

Merrimack School District/SAU 26
School Board Meeting
Preliminary Agenda
June 16, 2025
Merrimack Town Hall – Matthew Thornton Room

5:00 p.m. NON-PUBLIC SESSION RSA 91-A:3, II (a) (b) (c) – Merrimack TV Training Classroom

- Student Welfare

PUBLIC MEETING

- | | | |
|-----------|--|----------------|
| 6:00 p.m. | 1. CALL TO ORDER and PLEDGE OF ALLEGIANCE | Lori Peters |
| 6:05 p.m. | 2. PUBLIC PARTICIPATION | Lori Peters |
| 6:15 p.m. | 3. RECOGNITIONS | Lori Peters |
| | a. Holly Levine | |
| 6:20 p.m. | 4. INFORMATIONAL UPDATES | Lori Peters |
| | a. Superintendent Update | |
| | b. Assistant Superintendent for Curriculum Update | |
| | c. Assistant Superintendent for Business Update | |
| | d. School Board Update | |
| | e. Student Representative Update | |
| | 5. OLD BUSINESS | Lori Peters |
| 6:30 p.m. | 6. NEW BUSINESS | Lori Peters |
| | a. K-8 School Year 2024-2025 Highlights | |
| | b. Discussion Regarding Goals Setting Meeting | |
| | c. New Hampshire School Boards Association's 2025 Call for Resolutions | |
| | d. Discussion of Chief Education Officer Olsen's Performance | |
| | e. Other | |
| 7:15 p.m. | 7. POLICIES | Lori Peters |
| | a. First Reading of School Guidance and Counseling Program Policy (JLD) | |
| | b. First Reading of Revised Behavior Management and Intervention (JLDBA) | |
| | c. First Reading of Accommodation of Lactation Needs Policy (ACN) | |
| | d. First Reading of Revised Daily Physical Activity Policy (IMAH) | |
| 7:25 p.m. | 8. APPROVAL OF MINUTES | Lori Peters |
| | a. May 28, 2025 Non-Public Minutes | |
| | b. June 2, 2025 Non-Public Minutes | |
| 7:30 p.m. | 9. ACCEPTANCE OF GIFTS AND GRANTS UNDER \$20,000 | Matt Shevenell |
| | a. Anonymous Donor to Food Services Department for \$1,000.00 | |
| 7:35 p.m. | 10. CONSENT AGENDA | Amanda Doyle |
| | a. Educator Resignation | |
| | b. Educator Nomination | |
| 7:40 p.m. | 11. OTHER | Lori Peters |
| | a. Committee Reports | |
| | b. Correspondence | |
| | c. Comments | |
| 7:50 p.m. | 12. PUBLIC COMMENTS ON AGENDA ITEMS | Lori Peters |
| 8:10 p.m. | 13. ADJOURN | |

* These times are estimates and may vary depending on discussion.



Sandra Swanson <sandra.swanson@sau26.org>

NHSBA Announcement: 2025 Call for Resolutions

1 message

The New Hampshire School Boards Association <bchristina-nhsba.org@shared1.ccsend.com>
Reply-To: bchristina@nhsba.org
To: sandy.swanson@sau26.org

Wed, May 21, 2025 at 11:55 AM



NHSBA Announcement: 2025 Call for Resolutions

Dear NHSBA Members -

We are pleased to announce that the next NHSBA Delegate Assembly is scheduled for Saturday October 4, 2025, to be held at the Grappone Conference Center in Concord. NHSBA is now accepting submissions for our annual NHSBA Delegate Assembly.

Resolution Submission Process:

Each NHSBA member-school board is allowed to submit one or more proposed Resolutions. Proposals may be a new Resolution or may seek to amend any current NHSBA Resolution. Each member-school board may send one voting Delegate. However, any and all board members are invited to attend.

All submitted and proposed Resolutions will be brought forward to the NHSBA Board of Directors, whereupon the Board of Directors will make a recommendation to either support passage or not support passage of the proposal. This recommendation is advisory only. If the Board of Directors supports passage of the proposed Resolution, it will then be presented to the Delegate for discussion and a vote. If the Board of Directors does not recommend

passage of the proposed Resolution, the proposal may still be brought forward for discussion and vote if proposed Resolution is moved and seconded.

