
**BOARD OF EDUCATION
MONDAY, APRIL 27, 2026
NHS NORTH BOARD ROOM**

A meeting of the Board of Education was held at NHS North on Monday, April 27, 2026. Ms. Bishop called the meeting to order at 6:13 pm and asked Ms. Raymond to read the opening statement and Mr. Johnson to lead the Pledge of Allegiance.

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

Also Present: Dr. Andrade, Mr. Poska

Also Present: Members of the Public, Channel 99 Videographer

RECOGNITION/PRESENTATION

Robotics Team Tough Tech: Students Maitri and Raya presented on behalf of Tough Tech 151, a FIRST Robotics Competition team serving Nashua students. They described the intensive six-week process of designing and building a competition robot and highlighted the program's impact on student engagement, teamwork, and STEM skill development. The team, composed of about 30 students, recently achieved a major milestone by earning its first "blue banner" in over 30 years and advancing to district championships, despite operating with limited resources out of a community makerspace.

The presenters requested a stronger partnership with the district to support the team's continued growth. Key needs include consistent practice space, transportation for competitions, and broader institutional support through funding opportunities and increased visibility. They emphasized that additional support would expand access to meaningful, hands-on STEM experiences for more students and invited Board members to visit their current workspace at MakeIt Labs to learn more. Questions followed.

CONSENT AGENDA

Ms. Lamphier moved, seconded by Ms. Lewis, to approve the Consent Agenda. Motion passes 6-0.

ITEMS REMOVED FROM CONSENT AGENDA

COMMUNICATIONS OUTSIDE THE CONSENT AGENDA

PUBLIC QUESTION/COMMENT PERIOD LIMITED TO ITEMS ON THIS AGENDA

Melbourne Moran, Jr., 15 Lamb Rd., spoke about special education funding, the reorganization of special education, and code of conduct.

SUPERINTENDENT'S COMMENTS

Dr. Andrade extended well wishes to students, staff, and families for a restful April break and expressed appreciation for their continued hard work and dedication. He encouraged community engagement in the district's Facilities Master Plan, noting an upcoming forum on May 20 at Nashua High School South, as well as a Board update from Harriman Architects on May 11.

He also shared academic updates, reporting that about 70% of eligible students participated in SAT and PSAT testing, with results meeting or exceeding state and national averages in several areas. He highlighted strong PSAT performance and ongoing progress in college readiness. Additionally, Dr. Andrade announced graduation dates which are June 9 for Nashua High School South and June 10 for Nashua High School North, both at Stellos Stadium.

BOARD RESPONSE TO SUPERINTENDENT'S COMMENTS

Ms. Prinn: Hopes teachers and families are enjoying a nice, restful break. They work hard and are greatly appreciated. Thanked Dr. Andrade for the report on how well the students are doing on assessment scores, really nice to hear that.

Mr. Johnson: Good to hear our students are doing well in SATs and the PSATs. Knows how stressful that time can be.

Miss Lewis: Happy school vacation, looking forward to spending it with daughter and hopes that the rest of parents enjoy vacation as well.

Ms. Raymond: Hopes people come to the community forum on the Facilities Masters Plan. Can't reflect the community's desires if they don't tell us what they are.

Ms. Bishop: Upcoming budget meetings are listed on the agenda. Informed the budget chair and the alderman chair that graduation is on the 10th and 11th (or rain dates) and that we didn't want to be disrespectful if we didn't go (to the budget meetings), but we always prioritize graduation.

STUDENT REPRESENTATIVE COMMENTS**COMMITTEE ON BUDGET****COMMITTEE ON FINANCE AND OPERATIONS**

Ms. Lamphier reported that the Finance & Operations Committee recently reviewed the district's special revenue trust funds, noting that the overall budget is more complex than the operating budget alone and includes grants and other funding sources. She encouraged community members to review the posted meeting materials for a fuller understanding of the discussion. She then presented the committee's motion to approve the FY26 March transfer report.

Ms. Lamphier moved, seconded by Ms. Lewis, to approve the FY26 March Transfer Report.

Ms. Lamphier noted that the transfer report primarily reflected routine, school-level adjustments, such as reallocating funds for minor equipment replacements and repairs, including furniture and a laminator. There were no significant or district-wide budget shifts in this month's report.

Motion passes 6-0.

