
**BOARD OF EDUCATION
MONDAY, AUGUST 24, 2026
NHS NORTH BOARD ROOM**

A meeting of the Board of Education was held at NHS North on Monday, August 24, 2026. Ms. Bishop called the meeting to order at 6:01 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. Lewis, Mr. Salvi, Ms. Lamphier, Ms. Lopez, Ms. Bishop

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

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

CONSENT AGENDA

Ms. Giglio moved, seconded by Ms. Raymond, 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, NTU

- Mr. Hoffman speaks about the memorandum of understanding for the eligibility of special education differentials, the importance of defining special educators, and the benefits of the \$1,500 differential for special educators.

SUPERINTENDENT'S COMMENTS

- Dr. Andrade welcomes students, families, faculty, and staff back to the 2026-2027 school year, emphasizing the district's strategic plan and mission.
- Dr. Andrade outlines the theme "One Nashua, One Learning System" and the three principles of shared direction, shared learning, and shared responsibility.
- Dr. Andrade acknowledges the hard work of various district teams, including plant operations, transportation, and the Welcome Center, in preparing for the new school year.

BOARD RESPONSE TO SUPERINTENDENT'S COMMENTS

- Board members express their hope and excitement for the new school year, wishing success to students, teachers, and staff.

STUDENT REPRESENTATIVE COMMENTS

COMMITTEE ON BUDGET

COMMITTEE ON FINANCE AND OPERATIONS

Ms. Lamphier moved, seconded by Ms. Lopez, to approve the purchase of 330 digital licenses for HMH's English 3D program, along with teacher digital license and two teacher guides for use in the high school ELL classes during the 2026-27 and 2027-2028 school years in an amount not to exceed \$33,000.00. Motion passes 9-0.

Ms. Lamphier moved, seconded by Mr. Salvi, to approve the updated contract with Clark Associates for the 2027 school year at a cost not to exceed \$1,061,483.00. Funding to be charged to account 91.1.022160 53614. Motion passes 9-0.

Ms. Lamphier moved, seconded by Ms. Lopez, to approve the contract addendum with ESS for staffing one additional full-time MHT for the 2026-2027 school year at a cost not to exceed \$98,000.00. Funding to be charged to the Operating Budget under Contracted Services. Motion passes 9-0.

Ms. Lamphier moved, seconded by Ms. Lewis, to approve the contract with Rockingham for staffing of 1.6 SLP positions for the 2026-2027 school year at a cost not to exceed \$211,680.00. Funding to be charged to the Operating Budget under Contracted Services. Motion passes 9-0.

- The board discussed the elevated cost of the two positions proposed in the SSG contract. Board members inferred that the District does not pay enough. Dr. Andrade clarifies salary and benefits and total cost of an employee. He also noted that “not to exceed” means the rate/cost could be lower.

Ms. Lamphier moved, seconded by Ms. Lopez, to approve the contract with SSG for staffing of 1.0 SLP position and 1.0 ASL Interpreter position for the 2026-2027 school year at a cost not to exceed \$236,880.00. Funding to be charged to the Operating Budget under Contracted Services. Motion passes 9-0.

Ms. Lamphier moved, seconded by Ms. Prinn, to approve the contract with SLP for Mama-to-be for staffing of part-time SLP leave-coverage for the 2026-2027 school year at a cost not to exceed \$46,900.00. Funding to be charged to the Operating Budget under Contracted Services. Motion passes 9-0.

Ms. Lamphier moved, seconded by Ms. Lopez, to approve the contract with Carroll Center for Orientation and Mobility services for the 2026-2027 school year at a cost not to exceed \$135,990.00. Funding to be charged to the IDEA Grant for IEP students and the Operating Budget (Contracted Services) for students under 504 plan. Motion passes 9-0.

Ms. Lamphier moved, seconded by Mr. Salvi, to approve the FY27 July Transfer Reports. Motion passes 9-0.

COMMITTEE ON POLICY

- Ms. Raymond discusses the public hearing held earlier this evening on the use of cameras on school buses and the need for compliance with the parental bill of rights.
- The board decides to vote on the policy at the next meeting, ensuring compliance with state laws.
- Ms. Raymond presents various policies for first reading, including updates to existing policies and new policies on discrimination and harassment.