Delegation for consideration, with discussion to follow, according to the will of the body. These Resolutions and Statements of Belief guide NHSBA's state-wide advocacy efforts.

To submit a proposed Resolution please [click here](#). Current NHSBA Resolutions can be [viewed here](#).

The deadline for submitting proposals is **4pm on Friday August 1, 2025**. NHSBA respectfully asks that proposed Resolutions are submitted by this deadline. **It is imperative that proposed Resolutions are submitted before the deadline so that other school boards have an opportunity to discuss and decide their position before the Assembly.**

Please contact NHSBA Executive Director, Barrett M. Christina, if you have any questions.

Thank you for your attention to this matter.

Barrett M. Christina, Esq.
NHSBA Executive Director
bchristina@nhsba.org
(603) 228-2061



The New Hampshire School Boards Association | 25 Triangle Park Dr. Ste 101 | Concord, NH 03301 US

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Barrett M. Christina, Executive Director
Matt Pappas, President, Rochester
Ege Cordell, 1st Vice-President, Chesterfield
James Noyes, 2nd Vice-President, Bethlehem
Holly Kennedy, Immediate Past-President

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Continuing Resolutions for 2025
Adopted at the 2024 NHSBA Delegate Assembly
October 19, 2024

1. NHSBA opposes any legislations that divests local school boards of original jurisdiction relative to complaints about local curriculum, instruction, and instructional resources such as books, library materials, and other instructional resources. Further, NHSBA opposes any legislation that subjects school district staff to civil lawsuits and sanctions relative to curriculum and instruction. (2023)
2. NHSBA affirms the qualifications of school district staff to research and select appropriate digital and printed material for schools. Literary and curricular collections should offer students information that provides a balance of cultural values. Further, literary collections should represent diverse points of view; provide a global perspective; stimulate essential thinking skills; and meet the interests, abilities, learning styles, and information needs of the learning community. (2023)
3. NHSBA supports any legislation that intends to streamline the recruiting, credentialing, and hiring of certified teachers and other licensed school staff from other states. This resolution is in support of both the State of NH credentialing laws, as well as the interstate compact and reciprocity between NH and neighboring states. This resolution also supports changes to reduce barriers to teachers from other states who wish to transfer retirement savings from their current retirement program into the NH Retirement system. (2023)

4. NHSBA urges the New Hampshire Legislature and Department of Education to clarify the responsibilities, obligations and rights of school boards and school districts when students do not attend school on a regular basis; are habitually truant; and otherwise, do not conform to the rules and regulations of the district. (2023)
5. NHSBA will support legislation that creates flexibility for town moderators and moderators of cooperative school districts to postpone school district elections in the event of inclement weather. (2023)
6. NHSBA supports legislation and rulemaking that requires the state of New Hampshire and NH Department of Education to participate in the federal Medicaid Direct Certification Program to more accurately calculate eligibility for free and reduced lunch programs. (2023)
7. NHSBA supports legislation and rulemaking that helps make Medicaid to Schools (MTS) funding more accessible to school districts by allowing greater flexibility in signing off by school counselors and by supporting implied parental consent after due diligence on the school district's part, and a clearly defined and executable opt-out process to increase access to public benefits for students with disabilities. (2023)
8. NHSBA will support legislation and rulemaking that proposes an increase in per service fees under Medicaid programs. (2023)
9. The NHSBA will advocate for minimum standards for public school approval, ED 306, that are consistent with the NHSBA Statement of Beliefs Manual and current approved Continuing Resolutions. (2024)
10. NHSBA will advocate for laws governing impact fees to be updated to require local Planning Boards to revisit impact fee methodology, policy, and schedule at least every five years, to ensure local ordinances reflect legislative or rule changes and consider other local factors and school district concerns. (2024)
11. NHSBA will support legislation that requires the State of New Hampshire to fund the cost of the Youth Risk Behavior Survey for all New Hampshire middle school students in the state in districts that wish to implement it. (2024)