COMMITTEE ON POLICY

Ms. Raymond reported that the Policy Committee met recently and is bringing several policies forward for first reading, inviting feedback from the Board and community before final votes next month. She then reviewed all of the listed policies.

COMMITTEE ON CURRICULUM AND EVALUATION**COMMITTEE ON BUDGET****COMMITTEE ON HUMAN RESOURCES****UNFINISHED BUSINESS****NEW BUSINESS**

Ms. Bishop moved, seconded by Mr. Johnson, to approve a Charles "Chuck" Gray memorial bench to be located near the Tennis Courts at Nashua High School South. Funding for the project to be provided by the Gray family.

Dr. Andrade read a memo from Mr. Richard. Mr. Gray was a former teacher and coach at South. The bench would be located near our Tennis courts where Chuck was a coach for our Girls Tennis Team. Members expressed approval and shared that Mr. Gray made a significant impact on students.

Motion passes 6-0.

Ms. Lamphier moved, seconded by Ms. Prinn, to approve the Personnel Recommendations of April 27, 2026.

Motion passes 6-0.

ACTION	NAME	POSITION	SCHOOL	DEGREE	STEP	SALARY/NOTES	EFFECTIVE
LOA	Marcouillier, Kimberly	SpEd Cont. Sub	SH				3/31/2026
Nomination	Fitzpatrick, Sreela	Grade 7 Math Cont. Sub	FMS	BA	9	\$55,713	4/6/2026
Nomination	Maldonado, Emmanuel	Art Cont. Sub	SH	BA	1	\$49,000	4/21/2026
Contractor Nomination	Florence, Alexis	Senior Advisor to the Director of Special Education	DW			\$123,000	7/1/2026
Resignation	Jobel, Janna	ELL	PMS				end of 2025-2026 school year
Resignation	Warren, Greg	Principal	BW				6/30/2026

Dr. Andrade introduced Alexis Florence, newly appointed as Senior Advisor to the Director of Special Education, and welcomed her alongside Dr. Vicente, the district's new Director of Special Education. Ms. Florence shared her more than 20 years of experience in special education, including roles as a teacher, evaluation team chair, and administrator in Lowell and Boston Public Schools, and expressed enthusiasm about joining the district and working closer to home.

Ms. Florence outlined her priorities for the role, including strengthening family engagement, professional development, and inclusive practices, while first assessing current systems and identifying areas for improvement. Board members discussed the importance of inclusion for students with varying needs, highlighting both academic and social benefits. Dr. Andrade noted that the addition of Ms. Florence and Dr. Vicente represents a strategic investment to strengthen systems, ensure compliance, and support ongoing improvements in special education services across the district.

Ms. Lamphier moved, seconded by Ms. Raymond, to approve the expenditure of the Special Education Trust Fund.

Dr. Andrade led a discussion on the proposed use of the Special Education Trust Fund, explaining that rising costs are largely driven by the increased reliance on contracted staff due to ongoing shortages of paraeducators, particularly in high-needs classrooms. While paraeducators are budgeted at significantly lower salaries, contracted positions can cost two to three times more, resulting in expenditures reaching approximately \$4 million this year—far exceeding the original budget. He noted that this trend has escalated over several years and is a statewide challenge as districts work to meet legally required IEP services despite staffing shortages.

Board members raised concerns about the sustainability of these costs, budgeting practices, and whether increased wages or improved recruitment strategies could reduce reliance on contractors. Dr. Andrade outlined efforts to address the issue, including restructuring service delivery, enhancing recruitment, and introducing higher-skilled behavioral technician roles. The discussion also highlighted complexities in funding, including the use of benefit funds managed by the city and the need to access the trust fund to cover current expenses. District leadership emphasized ongoing efforts to strengthen special education systems, improve data-driven decision-making at the IEP level, and invest in staffing and early interventions to better manage future costs and student needs.

There was discussion around service logs and staffing. Dr. Andrade emphasized that service logs are intended to be simple and efficient, typically completed through basic digital entries rather than extensive written documentation. He noted that the district is exploring streamlined systems to ensure compliance without overburdening staff, and that further detail could be provided in a future workshop.

Board members briefly discussed the complexity of tracking individualized IEP services and the limitations of tools such as AI in this context. There was also a question regarding compensation for newly proposed behavioral technician roles, with Dr. Andrade noting that these positions would be paid slightly more than top-step paraeducators. The conversation then concluded, with acknowledgment that additional information would be needed for deeper discussion at a later time.