Ms. Raymond moved, seconded by Mr. Johnson, to approve Policy ECA District Security. Motion passes 9-0.

Ms. Raymond moved, seconded by Mr. Johnson, to approve Policy ECA-R District Security Procedures. Motion passes 9-0.

- Ms. Raymond presents policy KF for community use of school facilities, highlighting updates on priority access, charges, and additional ongoing costs.
- The board discusses the importance of maintaining the quality of gym mats and the need for a special fund for replacements.

Ms. Raymond moved, seconded by Mr. Johnson to approve Policy KF Community Use of School Facilities. Motion passes 9-0.

COMMITTEE ON HUMAN RESOURCES

NEW BUSINESS

Ms. Raymond moved, seconded by Ms. Giglio, to enter non-public session at 7:00 pm under RSA 91-A:3II (b).

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 7:00 pm.

The board returned public session at 7:15 pm.

Ms. Giglio moved, seconded by Ms. Bishop, to not seal the non-public minutes.

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

So voted by roll call at 7:15 pm.

ACTION	NAME	POSITION	SCHOOL	DEGREE	STEP	SALARY	EFFECTIVE
Nomination	Chenette, Dale	Grade 8 Math	MMS	MA +30	22	\$97,053	2025-2027 school year
Nomination	Colantuonio, Isabelle	Art	NS	MA	0	\$53,000	2026-2027 school year
Nomination	Hatch, Andrea	Grade 4	MD	BA +30	12	\$62,974	2026-2027 school year
Nomination	Howe, Garrett	Financial Lit.	PMS	MA	3	\$54,458	2026-2027 school year
Nomination	Kozyra, Lindsey	Media Specialist	DC	MA	0	\$53,000	2026-2027 school year
Nomination	Major, Emily	SpEd	SH	MA	6	\$56,130	2026-2027 school year
Nomination	Maldonado, Emmanuel	Art	SH	BA	0	\$49,000	2026-2027 school year
Nomination	May, Allison	Grade 3	BH	BA	8	\$54,697	2026-2027 school year
Nomination	McGeehan, Caitlin	SpEd	BH	BA	2	\$50,630	2026-2027 school year
Nomination	Mota, Jazlynn	English	NHSN	BA	1	\$50,348	2026-2027 school year
Nomination	Opitz, Jeremy	Grade 4	LG	MA	22	\$93,523	2026-2027 school year
Nomination	Sgroi, David	PE	DC	BA	7	\$53,338	2026-2027 school year
Nomination	Sylvester, Jennelle	Grade 4	FE	BA	1	\$49,000	2026-2027 school year
Nomination	Widgren, Carolyn	SpEd	MP	MA	8	\$59,029	2026-2027 school year
Nomination	Zalzal, Karin	FACS	NHSN	BA	22	\$86,661	2026-2027 school year
Renomination	Humphreys, Glenn	ELL	NHSN				2026-2027 school year
Resignation	Guay, Camden	Math	NHSS				End of the 2025-26 school year
Resignation	Sampieri, Liliana	Grade 3	AM				End of the 2025-26 school year
Resignation	Snapper, Jonah	SLP	NHSS				End of the 2025-26 school year
Resignation	Woller, Reilly	ELL	MD				End of the 2025-26 school year
LOA	O'Flynn, Meghan	K	MD				2026-2027 school year