12. NHSBA supports legislation which prioritizes the well-being and safety of students and, while recognizing the rights of parents to make decisions about their children, also gives due consideration and weight to educators' professional judgment and their responsibility under the Code of Ethics for New Hampshire Educators to always act in a student's best interests. (2024)



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Policies, Resolutions and Statements of Belief Manual

October 2024
By Procedure Adopted Unanimously at Delegate Assembly,
November 4, 2006
And Following Action of the
October 19, 2024 Delegate Assembly

Overview of Action Taken at the 2006 Delegate Assembly

The resolutions contained herein have been adopted for three consecutive years by a vote of the Delegate Assembly. Such resolutions become a continuing commitment of the Association and part of this document, *Policies, Resolutions and Statements of Belief Manual*. This practice is based on the proposal adopted unanimously at the 2006 Delegate Assembly on November 4, 2006:

Whereas NHSBA takes consistent positions on certain issues that repeatedly come before the Delegate Assembly as re-adopted resolutions; and

Whereas these issues deserve special recognition for their continued importance as long-standing positions;

Be it therefore resolved that any resolution adopted for at least three continuous years be moved to the NHSBA Policies, Resolutions and Statements of Belief Manual.

**RESOLUTIONS QUALIFYING FOR INCLUSION IN THE
POLICIES, RESOLUTIONS AND STATEMENTS OF BELIEF MANUAL**

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Perennial Resolutions of the New Hampshire School Boards Association

I - School Choice

- I:A• NHSBA** supports the utilization of public education funds solely for public school purposes as determined by the local school boards. (1991)
- I:B• NHSBA** urges the NH Legislature and Congress to oppose any efforts to subsidize elementary or secondary private, religious or home schools with public tax dollars. Specifically, NHSBA opposes the creation of vouchers, tax credits and tax subsidies that in any form are targeted to the tuition or expenses for non-public K-12 schools. Rather than diverting scarce tax dollars away from our public school classrooms, **NHSBA** urges the NH Legislature and Congress to support improvements in our public schools and meet current funding obligations and promises, benefiting the vast majority of America's children who are educated daily in our public schools. (2005)

II - Education Funding

- II:A• NHSBA** proposes that the state fully fund all state education aid formulas before the funding of any other state obligation. (1994)
- II:B• NHSBA** supports reducing the threshold for determining the local share of a catastrophic aid special education placement to 2 times the state average elementary and secondary costs of general education. (1998)
- II:C• NHSBA** supports additional appropriations under RSA 198:15-a, IV, the state's Building Aid Program to adequately fund all necessary school facility needs. This program has effectively created local and state partnerships in financing school building improvements that benefit all students of New Hampshire, and which should be considered a significant part of fulfilling the State's constitutional duty to provide an adequate education to all children. (First Adopted in 2000; Revised 2014; Revised 2020; Revised 2023)

II:D• NHSBA supports a continual review of all costs associated with providing the opportunity for an adequate education, including costs associated with facilities, transportation and increasing the state commitment to reflect actual costs incurred. Any additional revenue raised by the state to meet this obligation shall be dedicated solely for the purpose of fully funding a constitutionally adequate education for all students in the state. (First Adopted in 2000 – Revised in 2014 – Revised in 2020)

II:E• NHSBA proposes that the state develop an equitable and sustainable tax plan dedicated solely to public schools operated by local school districts education for the purpose of fully funding a constitutionally adequate education for all students in the state. (2002; amended 2024)

II:F• NHSBA opposes the dramatic and unpredictable changes in educational funding each year – often with solid information only coming to the school districts after the balloting or school district meetings are done.

