

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James O'Rourke, M. Ed., CAGS
Assistant Superintendent

Jennifer Scarpati, Ph. D.
Assistant Superintendent

MEMORANDUM

TO: Board of Education, Policy Committee

FROM: Jim O'Rourke, Assistant Superintendent

DATE: November 9, 2026

SUBJ: Policy Recommendations

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

	POLICY	POLICY NAME	STATUS	DISPOSITION REQUESTED
1	ACD	Religious Neutrality & Religious Accommodations	Update	Approval
2	EBCA	Crisis Prevention and Emergency Operations Plans	Update	Approval
3	EBCF	Pandemic/Epidemic Emergencies	Update	Approval
4	KFA	Conduct on School Property	Update	Approval

Reference

RELIGIOUS NEUTRALITY AND RELIGIOUS ACCOMMODATIONS

A. Purpose and Scope

The District shall maintain neutrality toward religion while respecting the diverse religious and non-religious beliefs of students, families, employees, volunteers, or members of the community.

The District and its employees shall neither endorse nor inhibit religion, nor show hostility toward religious or non-belief. Proper accommodation of religion does not constitute endorsement.

This policy applies to all District programs, activities, and workplaces.

B. Student Religious Expression

Students have the right to express their religious - or non-religious beliefs freely, as long as such expression is voluntary, non-disruptive, and does not infringe on the rights of others or appear to be school-sponsored.

C. Student Religious Accommodations

Parents/guardians have the option of opting their child out of units within the health or sex education curriculum as provided in Board policy IHAM, and further opting their child out of specific course material they find objectionable as provided in Board policy IGE.

Requests for other student accommodation under this policy should be addressed in the first instance to the teacher, coach or other employee supervising the activity. If the response is unsatisfactory, the student or parent/guardian may request review by the School Principal. If the response is still unsatisfactory, a report or complaint may be made pursuant to Board policy ACA.

Examples of accommodations include, but are not limited to:

1. excused absences for religious observance;
2. make-up work opportunities;
3. dietary accommodations;
4. modifications for attire or grooming; and
5. permission for private, non-disruptive, prayer.

D. Employee Religious Expression

1. Private Expression. Employees and volunteers may engage in private religious expression when:
    a. They are not performing core or primary instructional or supervisory duties, and
    b. The activity is comparable to permitted secular conduct.

2. Restrictions in Official Capacity. Employees and volunteers shall not engage in any religious activities that:
    a. interfere with their core duties at the time, or
    b. cause a substantial interference with their official duties or with school operations.

Examples of restricted activities include:

i. Leading students in prayer or religious exercise during core duties, including periods where supervision of the students is a primary function;
ii. Using the employee/volunteer's position to encourage or coerce student participation
iii. Creating the appearance of school endorsement of the religious activity.

E. **Employee Religious Accommodations**

The District will reasonably accommodate employees sincerely held religious beliefs, observances, and practices unless doing so would impose an undue hardship, defined as substantial increased costs or significant operational disruption.

Requests for accommodation shall be submitted in writing to the employee's supervisor or HR personnel and reviewed promptly through an interactive, individualized process. If, after engaging in the process, the employee is dissatisfied with the result, s/he may submit a report or complaint pursuant to Board policy ACA.

Examples of accommodations for employees include, but are not limited to: (1) schedule adjustments; (2) leave for religious observance; (3) dress or grooming exceptions; (4) private space for prayer.

F. **Facilities Use**

School district facilities that are made available for community use shall be provided to religious groups on the same terms as other community organizations, without discrimination based on viewpoint. However, such use shall be strictly non-school-sponsored and shall not create the appearance of endorsement by the District.

G. **Training and Dissemination**

The Superintendent shall ensure that all staff are aware of their responsibilities under this policy, and shall ensure that information regarding religious accommodation is included in student handbooks.

Legal References:

NH Constitution, Part I, Art. 5, New Hampshire Constitution
RSA 189:1-b, Freedom of Assembly, Freedom of Religion
RSA 354-A: (Human Rights) Title and Purposes of Chapter
RSA 354-A:27, Opportunity for Public Education without Discrimination a Civil Right
RSA 354-A:6, Opportunity for Employment without Discrimination a Civil Right
1st Amendment, U.S. Constitution
20 U.S.C. §4071, Equal Access Act (student religious groups)
20 U.S.C. §7904, No Child Left Behind Act of 2001
42 U.S.C. §2000bb - §2000bb-4, Religious Freedom Restoration
494 U.S. 872 (1990) Employment Division, Department of Human Resources of Oregon v. Smith
514 F.3d 87 (1st Cir. 2008) Parker v. Hurley
597 U.S. 507 (2022)Kennedy v. Bremerton School District
600 U.S. 447 (2023)Groff v. DeJoy

***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:

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.

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~~prior to the start of each school year.