ACTION	NAME	POSITION	SCHOOL	DEGREE	STEP	SALARY	EFFECTIVE
Change of Status	Anderson, Lindsey	.5 Nurse	MD				2026-2027 school year
LOA	Audesse, Chloe	Grade 5	BI				2026-2027 school year
LOA	Sipsey, Alyssa	SpEd	NHSN				2026-2027 school year
Nomination	Allen, Victoria	Sp. Ed.	FE	MA	0	\$53,000	2026-2027 school year
Nomination	Aloise, Meagan <i>CS to Permanent</i>	School Counselor	NHSS	BA	3	\$50,913	2026-2027 school year
Nomination	Anderson, Kacey	Title I Preschool	DC	BA	8	\$54,697	2026-2027 school year
Nomination	Bostrup, Christian	Social Studies	PMS	MA	2	\$54,737	2026-2027 school year
Nomination	Breau, Josephine <i>CS to Permanent</i>	Title I Social Worker	DC	MA	4	\$55,296	2026-2027 school year
Nomination	Catalano, Abigail	Grade 3	AM	BA	1	\$50,348	2026-2027 school year
Nomination	Cokley, Alexandra	SpEd/IN	BI	BA	0	\$49,000	2026-2027 school year
Nomination	Douston, Samantha	Psychologist	DW	MA+30	1	\$56,513	2026-2027 school year
Nomination	Erwin, Stephanie <i>CS to Permanent</i>	SpEd	MD	BA	1	\$50,348	2026-2027 school year
Nomination	Fiset, Nicole	Science	PMS	MA+30	22	\$97,053	2026-2027 school year
Nomination	Francis, Mary	.5 Nurse	MD	BA	13	\$31,124 (prorated)	2026-2027 school year
Nomination	Harper, Joan	ELL	DC	MA	22	\$93,523	2026-2027 school year
Nomination	Heaton, Jacqueline <i>Cont. Sub</i>	Sp. Ed.	PMS	BA+30	14	\$66,355	2026-2027 school year
Nomination	Huang, Miranda <i>CS to Permanent</i>	Preschool	FS	MA	3	\$54,458	2026-2027 school year
Nomination	Jodrey, Elise <i>CS to Permanent</i>	.8 Title I Math Interv.	DC	MA	16	\$72,730	2026-2027 school year
Nomination	Judd, Emma	English	MMS	MA	4	\$55,296	2026-2027 school year
Nomination	Kovar, Stefanie <i>CS to Permanent</i>	Grade 3	LG	BA	10	\$57,607	2026-2027 school year

ACTION	NAME	POSITION	SCHOOL	DEGREE	STEP	SALARY	EFFECTIVE
Nomination	Linehan, Morghan	Reading Specialist	MD	MA	7	\$57,561	2026-2027 school year
Nomination	Littleton, Miranda	Art	MP	MA	4	\$55,296	2026-2027 school year
Nomination	Lujan, Nicole	Grade 4	MP	MA	5	\$55,846	2026-2027 school year
Nomination	Mansperger, Quinn	English	MMS	BA	0	\$49,000	2026-2027 school year
Nomination	Marchand, Avery	SpEd IN	SH	BA	1	\$50,348	2026-2027 school year
Nomination	McAvoy, Molly <i>CS to Permanent</i>	Grade 4	BH	BA	2	\$50,630	2026-2027 school year
Nomination	Miller, Emily	Grade 2	MP	BA	0	\$49,000	2026-2027 school year
Nomination	Muchemore, Hannah	PE	PMS	MA	0	\$53,000	2026-2027 school year
Nomination	Norman, Ashley-Lynn	Art	AM	MA	18	\$79,683	2026-2027 school year
Nomination	North, Haley	Grade 3	BH	BA	6	\$52,012	2026-2027 school year
Nomination	O'Mara, Patricia	Psychologist	DW	MA+30	22	\$97,053	2026-2027 school year
Nomination	Pacheco, Alanna	Grade 3	FE	BA	3	\$50,913	2026-2027 school year
Nomination	Palingo, Heather	Kindergarten	FG	MA	17	\$74,731	2026-2027 school year
Nomination	Paul, Daniel	Tech Ed	NHSN	BA	16	\$67,394	2026-2027 school year
Nomination	Pearl, Stephanie <i>Cont. Sub.</i>	Grade 5	LG	MA	0	\$53,000	2026-2027 school year
Nomination	Phillips, Crista <i>Cont. Sub.</i>	Kindergarten	MD	BA	14	\$63,897	2026-2027 school year
Nomination	Porath, Rachel	SpEd	BH	MA	0	\$53,000	2026-2027 school year
Nomination	Roman, Karen	Title I Preschool	FE	MA	11	\$63,753	2026-2027 school year
Nomination	Stevens, Lorrie	Music	DC	BA	0	\$49,000	2026-2027 school year
Nomination	Tsouprakos, Kathryn	Title I Preschool	AM	BA	11	\$59,076	2026-2027 school year