NHSBA also opposes any new educational funding legislation, passed and enacted by the Legislature, which takes effect any earlier than the next biennium. School boards cannot be expected to work with legislation passed after the budget cycle for the following year is completed. (2005)

II:G• *Replaced by Resolution II:D in 2014.*

II:H• NHSBA supports a required kindergarten program as part of a comprehensive K-12 curriculum offering, with concurrent state kindergarten funding. (*First Adopted in 2003 – Revised in 2014*)

II:I• *Replaced by Resolution II:N in 2014.*

II:J• NHSBA opposes any constitutional amendment that vacates the spirit and intent of the Claremont and Londonderry lawsuits and attempts in any way to limit or redirect funding in a manner that is contrary to the New Hampshire Supreme Court’s ruling and present interpretation of the New Hampshire Constitution. (2008)

II:K• NHSBA opposes transfer of the responsibility to provide and fund a free and appropriate education (FAPE) for special education students from resident districts to attending districts when a non-resident student is placed in a district by a parent. (2008)

II:L• *Replaced by Resolution II:C in 2014.*

II:M• NHSBA opposes the recent change in statute that decreases the state share of local employer retirement costs. NHSBA calls for the immediate return of the state share of local employer retirement costs for teachers, police and fire to 35% for fiscal years 2010 and 2011, as well as maintaining this commitment in the future. (2010)

II:N• NHSBA opposes legislation that would directly or indirectly divert state costs or responsibilities to local school districts, including unfunded state aid programs (e.g. catastrophic aid and building aid), and the state share of retirement contributions. (2011)

II:O• Should the special education mandates of the state of New Hampshire exceed the federal special education requirements, then the state of NH should fully fund those mandates that exceed federal requirements to the local school districts. This resolution should not be interpreted to obligate the NHSBA to challenge the renewal or re-authorization of mandates that uphold existing rights for students receiving special education services. (First Adopted in 2009 – Revised in 2020)

II:P• NHSBA supports amending New Hampshire's special education statute so that only the state legislature, not the state board of education via rulemaking or any other process, decides when it is appropriate for state law to exceed federal law. (2010)

II:Q• NHSBA supports fully funding the School Building Aid program pursuant to RSA 198:15-a. Furthermore, NHSBA believes that an adequate school building is a component of the requirement to provide an adequate education and therefore the state is obligated to provide funding for adequate school facilities. The state has failed to meet this obligation since 2009. (2017)

II:R• NHSBA supports modifying RSA 198:38 to provide state funding for the cost of full day kindergarten for school districts that have chosen to provide kindergarten for the entire school day. (2017)

II:S• NHSBA supports additional state adequacy aid for public pre-kindergarten. (First adopted in 2017; revised in 2023)

II:T• NHSBA supports the state seeking to provide viable financial solutions and funding models to assist municipalities in completing the true “last-mile” broadband Internet networks throughout their towns or cities or establish a regulatory framework that requires providers to complete the networks, so that broadband Internet access is available along every public way in the state. (January 2021)

II:U• NHSBA calls upon the New Hampshire Legislature to full fund any legislation that creates or has a fiscal impact on local school districts. (2020).

II:V• NHSBA believes that school districts should be held harmless for pandemic related reduction in enrollment that may negatively impact differentiated aid. Differentiated aid should be based upon free and reduced numbers from pre-pandemic enrollment or current enrollment, whichever is greater. (2021)

II:X• NHSBA supports that the state and federal government seek and provide viable, sustainable, permanent funding to provide a school breakfast and lunch at no cost to students and at no cost to local school districts. (2022; amended 2024)

III - Health Care Funding

III:A• NHSBA supports a statewide effort to work with legislative bodies to address the spiraling costs associated with health care benefits borne by the school districts in New Hampshire. (2005)

IV – Charter Schools

IV:A• NHSBA proposes that for any charter school authorized by the State Board of Education, state aid entitlements under RSA 198:42 should be paid directly to the charter school from state funds which are separate from local district grants. (2006)

IV:B• NHSBA proposes that the State Department of Education develop evaluation and accountability criteria for the state’s charter schools to ensure their financial stability as well as sound educational objectives. (2006)

