
**BOARD OF EDUCATION
MONDAY, JUNE 22, 2026
NHS NORTH BOARD ROOM**

A meeting of the Board of Education was held at NHS North on Monday, June 22, 2026. Ms. Bishop called the meeting to order at 6:00 pm and asked Ms. Raymond to read the opening statement and Ms. Lopez to lead the Pledge of Allegiance.

Present: Ms. Giglio, Ms. Prinn, Mr. Johnson, Ms. Raymond, Ms. Lewis, Mr. Salvi, Ms. Lamphier, Ms. Lopez, Ms. Bishop

Also Present: Dr. Andrade, Mr. Poska, Dr. Scarpatti, Ms. De Gray, Mr. Bowse, Mr. Cioppa

Also Present: Members of the Public, Channel 99 Videographer
Student Representatives Alia Saad (North) and Saanvi Praturu (North)
Mr. Miseirvitch, Mr. Smith

RECOGNITION/PRESENTATION

- Mr. Cioppa shared detailed data on the ELL department's student demographics, proficiency levels, and the progress made in monitoring and testing students. He discussed extensive efforts to screen and identify ELL students, including the involvement of the DOJ.
- The presentation included data on the languages spoken by students, their countries of origin, and the proficiency levels of students receiving ELL services.
- Mr. Cioppa explained the challenges faced by the ELL department, including the need for more translation and interpretation services for non-English speaking parents. The department has implemented a system to fulfill translation and interpretation requests, with significant progress made in a short period.
- The focus for the upcoming school year includes supporting long-term English language learners with literacy skills to reduce the number of students staying in the program for extended periods.
- Board members raised concerns about the access/assistance available to ELL students for extracurricular activities in addition to coach/mentor training.
- Mr. Cioppa discussed the peer mentorship program in the summer school program, where high school students serve as mentors to elementary and secondary students. He outlined the strategic plan for the upcoming year, including the requirement for each school to have a parent committee to engage the community.

CONSENT AGENDA

Ms. Giglio moved, seconded by Mr. Salvi, to approve the Consent Agenda. Motion passes 9-0.

ITEMS REMOVED FROM CONSENT AGENDA

COMMUNICATIONS OUTSIDE THE CONSENT AGENDA

PUBLIC QUESTION/COMMENT PERIOD LIMITED TO ITEMS ON THIS AGENDA

Gary Hoffman, 38 Perham St., Unit D, expressed his support of the Memorandum of Understanding regarding high school teachers and the new schedules.

SUPERINTENDENT'S COMMENTS

- Dr. Andrade celebrated the accomplishments of the class of 2026, including the number of graduates, scholarships, and college acceptances.
- The superintendent highlighted the district's partnerships with businesses, higher education institutions, and nonprofit organizations, and the expansion of professional learning opportunities for teachers.

BOARD RESPONSE TO SUPERINTENDENT'S COMMENTS

Ms. Giglio stated how nice it is to hear all the good stuff going on in the District. She congratulated the students and staff for a great year.

Ms. Prinn echoed Ms. Giglio and as a board member, it was nice to be able to do things like go to graduation, go visit schools. We cannot rest on our laurels, but continue to work hard and strive to do better for the kids of Nashua.

Mr. Johnson stated it was great to see all the accomplishments and seeing all the students graduate with diverse interests.

Ms. Lewis congratulated the students and staff for an amazing job this year. She has great hope for our students.

Mr. Salvi excited to hear all the wonderful colleges for some of the graduating students.

Ms. Lopez echoed everything that had been said. She thanked Dr. Andrade for giving the board a year in review. A special thank you to all the students who have chosen a military career.

Ms. Lamphier thanked the district for a successful year. She commended all the great work that was done (strategic plan, facility plan). Hopeful for another successful year in 2027.

Ms. Raymond highlighted the Brentwood Academy graduating students.

Ms. Bishop congratulated the district on all the accomplishments.

STUDENT REPRESENTATIVE COMMENTS

Ms. Saad finished finals today. Nashua North track team went to Nationals and a freshman, Abby Acevedo placed 2nd in high jump.

Ms. Praturu is happy about the school year being over.