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), School Safety

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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, 03/02/2026

PANDEMIC/EPIDEMIC EMERGENCIES

The Board of Education recognizes that a pandemic or epidemic is a serious threat that can affect students, staff, and the entire community. The Board establishes this policy in the event that Nashua School District is affected by a pandemic or epidemic. The health, safety and welfare of the students shall be the first priority.

Extraordinary Measures

Some infectious diseases, viruses, etc., may be so dangerous and the risk of casual transmission so great, that effective response will require broader measures. Based upon specific recommendations of local, state and/or federal health authorities, the Superintendent is authorized to implement such additional, extraordinary emergency measures as may be necessary and appropriate to address the health risk: e.g., school closure, population exclusion (stay-at-home type instructions), mandatory screenings, mandatory use of personal protective equipment (PPE's), social distancing orders, administrative leaves or temporary adjustments in duties. Such measures should be taken with prior notice to the Board, if practicable, or as soon as possible thereafter. All long term planning necessary for managing the pandemic/epidemic impacts and its aftermath require collaboration and approval of the Board.

Planning and Coordination

Planning for a pandemic requires a multi-faceted effort, and school preparedness should include input from a team of individuals to address their specific areas of expertise.

The Superintendent shall designate one or more employees to serve as a liaison between the District and local and State health officials. This designee is responsible for communicating with health officials to identify local hazards, determine what crisis plans exist in the District and community, and to establish procedures to account for student and staff well-being and safety during such a crisis. The designee shall work with local and state health officials to coordinate the District's plan.
The District and/or school nurse or other designee shall develop a curriculum component to health classes that is designed to teach students about preventing or limiting the spread of communicable diseases.

The District may purchase and store supplies necessary for an epidemic/pandemic response, including but not limited to disinfectant products, face masks, water, examination gloves, hand sanitizer, and other supplies as recommended by the school nurse.

The Superintendent shall develop procedures and plans for the transportation of students in the event students are released from school early.

Response

In the event that anyone within the school district is discovered or suspected to have a communicable disease that local health officials have deemed to require extraordinary measures, that person shall be immediately isolated and local and state officials shall be notified immediately. If the individual is a student, the District shall notify the student's parents or/guardians as soon as possible.

The Superintendent shall consult with State and local health officials to determine an appropriate response. The Superintendent or designee shall provide information to staff, parents/guardians, and the school community in compliance with FERPA or any other privacy laws that may apply.

Infection Control

Students or staff who exhibit symptoms of a communicable disease that may result in an epidemic/pandemic or that puts others in the school at risk shall be sent home.

The student or staff member will not be allowed to return until that individual's primary care physician or other medical personnel provides medical clearance that the individual does not bear the risk of transmitting the communicable disease.

If a staff member has still not received medical clearance to resume their work duties, then their absence will adhere to federal and state leave laws and applicable articles in collective bargaining agreements.

Continuance of Education

The Superintendent will develop a plan of alternate means of educating students in the event of prolonged school closings and/or extended absences. Such a plan may include but is not limited to providing students with assignments via mail, local access cable television, or the school district's website and is subject to board approval prior to implementation.

The Superintendent can amend the traditional class schedule and schedule of days subject to State law and any collective bargaining agreements. Such a plan may include but is not limited to extending the school day, having school days held on Saturdays, the use of previously scheduled vacation days, and/or extending the school year beyond the previously established end of school year. Calendar changes are subject to board approval prior to implementation.

Legal References:

Influenza Pandemic Public Health Preparedness & Response Plan, New Hampshire Department of Health & Human Services
RSA 189:10-a, Facial Covering Policy for Schools

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Board Approved: 03/29/2021

ADC, GBED, JICG, KA, KF

CONDUCT ON SCHOOL PROPERTY

A. General Statement and Purpose

The purpose of this policy is to establish a minimum standard of conduct during school-sponsored events and activities that will provide the best possible educational climate for the students; encourage participation in the educational process by the general public; protect the investment of the public in both the educational process and the physical plant in which it is conducted; and honor and protect the rights of all individuals within the community.

While this policy applies generally to conduct by any and all persons on school property, **additional** policies, rules, regulations, or procedures will apply (1) as to certain defined groups (e.g., policy JIC regarding student conduct); (2) for visits during the school day (policy KA); or (3) during other specific activities or times (e.g., policy KF regarding community use of school facilities).

B. Definitions

As used in this policy:

1. "Authorized District Personnel" any person who is designated by the Superintendent, the Principal (as to grounds or activities within her/his purview), the Athletic Director (as to athletic events), or any other person or persons so designated by either of them to administer the provisions of this policy relative to specific school property or a school sponsored or approved activity or function.

2. "School property" means any buildings, vehicles, property, land, or facilities used for school purposes or school-sponsored events or activities, whether public or private.

