
**POLICY COMMITTEE MEETING
TUESDAY, JANUARY 20, 2026
NHS NORTH BOARD ROOM**

A meeting of the Policy Committee was held at NHS North on Tuesday, January 20, 2026.
Ms. Raymond called the meeting to order at 6:02 pm.

Present: Ms. Raymond, Mr. Johnson, Ms. Lamphier

Also Present: Mr. Poska and Dr. Scarpati

Also Present: Members of the Public, Channel 22 Videographer

Policy JLCAA – Toilet Training and Diapering

Ms. Raymond reintroduced JLCAA which was sent back to the committee and welcomed Dr. Scarpati to further discuss the policy and concerns for expectations for toilet training for students entering preschool and kindergarten.

- Dr. Scarpati explained the need for a policy on toilet training for kindergarten students, noting an increase in untrained students post-COVID.
- The policy aims to set expectations for families, protect staff from uncomfortable situations, and communicate proactively to families and daycare providers.
- Ms. Raymond and Ms. Lamphier discussed the implications of eliminating preschool from the policy and the potential staffing issues.
- Ms. Raymond expressed concerns about the policy's impact on child protection and staff grievances.
- Ms. Lamphier highlighted the importance of not turning away untrained students and suggested simplifying the policy language.
- Dr. Scarpati proposed changing the policy to state that it is expected rather than mandatory for students to be toilet trained.
- The group discussed the need for clear communication to families and daycare providers about the policy and the importance of early intervention.
- The committee agreed to add a line recommending that parents contact their school principal or pediatrician if they have concerns about toilet training.
- Mr. Poska emphasized the importance of early communication with families and daycare providers to address toilet training issues.

Ms. Raymond moved, seconded by Ms. Lamphier, to approve Policy JLCAA – Toilet Training and Diapering with amendments and move it to the full board for approval. Motion passes 3-0.

Policy BDE – Committees and Delegates

- Policy BDE is our overarching policy on BOE committees. The Sealed Minutes Review Committee was added. Nothing in this policy states frequency of meetings.

Ms. Raymond moved, seconded by Mr. Johnson, to approve Policy BDE – Committees and Delegates and move it to the full board for approval. Motion passes 3-0.

Policy BDEF – Sealed Minutes Review Committee

- Ms. Raymond introduced the policy on the Sealed Minutes Review Committee, explaining its purpose and the need for a review every 10 years.

- The committee discussed the importance of starting and ending meetings in public and documenting recommendations in public minutes.
- Ms. Lamphier suggested adding a public notice for meetings and ensuring the committee follows the right-to-know law exceptions.

Ms. Raymond moved, seconded by Mr. Johnson, to approve Policy BDEF – Sealed Minutes Review Committee and move it to the full board for approval. Motion passes 3-0.

Policy EBB – School Safety

- Ms. Raymond and Mr. Poska discussed the minor updates to the school safety policy (EB) which had been recently updated in August of 2022.
- Mr. Poska explained that smaller districts may have one comprehensive Emergency Operations Plan where Nashua, due to its size, has an individual emergency plan for each school/building (18).

Ms. Raymond moved, seconded by Mr. Johnson, to approve Policy EBB – School Safety and move it to the full board for approval. Motion passes 3-0.

Policy EBBB – Accident Reports

- Ms. Raymond brought EBBB forward as it was aligned with Policy EBB. No changes were recommended but it was approved as reviewed.

Ms. Raymond moved, seconded by Mr. Johnson, to approve Policy EBBB – Accident Reports and move it to the full board for approval. Motion passes 3-0.

Policy EBCA – Crisis Prevention and Emergency Response Plan

- Policy EBCA needed review/update due to changes to EB, EBB and proposed EBCH changes.

Ms. Raymond moved, seconded by Mr. Johnson, to approve Policy EBCA – Crisis Prevention and Emergency Response Plan and move it to the full board for approval. Motion passes 3-0.

Proposed Policy EBCH – Chemical Safety and Chemical Hygiene Plan

- Ms. Raymond introduced the new policy on the Chemical Safety and Hygiene Plan, explaining the state's requirement for a policy and the need for a plan.
- The committee discussed the scope of the plan, including cleaning supplies, pest control, and other hazardous materials.
- Ms. Raymond waived on deciding whether the individual school chemical plans should be policy or procedure as she felt strongly against using rodenticides.
- Mr. Poska explained all the individual school chemical plans are currently in place but need to be updated to include multiple departments including the Science department, Food Service, and Plant Operations.
- The committee requests the district to provide the actual procedures and protocols by September.

Ms. Raymond moved, seconded by Mr. Johnson, to approve proposed Policy EBCH – Chemical Safety and Chemical Hygiene Plan and move it to the full board for approval. Motion passes 3-0.

Concerns About Student Discipline and Conflict Resolution

- Ms. Raymond raised concerns about the lack of clear policies on the administration handling of student discipline and conflict resolution.
- Mr. Poska explained the current practices and the role of administrators in addressing conflicts.
- The group discussed the importance of prevention and early intervention in addressing student conflicts.
- Ms. Raymond suggested reaching out to Dr. Andrade and Ms. Bishop for more information and possibly bringing discipline reports to future board meetings.

Closing Remarks and Next Steps

- Ms. Raymond and Mr. Poska plan to review the remaining updates from the School Boards Association and bring them forward in future meetings, but stated that all the needed changes addressed last summer had been brought forward.

Ms. Raymond moved, seconded by Ms. Lamphier, to adjourn at 7:20 pm. Motion passes 3-0.

Submitted by Tara C. Kinsella