ACTION	NAME	POSITION	SCHOOL	DEGREE	STEP	SALARY	EFFECTIVE
Nomination	Usher, Seth	Grade 5	DC	BA	1	\$50,348	2026-2027 school year
Nomination	Viera, Denia	Psychologist	DW	MA+30	3	\$57,094	2026-2027 school year
Nomination	Walker, Danielle <i>CS to permanent</i>	Title I Counselor	MP	BA	1	\$50,348	2026-2027 school year
Renomination	Bellew, Cheryl	French	NHSS				2026-2027 school year
Renomination	Bragg, Jennifer	.8 Title I	LG				2026-2027 school year
Renomination	Chernosky, Gina	Title I Social Worker	LG				2026-2027 school year
Renomination	DiGregorio, David	Tech Ed	FMS				2026-2027 school year
Renomination	Dutton, Andrew	Science	MMS				2026-2027 school year
Renomination	Gmelch, Catherine	French	FMS				2026-2027 school year
Renomination	Hanson, Diane	Title I (.6) Reading Intv.	SH				2026-2027 school year
Renomination	Mayfield, Louis	Social Studies	PMS				2026-2027 school year
Renomination	McQuade, Catherine	Title I (.8)	AM				2026-2027 school year
Renomination	O'Brien, Devin	SpEd	NHSN				2026-2027 school year
Renomination	Poor, Pamela	.8 Title I	LG				2026-2027 school year
Renomination	Putnam, Angela	Math	NHSN				2026-2027 school year
Renomination	Rosato, Maria	Math	NHSN				2026-2027 school year
Renomination	Rutledge, Cole	Social Studies	FMS				2026-2027 school year
Renomination	Stanley, Karen	.8 Title I	SH				2026-2027 school year
Renomination <i>Change of Position</i>	Haverkamp Powers, Beth	Library Media Specialist	NHSS	MA+30	22	\$97,053	2026-2027 school year
Resignation	Carrasco-Toxey, Leticia	ELL	LG				End of the 2025-26 school year

ACTION	NAME	POSITION	SCHOOL	DEGREE	STEP	SALARY	EFFECTIVE
Resignation	Coakley, Sarah	Art	MP				End of the 2025-26 school year
Resignation	Fitz, Kesley	Grade 5	BH				End of the 2025-26 school year
Resignation	Gagnon, Shane	SpEd	NHSN				End of the 2025-26 school year
Resignation	Hines, Sara	Grade 2	CH				End of the 2025-26 school year
Resignation	Leimer, Kelly (Kate)	Social Studies	PMS				End of the 2025-26 school year
Resignation	McMenamin, Micheala	PE	PMS				End of the 2025-26 school year
Resignation	Paluzzi, Allison	Reading Specialist	MD				End of the 2025-26 school year
Resignation	Phillips, Sara-Jean	Asst. Principal	PMS				Effective July 31, 2026
Resignation	Snow, Kimberly	Social Studies	NHSS				End of the 2025-26 school year

- Dr. Andrade thanks the HR department for processing over 250 new hires this summer.

Ms. Giglio moved, seconded by Ms. Lopez, to approve the August 24, 2026 Personnel Recommendations. Motion passes 8-0.

- Dr. Andrade requested the Board's signatures on 2026 MS-26C – Nashua Local School Proposed Budget (no motion required) as well as the 2026 MS-22 – Nashua Local School – Report of Appropriations as voted (no motion required)
- Dr. Andrade gives an overview of the Ellevation Essentials from Curriculum Associates (ELL program).
- Ms. Raymond questions the grades for which the materials will be used, and Dr. Scarpati explains that it is a platform for K-12.
- Ms. Prinn describes the platform's functionality, including data input and instructional recommendations based on WIDA CanDo descriptors.
- Dr. Andrade explains the recommendation is part of the Department of Justice's guidelines for solidifying the curriculum and notes the success in moving students to monitor status.

Ms. Raymond moved, seconded by Ms. Prinn, to approve the purchase of Ellevation Essential from Curriculum Associates at a cost not to exceed \$81,948.75, with \$52,514 from operating budget and \$18,928.63 from Title III. Motion passes 9-0.

- Dr. Andrade introduces the contract with Next Steps BHS for staffing one full-time certified special education teacher for the 2026-2027 school year at a cost not to exceed \$168,750.