V - Local Control and School District Autonomy

- V:A• NHSBA** supports legislation to lower the mandated 2/3-majority vote for passing a bond article to 60% for all school districts. (1997)
- V:B• NHSBA** supports the continued ability for Cooperative School Districts to adopt apportionment formulas based on locally determined factors. (2000)
- V:C• Deleted in 2014.**
- V:D• NHSBA** supports amending current law to allow school districts to establish a non-lapsing contingency fund to meet the cost of unanticipated expenses. (2001)
- V:E• NHSBA** supports legislation that allows local governing bodies to indicate their recommendation on any warrant article, in addition to those recommendation requirements already specified in the municipal budget law, RSA 32. (2006)
- V:F• The NHSBA** supports the NH Legislature amending the “SB 2” process to allow a legislative body to specifically vote by a supermajority of 60% on a Warrant Article to create and fund a program that would then continue beyond the single year and its costs would be included as part of the following years default budget. (2008)
- V:G• NHSBA** opposes any change in statute implementing an “Evergreen Clause” in all negotiated contracts. Evergreen clauses mandate the continuation of any pay plan after the expiration of a contract when a successor agreement has not been reached. Any such provision exceeds previous standards and usurps local control, significantly tipping the balance of negotiations. *(First adopted in 2009 – Revised in 2014)*
- V:H• NHSBA** opposes any mandated teacher salary schedule requiring all districts in the state to pay salaries based on a common state schedule. (2009)
- V:I• NHSBA** supports local control provided in NH statutes and rules that allow local school districts the authority to make their own decisions in defining a school calendar that complies with both the spirit and the letter of the law. *(First adopted in 2009 – Revised in 2014)*

V:J• NHSBA supports new legislation or administrative rules that impose penalties against school district employees who breach their employment contracts. (2011)

V:K• NHSBA opposes any branch of New Hampshire government adopting or supporting curriculum standards that usurp state's rights and de-emphasize and limit local control of curriculum and local school board oversight. (2011)

V:L• NHSBA supports legislation to allow local school districts to retain a percentage of their year-end unreserved fund balance in the same manner as local municipal governments. (2011)

V:M• NHSBA supports local boards and their responsibility for establishing the structure, accountability, advocacy and delivery of instruction within their local district. This includes statutory changes that affirm this managerial policy confided exclusively to public employers. Specifically, governing bodies have the right to determine standards for evaluation, compensation, selection, layoff and retention, discipline, assignment and transfer, and other traditionally accepted managerial rights so as to continue public control of governmental functions. (2013)

V:N• NHSBA supports state and federal legislation that affirms the responsibility for education resides with the states, which have delegated to local school boards the power and authority to adopt policies, establish priorities, and provide accountability to direct the operation of the schools, including the school system's mission and goals, organization, budget, program, curriculum and services, all essential to the daily operation of schools, consistent with state laws and regulations. (2014)

V:O• NHSBA supports legislative affirmation of the management right associated with teacher evaluation that is an integral component of the requirement that school boards adopt a teacher evaluation policy. Further, NHSBA supports involving teachers and principals by allowing a reasonable opportunity to comment on draft school board evaluation policy, understanding that the school board has the sole prerogative to adopt a local policy it deems appropriate. (2014)

V:P• NHSBA supports New Hampshire's adoption of updated requirements in statutes and rules that reflect current document imaging technologies and backup capabilities. (2016)

V:Q• NHSBA supports language in legislation that provides parents' rights to opt-out of content and programs that they feel are not appropriate for their child(ren). However, NHSBA opposes language requiring parents to opt-in to content and programs for their

child(ren). Opt-in language creates an undue burden on the school district to account for every student who would participate, versus the few who choose not to participate. (2017)

V:R• NHSBA supports modifying RSA 193:12 to add the following: Any person who provides false information for establishing residency for school attendance purposes, or any person who assists in doing so, may be required to remit full restitution to the school district or districts that have financial or fiscal liability as a result of the false information. (2018)

V:S• NHSBA supports amending pertinent electioneering statutes to clarify: (1) the definition of “election” official”; (2) that electioneering by election officials may not occur at the polling place; and (3) that a public body may affirmatively promote positions established by formal actions of that body. (2018)

V:T• NHSBA supports modifying RSA 193:3, I, to require the New Hampshire State Board of Education to restore support for local decision in Change of School Assignments and Manifest Educational Hardship requests by requiring the State of New Hampshire to fully fund any change in school assignment made under RSA 193:3,1 so that the local school district will not be held financially responsible for any school assignment change prescribed by the State Board of Education which conflicts with the local school board decision. (2019)

V:U• NHSBA supports amendments of RSA 91-A to allow for remote participation of all public body members in official meetings of full boards and committees. (2021)