COMMITTEE ON BUDGET**COMMITTEE ON FINANCE AND OPERATIONS**

Ms. Lamphier moved, seconded by Ms. Bishop, to approve of districtwide integrated pest management contract with PestEnd Exterminators of Plaistow, NH, in the annual amount of \$40,764. This contract will increase 2% per annum for fiscal years 2 through 5. Funding will come from the Plant Operations contract services account, 91.1.222620.53628.

- The board members discussed the details of the contract, including the use of non-poisonous methods for pest control.

Motion passes 9-0.

Ms. Lamphier moved, seconded by Ms. Bishop, to approve the contract to re-roof the school administration building to Sentry Roofing of Manchester, NH, in the amount of \$63,702, which includes a \$5,000 contingency. Funding will come from the school district's deferred maintenance fund. Motion passes 8-1 (S. Lopez voting Nay).

Ms. Lamphier moved, seconded by Ms. Lopez, to approve the contract to replace the fire alarm system at Bicentennial Elementary School to Gerald Laflamme, Inc., of Londonderry, NH, in the amount of

\$257,100, which includes a \$10,000 contingency. Funding will come from the school district's deferred maintenance fund. Motion passes 9-0.

Ms. Lamphier moved, seconded by Ms. Bishop, to approve of contract Control Technologies of Manchester, NH, to convert HVAC controls to CTI, in the amount of \$78,000. Funding will come from Plant Operations account 91.1.222620.54243, HVAC Maintenance. Motion passes 9-0.

Ms. Lamphier moved, seconded by Ms. Bishop, to approve the purchase of 50 Clear Touch Interactive Panels from Pro AV Systems of Chelmsford, MA at a cost not to exceed \$195,000. Funds are available in account 91.1.992225.71221 – Computer Equipment for FY27.

- The discussion includes the importance of balancing technology investments with the need for teacher presence in classrooms and the potential impact of screen time on developing brains.
- Some members expressed concerns about the amount of screen time for young children.

Motion passes 6-3 (K. Prinn, H. Raymond, and S. Lopez voting Nay)

Ms. Lamphier moved, seconded by Ms. Bishop, to approve the purchase of Google Education Plus licensing from IT Insiders of Nashua, NH at a cost not to exceed \$66,000. Funds are available in account 91.1.992225.71228 – Computer Software for FY26.

- Mr. Miseirvitch explained the purchase of Google Education Plus licensing and its use across grade levels and the additional safety and security features it offers.

Motion passes 9-0.

Ms. Lamphier moved, seconded by Ms. Bishop, to purchase elementary curriculum from Wilson Foundations (\$128,712.40); Great Minds (\$204,275.42); Amplify CKLA (\$76,342.30); Amplify (\$178,114); and Amplify Science (\$22,600) for the 2026-27 school year.

- The board discussed the purchase of elementary and secondary curricula, with some members expressing concerns about the Amplify Science curriculum and the need for more hands-on components.
- The board members emphasize the importance of having a cohesive program from K to 8 and the need for a balanced approach to technology and traditional teaching methods.

Motion passes 9-0.

Ms. Lamphier moved, seconded by Ms. Bishop, to purchase secondary curriculum from Amplify Science (\$51,250) and Curriculum Associates (\$76,540.50) for the 2026-27 school year. Motion passes 9-0.

Ms. Lamphier moved, seconded by Ms. Bishop, to accept the charitable contribution for elementary music education from the New Hampshire Charitable Foundation in an amount not to exceed \$60,000.

- Ms. Lamphier makes a motion to accept a charitable contribution for elementary music education from the New Hampshire Charitable Foundation, not to exceed \$60,000.
- Ms. Raymond thanks the New Hampshire Charitable Foundation for the gift and clarifies that it does not mean expanding the recorder program.
- Ms. Bishop asks Ms. Prinn about the recorder program, and Ms. Prinn explains that third graders learn the recorder.

Motion passes 9-0.

Ms. Lamphier moved, seconded by Ms. Bishop, to approve the one-year extension of the contract with ESS for staffing services for FY 2027. Funding for this contract extension will be provided through the FY 2027 Operational Budget, Account 53452 – Staffing Services.

- Ms. Raymond provided information regarding the use of ESS for substitute staffing.
- Board members questioned the cost and the process used by ESS.
- Ms. De Gray reinforced that ESS substitute rates are lower, other NH districts also use their services, and that our HR staff does not have the capacity to recruit and onboard the number of substitutes required.
- Dr. Andrade also noted that ESS uses an application that notifies substitutes of available positions daily.