C. Prohibited Conduct

No person on school property or during any school sponsored or approved activity may:

1. Injure, threaten, bully, harass, or intimidate a student, staff member, sports official, coach, or any other person;

2. Engage in behaviors that are harassing or discriminatory in nature based on a person's actual or perceived age, sex, gender identity, sexual orientation, marital status, familial status, disability, religion, national origin race, or color (including those traits historically associated with race, color or religion, including but not limited to head coverings, hair texture, or protective hairstyles);

3. Impede, delay, disrupt, or otherwise interfere with any school function or any activity sponsored or approved by the Board, the Superintendent, building Principal, Athletic Director, or their designees;

4. Damage or threaten to damage another's property;

5. Damage or deface School District property;

6. Smoke or otherwise use tobacco products;

7. Consume, possess, distribute, or be under the influence of alcoholic beverages or illegal drugs/controlled substances; (persons known or suspected to be under the influence of liquor or a controlled substance will not be permitted to enter the school building or grounds, and law enforcement may be contacted);

8. Use, or attempt to use, or threaten to use **any** device, instrument, material, or substance ("prohibited object) with the purpose to injure, threaten, intimidate, or coerce another person; for the purposes of this section, any reckless use of any prohibited object which places or may place another in danger of serious bodily injury is also prohibited;

9. Enter upon any portion of school property at any time for purposes other than those that are lawful and specifically authorized by the Board, the Superintendent, building Principal, Athletic Director, or their designees;

10. Operate (either upon or over school property) a drone or other unmanned aircraft without prior permission from school administration.

11. Violate any state law or regulation, or any duly adopted policy and/or regulation of the Board.

12. Violate any federal law with the exception of any such law that is pre-empted by New Hampshire state law (e.g., RSA 159-E pertaining to firearms, etc.);

13. Operate a motor vehicle in violation of any Authorized District Personnel directive or posted road signs.

14. Refuse to comply with or obey a directive of any Authorized District Personnel or posted rules or regulations.

D. Enforcement & Consequences

Any person who violates this policy or any other ~~acceptable~~ applicable standard of ~~behavior~~ order may be ~~ordered~~ directed to leave school grounds by Authorized District Personnel. Authorized District Personnel ~~, who~~ may ~~, also at her/his discretion,~~ contact law enforcement when appropriate. Students and employees who violate this policy shall be ~~further~~ subject to ~~such~~ consequences or interventions as provided under applicable Board policies or District or school administrative regulations.
~~Additionally, the Board authorizes the Superintendent or his/her designee to issue "no trespass" letters to any person whose conduct violates this policy. The Superintendent is further authorized, upon consultation with district counsel, to file any criminal complaint with respect to such violations.~~

The issuance of any formal no-trespass order (NTO) against an individual on school district property shall comply with RSA 635:2-a and applicable law. An emergency NTO may be issued by the Superintendent or other administrator designated by the Board of Education when immediate action is reasonably necessary to protect public safety, prevent substantial disruption of governmental operations, or prevent damage to public property. An emergency NTO shall be in writing, state the date and time of issuance, identify the specific property covered, provide a brief statement of the factual basis for the order, state its expiration date and time, and advise the individual of the right to request a hearing. An emergency NTO shall take effect immediately and expire no later than 35 days after issuance unless approved for continuation in accordance with RSA 635:2-a.

Any NTO issued or continued beyond the initial emergency period shall be approved by the Board of Education in accordance with RSA 635:2-a and shall not exceed on year in duration. The order shall state the date of issuance, identify the specific property covered, clearly explain the reason for the order, specify its duration, and advise the individual of the right to request a hearing, the procedure for

requesting a hearing, and the right to appeal an adverse decision to the superior court.

An individual who has been issued an NTO may request a hearing in writing within ten (10) days of issuance through the Superintendent's office. The Board of Education shall hold the hearing at its next regularly scheduled meeting and issue a written decision stating whether the NTO is rescinded, modified, or continued for a defined period. If the hearing is not held within the timeframe required by RSA 635:2-a, the NTO shall be automatically vacated unless the delay is attributable to the individual requesting the hearing. An individual may appeal a final decision to the superior court within 30 days of the written decision. No NTO shall be renewed or extended except in accordance with applicable law.

E. Severability

If any provision of this policy or the application thereof to any person or circumstances is held invalid, such invalidity shall not affect other provisions or applications of the policy which can be given effect without the invalid provision or application, and to this end the provisions of this policy are declared to be severable.

Legal References:

RSA 126-K:7, Use of Tobacco Products on Public Educational Grounds Prohibited
RSA 159-E, Presidential Executive Orders and Statutory Law Relating to the Right to Keep and Bear Arms
RSA 159:26, Firearms, Ammunition, and Knives; Authority of the State
RSA 193-F, Pupil Safety and Violence Prevention
RSA 193:11, Disturbance
RSA 193:38, Discrimination in Public Schools
RSA 631:3, V, Reckless Conduct
RSA 631:4-b, Harm or Threats to Sports Official
RSA 635:2, Criminal Trespass
RSA Chapter 193-B, Drug Free School Zones

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Board Approved: 02/17/2025