
**BOARD OF EDUCATION
MONDAY, MAY 11, 2026
NHS NORTH BOARD ROOM**

A meeting of the Board of Education was held at NHS North on Monday, May 11, 2026. Ms. Bishop called the meeting to order at 6:03 pm and asked Ms. Raymond to read the opening statement and Ms. Prinn to lead the Pledge of Allegiance.

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

Also Present: Dr. Andrade, Mr. Poska, Dr. Scarpati, Ms. De Gray

Also Present: Members of the Public, Channel 99 Videographer
Student Representatives Alia Saad (North)

RECOGNITION/PRESENTATION

NHS South principal Keith Richard and NHS North principal Nate Burns provided an overview of advanced placement courses and explained the structure and benefits of such. Students at both schools have demonstrated great success in these courses. Freshmen Edie and Oscar and senior Adi shared their experiences with AP courses, emphasizing the challenges and skills developed. Students and administrators answered questions from the board.

CONSENT AGENDA

Ms. Giglio moved, seconded by Ms. Prinn, to approve the Consent Agenda. Motion passes 7-0.

ITEMS REMOVED FROM CONSENT AGENDA

COMMUNICATIONS OUTSIDE THE CONSENT AGENDA

PUBLIC QUESTION/COMMENT PERIOD LIMITED TO ITEMS ON THIS AGENDA

The following speakers shared their thoughts on reconfiguration of special education:

Linda Ryan, 36 Vespa Ln.

Paige Beauchemin, 16 Hughey St.

Lori Breen, 15 Intervale St.

Amy Wheeler Teas, 93 Concord St.

Alice Introcaso, 29 Webster St.

Ruth Morrisette, 221 Millwright Dr.,

Karin Mortimer, 5 Everest Dr., Merrimack

SUPERINTENDENT'S COMMENTS

Dr. Andrade thanked community members for their public comments and engagement. He emphasized the importance of clear communication, advocacy for all students, and maintaining a growth mindset focused on continuous improvement. Dr. Andrade stated that the community's feedback and dialogue reinforced the strength of Nashua's commitment to courageous conversations centered on students and expressed appreciation for the productive discussions that have taken place. He also thanked Ms. Bishop for returning the topic to the agenda to allow for a more robust and transparent discussion regarding future plans and intentions.

Dr. Andrade also recognized Nashua High School North and South DECA students who competed at the International Career Development Conference in Atlanta, Georgia. Sixty-eight students participated among more than 26,000 international competitors, with five Nashua teams advancing

to the finals and three teams placing in the top 10. He congratulated all participating students for their accomplishments and representation of the district.

Lastly, Dr. Andrade provided an update on the annual Battle of the Bridge competition, noting the current standings and upcoming athletic events, and congratulated all participating student athletes.

BOARD RESPONSE TO SUPERINTENDENT'S COMMENTS

Ms. Giglio: Thanked Dr. Andrade for sharing great things about students and for his comments addressing the topic of concern. Congratulated Nashua South for defeating Bethlehem during the Granite State Challenge and wished them all luck going forward.

Ms. Prinn: Thanked Dr. Andrade for relaying student successes. Glad people spoke up, hoping for a robust discussion tonight. Every student is our priority.

Mr. Johnson: Glad to hear from our community and how much they care for our students. Congratulated North boys' lacrosse for winning the Munson Cup against South.

Ms. Lamphier: Thanked everyone for coming and the administration for listening, really appreciate it.

Ms. Lopez: Expressed pride in the students for their recent accomplishments. Noted that she was unable to attend the previous board meeting. Emphasized her concerns regarding student separation and hopes that significant changes had been made.

Ms. Raymond: Very excited about how well our students are doing. Heard from a lot of people and appreciates that Dr. Andrade has met with a number of board members individually over the past two weeks to discuss their concerns.

STUDENT REPRESENTATIVE COMMENTS

Alia Saad: Saanvi finished in the top three worldwide in her event at DECA. Maybe North will win Battle of the Bridge again in the fall. Really good that so many people came tonight to speak about what matters to them. Diversity is important and meeting student needs is important. Choosing what's most important for the student is always more important.

COMMITTEE ON BUDGET

Ms. Bishop provided an update on upcoming meeting dates and noted an ongoing scheduling conflict with graduation events. She emphasized the importance of board member attendance at wrap-up sessions to demonstrate support for the district's budget while also recognizing the importance of attending high school graduations.

COMMITTEE ON FINANCE AND OPERATIONS

COMMITTEE ON POLICY

Ms. Raymond moved, seconded by Mr. Johnson, to approve policy CCA - Organizational Chart. Motion passed 7-0.

Ms. Raymond moved, seconded by Mr. Johnson, to rescind policy EBC - Drug and Alcohol Resources. Motion passed 7-0.

Ms. Raymond moved, seconded by Mr. Johnson, to approve policy GBEA - Professional Ethics. Motion passed 7-0.

Ms. Raymond moved, seconded by Ms. Lopez, to approve policy JJJB - Student Extracurricular Activity Eligibility – Behavioral Expectations. Motion passed 7-0.

Ms. Raymond moved, seconded by Mr. Johnson, to approve policy JLCD R2 - Administering Medications to Students - Over the Counter. Motion passed 7-0.

COMMITTEE ON CURRICULUM AND EVALUATION

COMMITTEE ON BUDGET

COMMITTEE ON HUMAN RESOURCES

NEW BUSINESS

Ms. Giglio stepped out.