Motion passes 9-0.

Ms. Lamphier moved, seconded by Ms. Bishop, to approve the FY26 May Transfer Report. Motion passes 9-0.

COMMITTEE ON POLICY

Ms. Raymond moved, seconded by Mr. Johnson, to approve policy EI Risk Management.

- The responsibility for risk management is delegated to the superintendent of schools and their designee. We also have risk management at the city, however, the superintendent has to advise the board about any settlements for more than \$25,000 and seek board approval.
- Ms Lopez questioned the use of "may" instead of "shall" in the policy, and Heather Raymond explains the differences.

Motion passes 8-1 (Ms. Lopez voted Nay)

Ms. Raymond moved, seconded by Mr. Johnson, to rescind policy EIE School District Employee and School Board Member Indemnification. Motion passes 9-0.

Ms. Raymond moved, seconded by Mr. Johnson, to approve policy GCI Professional Development

- Ms. Lewis inquired about the number of hours required for professional development.
- Ms. Raymond explained that the district has a NH DOE-approved professional development master plan that outlines the requirements.

Motion passes 9-0.

Ms. Raymond moved, seconded by Mr. Johnson, to approve policy JH Student Attendance

- Ms. Lewis suggested better communication with parents about policy updates.

Motion passes 9-0.

Ms. Raymond moved, seconded by Mr. Johnson, to rescind policy JH-R Student Attendance Procedure. Motion passes 9-0.

Ms. Raymond moved, seconded by Mr. Johnson, to approve policy JHA Attendance Intervention Protocol

- Ms. Lopez expressed concern about the lack of a warning system for parents.
- Ms. Raymond explained that the policy is designed to be strength-based and collaborative, focusing on interventions before reaching 10 days of absences.

Motion passes 9-0.

Ms. Raymond moved, seconded by Ms. Giglio, to enter non-public session at 8:26 pm under RSA 91-A:3II (a).

y	1. S. Giglio	y	4. H. Raymond	y	7. R. Lamphier
y	2. K. Prinn	y	5. J. Lewis	y	6. S. Lopez
y	3. R. Johnson	y	6. S. Salvi	y	9. J. Bishop

So voted by roll call.

Entered nonpublic at 8:27 pm.

The board returned public session at 9:08 pm.

Ms. Giglio moved, seconded by Ms. Bishop, to seal the non-public minutes under RSA 91-A3III (i).

y	1. S. Giglio	y	4. H. Raymond	y	7. R. Lamphier
y	2. K. Prinn (<i>stepped out</i>)	y	5. J. Lewis	ab	6. S. Lopez
y	3. R. Johnson	y	6. S. Salvi	y	9. J. Bishop

So voted by roll call at 9:10 pm.

COMMITTEE ON CURRICULUM AND EVALUATION

COMMITTEE ON HUMAN RESOURCES

NEW BUSINESS

Ms. Giglio moved, seconded by Ms. Lopez, to approve the Personnel Recommendations of June 22, 2026. Motion passes 9-0.

ACTION	NAME	POSITION	SCHOOL	DEGREE	STEP	SALARY	EFFECTIVE
LOA	Dunbar, Nicole	21st Century	LG				2026-2027 school year
LOA	Dyer, Jennifer	PE	NHSN				2026-2027 school year
LOA	Gureckis, Emily	Grade 5	BI				2026-2027 school year
Nomination	Anderson-Salo, Madeleine	Grade 3	NS	BA	0	\$49,000	2026-2027 school year
Nomination	Andris, Andrea	ELL	MMS	MA+30	11	\$66,159	2026-2027 school year
Nomination	Cibotti, Catherine	Rdg Spec	CR	MA+30	21	\$86,440	2026-2027 school year
Nomination	Coates, Chelsea	SpEd	FMS	BA+30	0	N51000	2026-2027 school year
Nomination	Culotta, Anthony	Emerg Serv	NHSN	BA	15	\$65,654	2026-2027 school year
Nomination	Fournier, Tabetha	SpEd	MMS	MA	3	\$55,016	2026-2027 school year
Nomination	Green, Margaret	SpEd	MMS	MA+30	2	\$56,803	2026-2027 school year
Nomination	Marcelo, Christian	Business (.5 FTE)	NHSS	MA+30	11	\$33,079.50 (prorated \$66,159)	2026-2027 school year
Nomination	Olsen, Heather	SpEd	LG	BA	22	\$86,661	2026-2027 school year
Nomination	Starling, Corinne	SpEd	LG	MA+30	22	\$97,053	2026-2027 school year
Nomination	Taylor, Katelyn	Rdg Spec	LG	MA	16	\$72,730	2026-2027 school year
Nomination(cont. sub to perm)	Bavaro, Laurie	SpEd	BH	MA	22	\$93,523	2026-2027 school year
Resignation	Banning, Lennox	Elem SpEd Coord	DW				6/30/2026
Resignation	Chamberlin, Mariah	Grade 2	FG				end of 2025-2026 school year
Resignation	McGinty, Deborah	Elem SpEd Coord	DW				6/30/2026
Resignation	Stanley, John	SpEd	MP				end of 2025-2026 school year