- Ms. Giglio questions the high cost, and Ms. Raymond expresses concern about the state's requirements and the high cost compared to other states.
- Dr. Andrade explains the total compensation of teachers, including benefits and retirement, and the challenges in hiring special educators.
- Dr. Scarpati mentions ongoing grant writing and the potential for better contract negotiations in the future.

Ms. Raymond moved, seconded by Ms. Bishop, to approve the contract with Next Steps BHS for staffing one full-time certified Special Education Teacher for the 2026-2027 school year at a cost not to exceed \$168,750.00. Funding to be charge to the Operating budget under Contracted Services. Motion passes 9-0.

- Dr. Andrade introduces a recommendation to approve the MOU eligibility of special education differential between the Nashua Board of Education and the Nashua Teachers Union Unit A.
- Ms. Raymond expresses concern about the contrast between spending on contractors and the \$1,500 differential for special education teachers.
- Ms. Lamphier suggests the possibility of increasing the differential in future negotiations.
- Dr. Andrade and Ms. Bishop discuss the MOU's duration until the end of the teacher contract in 2029.

Ms. Giglio moved, seconded by Ms. Prinn, to approve the Memorandum of Understanding “Eligibility of Special Education Differential” between the Nashua Board of Education and the Nashua Teachers’ Union, Unit A. Motion passes 9-0.

- Dr. Andrade introduces a recommendation to approve the grant award from Crotchet Mountain Foundation for the 2026-2029 CF CMF Kids Anchor Partnership Award in the amount of \$91,600 for the FY 2027 school year.
- Ms. Lamphier thanks Dr. Scarpati for applying for the grant and inquires about the continuation of the program with Dr. Allison Roy.
- Dr. Scarpati explains the grant's purpose in finishing the work with Dr. Roy to support trust teams and the MTSSB social-emotional structure in schools.

Ms. Lopez moved, seconded by Ms. Lewis, to approve the grant award from Crotched Mountain Foundation for the 2026-2029 CMF Kids Anchor Partnership Award in the amount of \$91,600.00 for FY2027. Motion passes 9-0.

- Dr. Andrade introduces a confidential memo for approval of the MOU for an emergency shelter facility if needed.
- Ms. Raymond appreciates the presentation on district security protocols and suggests a future presentation on updates.

Mr. Johnson moved, seconded by Ms. Prinn, to approve the Memorandum of Understanding for an Emergency Shelter facility if needed.

UNFINISHED BUSINESS

LIAISON REPORTS

PUBLIC COMMENT**Gary Hoffman, NTU President**

- Mr. Hoffman discusses the importance of co-curricular stipends for non-athletic activities like yearbook, student council, band, music, drama, and literary magazines.
- Mr. Hoffman highlights the stipends' impact on students and requests additional funding for the stipend committee

Brianne Biastoff, 61B Gilman Street, Nashua

- Ms. Biastoff, a high school music teacher, requests reconsideration of how music department stipends are categorized within the district stipend structure.
- Ms. Biastoff argues that band and choral director stipends should be removed from the list of regular extracurricular stipends because they are integral components of their teaching positions.

Vincent Duval, 7C Taggart Drive

- Mr. Duval, a band director, criticizes the recent stipend committee's recommendations and the district's failure to recognize the work of music teachers.
- Mr. Duval provides detailed examples of his workload and the lack of compensation compared to other districts.
- Mr. Duval expresses frustration with the union's lack of advocacy and threatens to stop participating in extra activities if the stipends are not increased.

BOARD MEMBER COMMENTS

- Ms. Giglio, Ms. Prinn, Mr. Johnson, Ms. Lewis, and Ms. Lamphier express appreciation for the work of co-curricular advisors and the importance of stipends.
- Ms. Lopez and the student board member comment on the significance of music programs and the need for fair compensation.
- Ms. Raymond and Ms. Bishop reflect on the importance of back-to-school events and the need for better stipend practices.
- Ms. Bishop concludes the meeting by thanking everyone for their contributions.

Ms. Giglio moved, seconded by Ms. Prinn, to adjourn. So voted at 8:09 pm.

Submitted by Tara C. Kinsella