Mr. Johnson moved, seconded by Ms. Bishop, to approve the Personnel Recommendations of May 11, 2026. Motion passes 6-0.

ACTION	NAME	POSITION	SCHOOL	DEGREE	STEP	SALARY	EFFECTIVE
LOA	Masterson, Allie	Teacher of the Deaf	NS				6/15-6/26/2026
Nomination	Robison, Ms. (cont. sub to perm)	Music	LG	MA	7	\$57,561	2026-2027 school year
Resignation	Doherty, Jonathan	SpEd	NHSS				end of 2025-2026 school year
Resignation	Oakes, Kathleen	SpEd	LG				end of 2025-2026 school year
Resignation	Ryan, Megan	Grade 3	NS				end of 2025-2026 school year

Dr. Andrade introduced Chris McCallum, nominee Birch Hill Elementary principal. Mr. McCallum shared his background in elementary education and administration in Australia, Timberlane, and Nashua, including his recent work at Brentwood Academy and Project Succeed. He expressed enthusiasm for returning to an elementary principal role and emphasized his commitment to supporting students, families, and staff.

During the discussion, Mr. McCallum spoke about his philosophy on student behavior, highlighting the importance of restorative practices, strong systems of support, structure, and compassion. He also discussed his experience supporting students with diverse needs and his focus on social-emotional learning and inclusive school communities. Board members noted his positive reputation and leadership experience, and expressed confidence in his ability to lead the school.

Ms. Raymond moved, seconded by Ms. Prinn, to elect Chris McCallum to the position of Principal at Birch Hill Elementary effective July 1, 2026 at an annual salary of \$118,244. Motion passes 7-0.

Ms. Bishop moved, seconded by Ms. Lamphier, to approve the 2026-27 Teacher, Principal, and Assistant Principal Renomination List. Motion passes 7-0.

UNFINISHED BUSINESS

The Board of Education received a detailed presentation on the district's proposed reconfiguration of special education programs, led by interim special education director Tom Beer, elementary special education coordinator Lennox Banning, Dr. Scarpati, and Dr. Andrade. (*PowerPoint attached to agenda on district website*). The presentation outlined concerns about inconsistent programming, unclear referral processes, and difficulties providing effective services to students with varying needs. Administrators explained that the district has seen increased demand for intensive behavioral supports, including behavior technicians and specialized classroom services, and highlighted successful models already in place at Sunset Heights. To address these challenges, the administration proposed reorganizing programs into three tiers—EPICS for intensive needs, CLIMB for moderate needs, and additional intensive service classrooms—designed to provide clearer structures and more consistent support across the district.

Board members and parents raised concerns throughout the discussion, particularly regarding the impact of moving students to different schools, the importance of peer inclusion opportunities, and parental involvement in the process. Administrators emphasized that all decisions would continue to be guided by students' Individualized Education Programs (IEPs) and noted the financial and staffing challenges involved in maintaining the current model. Several board members stressed the need for stronger communication with families and greater oversight of special education programming. Parents shared personal experiences navigating the IEP process, describing the burden often placed on families to advocate for services and stressing the importance of meaningful parental input and transparency.

The board also discussed complaints from parents who felt student IEPs were not consistently being met, as well as findings from the Department of Education that suggested a need for program changes.

Ms. Lopez moved, seconded by Ms. Raymond, to rescind the current plan for special education reconfiguration.

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

Motion fails by roll call vote.

Additional discussion followed about the growing need for intensive needs classrooms, the importance of evaluating program effectiveness, and the formation of both a special education ad hoc committee and a parent advisory committee to improve oversight, stakeholder engagement, and communication with families moving forward.

LIAISON REPORTS

PUBLIC COMMENT

The following speakers shared their thoughts on reconfiguration of special education:

Peggy Simone, 904 W. Hollis St.

William Martin, 904 W. Hollis St.

Bonnie Dunham, Wren Ct., Merrimack

Lisa Beaudoin, Court St., Concord

Kristen Sheppard, 21 Walnut Hill, Derry

BOARD MEMBER COMMENTS

Mr. Johnson thanked Ms. Lamphier for what was presented a few weeks ago and her passion to follow through.

Ms. Lamphier spoke about the importance of recognizing the value and potential of students with disabilities, emphasizing that they deserve the same opportunities, inclusion, and celebrations as all other students. She thanked the community and board for listening and called the evening powerful and meaningful.

Ms. Lopez thanked community members for attending and supporting students with disabilities. She expressed concern about decisions being made without full board awareness, voiced support for Regan Lamphier and affected families, and said she hopes the district's proposed plans and committees will lead to the best outcomes for students in the future.

Ms. Raymond encouraged residents to attend the upcoming Harriman public forum on school facilities, noting concerns about accessibility, building conditions, and capacity in Nashua schools. She also stressed that inadequate state funding is forcing difficult decisions in public education, including special education services, and urged community advocacy at the state level for increased education funding and support.

Ms. Bishop emphasized the need to shift from focusing on the "least restrictive placement" for special education students to providing placements with the greatest opportunities. She called for more equitable opportunities for all students, praised Ms. Lamphier's advocacy, and expressed pride in the board's positive and student-centered discussions.

Ms. Giglio moved, seconded by Ms. Lopez, to adjourn. So voted at 9:45 pm.

Submitted by Gail Porter