ACTION	NAME	POSITION	SCHOOL	DEGREE	STEP	SALARY	EFFECTIVE
Resignation	Williams, Theresa	SpEd	MP				end of 2025-2026 school year
Resignation	Vigeant, Fallon	Grade 4	LG				end of 2025-2026 school year

Ms. Giglio moved, seconded by Ms. Raymond, to approve the CTE donation to regional schools (Milford, NH CTE Program).

- Ms. De Gray introduced a memo from the CTE program regarding the donation of unused equipment from Nashua's machining program to Milford High School's Applied Technology Center.
- Ms. Raymond questioned the discontinuation of the machining program, and Dr. Andrade explained the low interest and loss of a CTE teacher as reasons for the decision.
- The board discussed the impact of the decision on students and the possibility of sending students to other schools for CTE programs.

Motion passes 9-0.

Ms. Bishop moved, seconded by Ms. Prinn, to approve Resolution R-26-044 - changing the purpose of up to one million six hundred seven thousand eight-five dollars (\$1,607,085) of unexpended bond proceeds from five school building improvement projects to the Bicentennial School roof replacement project.

- Dr. Andrade presented a recommendation to approve Resolution R-26-044, changing the purpose of \$1,607,085 of unexpended bond proceeds to the Bicentennial roof replacement project.
- Ms. De Gray explained the need for the resolution, the process of utilizing bond funds for school-specific projects, and the priority of the roof replacement project.
- Ms. Lewis expressed concerns about the allocation of funds and the potential impact on other schools.
- The board discussed the urgency of addressing the roof issue and the need for architectural and construction bids.

Motion passes 7-1. (Mr. Johnson voted Nay) Ms. Giglio stepped out at 9:25 pm (missed vote)

Ms. Bishop moved, seconded by Ms. Lamphier, to approve the MOU with the Nashua Teachers' Union - High School Schedule Changes for the 2026-2027 School Year

- Dr. Andrade presented a recommendation to approve the MOU with the Nashua Teachers' Union for high school schedule changes for the 2026-2027 school year.
- Ms. Raymond expressed concerns about the impact of the schedule changes on students, teachers, and CTE classes.
- Ms. Lopez suggested an amendment to review the schedule changes after the first quarter.

Motion passes 9-0.

Ms. Bishop moved, seconded by Ms. Prinn, to approve the FY27 Non-Affiliated Staff Salary Increases. Motion passes 9-0.

UNFINISHED BUSINESS

LIAISON REPORTS

PUBLIC COMMENT

Gary Hoffman, 38 Perham Street, Title I Paras

- Gary Hoffman raises concerns about the impact of Title I budget cuts on instructional para positions and the need to find positions for long-term employees.

Susan Newman, 25 Charlotte Avenue – Charitable gaming and buses

- Sue Newman discussed the importance of charitable gaming funds and the potential impact of significant donations on school renovations. Additionally, she highlighted the need for signage on school buses to improve safety at railroad crossings.

BOARD MEMBER COMMENTS

- Board members express their appreciation for the work of school staff and provide updates on summer programs and resources for students in need.

Ms. Giglio moved, seconded by Ms. Prinn, to adjourn. So voted at 9:50 pm.

Submitted by Tara C. Kinsella