V:V• NHSBA supports amending RSA 91-A to allow committees, subcommittees, and advisory committees to hold meetings without having a quorum physically present, while still ensuring that full notice and full transparency requirements are satisfied. (2022)

VI - School Safety

VI:A• NHSBA supports legislation which excludes public schools from being designated as neutral ground for visitation purposes for children of parents undergoing a divorce procedure by legal or other administrative orders. (1998)

VI:B• NHSBA supports efforts to enact legislation which would require notification to school districts of restraining orders related to a student's behavior. (1999)

VI:C• NHSBA supports legislative action to remove the unfunded mandated provisions of RSA 193-F, Pupil Safety and Violence Prevention. The imposition of these new mandates and their related financial costs, without additional state funding, violates the New Hampshire Constitution, Part First, Article 28-a. (2011)

VI:D• NHSBA supports legislative action that allows criminal background checks to be shared with their Human Resources Department and that the specific charge be shared with the Superintendent so he/she can make an informed judgment related to their employment. (2017)

VI:E• NHSBA calls upon the United States Congress, the New Hampshire Legislature and local public safety agencies to prioritize collaborative threat assessment and crisis planning with school districts; and further supports legislation at the federal, state and local levels that protect students and school district employees from on-campus violence. (2019)

VI:F• NHSBA supports equity and inclusion in all aspects of education, including curricular programs, extra-curricular programs and co-curricular programs. NHSBA supports adherence to all anti-discrimination laws, rules and statutes ensuring that no student is excluded or discriminated against on the basis of sex, gender identity, race, religious creed, color, marital status, physical or mental disability, national origin, economic status, familial status, sexual orientation, health condition, or native language. (January 2021; amended 2024)

VI:G• NHSBA supports legislation to restrict possession of firearms on school property, limiting possession to certified police officers only. (2020)

VI:H• NHSBA supports diversity, equity, and inclusion in all aspects in our schools, is committed to the concept that free and open dialogue around such concepts as racism and sexism is a vital component to education, and opposes any actions which limit this free exchange of ideas. (2021)

VI:I• NHSBA will advocate for legislative action that ensures local school boards comply with federal firearm laws and policies. (2022)

VII - Accountability

- VII:A• NHSBA** believes that all components of state testing (English Language Arts, Writing Prompt, Mathematics, Science, and Social Studies) should continue to be given annually at the end of the school year with appropriate and immediate steps being taken to ensure that these test results are received by school districts no later than the following July 1. Valid data to assess school performance relies on measuring individual student progress: NH should adopt gain score or value-added measures as the principal means for measuring student performance. If NH does not adopt gains-score or value-added measures as the principal means for measuring student performance, then annual testing should take place at the beginning of the school year so that information may be used instructionally during the year. *(First adopted in 1998 – Revised in 2016)*
- VII:B• NHSBA** supports the inclusion of only students who have enrolled in a district continuously for the previous school year in the numbers calculated to measure student performance. *(First adopted in 2005 – Revised in 2016)*
- VII:C• NHSBA** supports a review of NH's accountability and performance measures as well as standards established for the NH state assessment program. (2009)
- VII:D• NHSBA** supports legislation to amend the State Common Core Testing that will begin in the school year 2014-2015 to allow special education students be tested at their grade level ability rather than their placement of their current school grade. (2013)
- VII:E• NHSBA** supports the development of curriculum for use by trained teachers in grades K-12 to educate students in the prevention of sexual abuse, with such curriculum to be developed locally using either a model developed by the New Hampshire Department of Education or by one of the 13 state agencies that already use evidence-based sexual abuse prevention education. (2016)
- VII:F• NHSBA** supports public school approval standards that encompass holistic and comprehensive academic subject areas including: English/language arts and reading; Mathematics; Science; Social studies, to include including civics, government, economics, geography, history, and Holocaust and genocide education; Arts education, to include music and visual arts; World languages; Health and wellness education; Physical education; Engineering and technologies including technology applications; Computer science and digital literacy; Personal finance literacy. (2022)