Motion passes 5-0 with Ms. Lewis opposed.

Dr. Andrade provided an update on the reconfiguration of elementary intensive needs programs, introducing EPICS (Evidence-Based, Positive, Intensive, Compassionate, Structured) classrooms for students requiring the highest level of support. These self-contained classrooms will provide specialized instruction aligned to IEP goals with integrated related services. The district plans seven classrooms next year, four at Broad Street and three at Sunset Heights, with possible future consolidation at Broad Street. Each classroom will be capped at ten students with dedicated staffing and additional program support. Administration emphasized that IEPs, inclusion time, and service minutes will not change, as the goal is to improve staffing and service delivery. Committee members raised concerns about concentrating programs in one school, impacts on inclusion, and staff capacity, while noting that placement and inclusion remain individualized.

Dr. Andrade reported that the district currently serves about 228 elementary students in intensive needs programs, with similar numbers projected next year, and noted that enrollment fluctuates as students move in and out of services. Committee discussion highlighted the challenge of balancing student needs with limited resources, as well as concerns about how inclusion and student progress will be measured when programs are more centralized. Administration explained that staffing shortages and reliance on contractors have made consistent service delivery and data collection difficult, and that consolidating programs is intended to improve staffing stability, service quality, and progress monitoring while maintaining IEP goals and inclusion levels. Members also emphasized the importance of ensuring inclusion reflects a sense of belonging, not just a measurable metric, with administration reaffirming that all placements remain individualized through the IEP process.

Administration noted ongoing challenges with coordinating staff and services across buildings, describing current conditions as difficult to manage due to the high volume of personnel moving in and out of classrooms. The reconfiguration effort, developed over several years, aims to create more consistent scheduling, strengthen curriculum and service delivery, and ensure appropriately trained staff are in place rather than relying heavily on contractors. Leadership emphasized that overreliance on contracted staff is not ideal for high quality instruction, and that the long-term goal is to improve staffing stability and program effectiveness while continuing efforts to recruit and retain qualified personnel.

Dr. Andrade provided an update on FY27 budget reductions, noting the original proposal included the elimination of 56 positions across instructional, support, and administrative staff, along with reductions in transportation and contracted services. At the high school, a proposed shift to a five-block schedule would maintain current course offerings while creating staffing efficiencies, resulting in reductions across several subject areas and

administrative roles. Most staffing changes to date resulted from retirements or resignations, with potential recalls still possible.

Committee members raised concerns about the elimination of Latin and low enrollment in certain language courses. Dr. Andrade explained that course offerings are driven by student requests, with French and Spanish still available, and affirmed that graduation and college requirements will continue to be met. Questions were also raised about scheduling timelines, with administration noting that master scheduling is a complex process requiring time to resolve conflicts and finalize student schedules.

LIAISON REPORTS

PUBLIC COMMENT

Melbourne Moran, Jr., 15 Lamb Rd., again spoke about special education funding, the reorganization of special education, and IEP implementation.

Chesley Marvin, 10 Marian Ln., spoke about the May 20th forum, redistricting, student distribution, and budget challenges.

BOARD MEMBER COMMENTS

Ms. Prinn: Encouraged people to call the governor and state reps regarding funding.

Mr. Johnson: Encouraged the community to attend the May 20th forum to have their voices heard.

Ms. Lewis: Special education means a lot to her personally. Want to make sure all IEPs are implemented.

Ms. Bishop: Acknowledged the meeting was heavier than expected. Expressed appreciation for board members attending despite it being school vacation week, recognizing the personal time they gave up and their commitment to supporting students and the district.

Ms. Bishop moved, seconded by Mr. Johnson, to enter non-public session at 8:22 pm under RSA 91-A:3II (a).

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

So voted by roll call.

Entered nonpublic at 8:24 pm.

The board returned to public session at 9:29 pm.

Ms. Prinn moved, seconded by Mr. Johnson, to seal the non-public minutes under RSA 91-A3III (ii).

ab	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	ab	6. S. Salvi	y	9. J. Bishop

So voted by roll call at 9:30 pm.

Ms. Prinn moved, seconded by Mr. Johnson, to adjourn. So voted by roll call at 9:30 pm.

Submitted by Gail Porter