VIII - State Board of Education

VIII:A• NHSBA calls on the State Board of Education to continuously monitor all teacher training programs at New Hampshire colleges and universities to assure that such institutions are offering quality and relevant training programs preparing individuals for careers as teachers and/or administrators in New Hampshire's public schools. (*First adopted in 1998 – Revised in 2014*)

VIII:B• NHSBA proposes that the Department of Education develop and maintain a database of available grants and other funding mechanisms to assist local school districts in their grant writing efforts and funding of locally determined programs. (2002)

VIII:C• NHSBA urges the State Board of Education to conduct a statewide study of the “traditional” school calendar utilized by most public school districts in New Hampshire and to issue a summary report of its findings, conclusions and recommendations. (2003)

VIII:D• NHSBA urges the NH State Board of Education to adopt Standards of NH School Approval which emphasize qualitative standards rather than quantitative standards. (2003)

VIII:E• *Replaced by Resolution II:H in 2014.*

VIII:F• NHSBA supports the development and implementation of poverty indicators for Title I eligibility, which best reflect the current distribution of children from low income families in the public schools across the State and maximizes the number of districts eligible for Title I funds. (2003)

VIII:G• NHSBA supports the concept and duties of the State Board of Education as established in RSA 21-N:10-11. In its capacity to review all programs, advise on goals and hear appeals, the State Board of Education should have the authority to appoint the Commissioner of Education as well as confirm the Deputy Commissioner and division directors nominated by the Commissioner of Education. (2005)

VIII:H• NHSBA opposes the changes in student assessment at the state level which are resulting in fewer content and skill areas tested, especially the loss of the writing assessment. Basing assessment decisions on availability of funding rather than on what is best for the students of New Hampshire is not something that **NHSBA** can support. (2005)

VIII:I• NHSBA supports a compulsory attendance age of eighteen (18), along with flexibility to utilize alternative options that allow students to continue a program of study to complete their high school education. (*First adopted in 2006 – Revised in 2014*)

VIII:J• NHSBA supports a Department of Education funded study on the impact on performance of extended learning opportunities and those extended learning opportunities' relationship to the funding formula. (2009)

VIII:K• NHSBA supports the adoption of statutory language requiring that any statute or New Hampshire Department of Education rule, which mandates the adoption of local school board policies, will expire after five years; and that such statute or rule cannot be renewed without full public hearings, debate and re-authorization by the New Hampshire Legislature. All rules and regulations stipulated by the New Hampshire Department of Education must be submitted to the full New Hampshire Legislature for final consent and approval. (2015)

VIII:L• NHSBA supports modifying RSA 193-C:6 to require that the State Department of Education publish the results of the statewide assessment within 30 days of receipt of the assessment results. The NHSBA supports modifying RSA 193-C:6 to prohibit embargos of assessment results by the State Department of Education, local school districts, or other agencies. (2017)

IX – Federal Legislation

Individual with Disabilities Education Act:

IX:A• NHSBA urges the U.S. Congress to appropriate funds to pay 40% of the cost of implementing IDEA, and to fully fund any additional requirements in the area of special education and to provide financial impact statements. (1990)

IX:B• Since its original enactment in 1975, the Individuals with Disabilities Education Act (IDEA) has played a pivotal role to assure that students with disabilities receive the services they need for their success. **NHSBA** supports and applauds the efforts and goals encompassed by IDEA's mission.

As our Congress considers the reauthorization of IDEA, **NHSBA** believes attention should be directed at components of the program that are moving away from the original mission of educating children to a mission that involves a wider range of functions. **NHSBA** believes that for special education to achieve its potential in today's environment, several areas should

receive attention. **NHSBA** proposes that federal reauthorization of IDEA address these specific priority concerns in the following areas:

- federal funding - Congress should fully fund the federal share of IDEA as a mandatory program;
- teacher recruitment and retention - federal law should create and encourage incentives for new teachers seeking special education certification;
- administration and paperwork - federal law should ease the current complex paper trail aimed at documenting compliance as well as allowing greater flexibility in the IEP process;
- due-process hearings - federal law should provide for adequate notice of issues and good-faith mediation
- related services - federal law should identify the financial role of other governmental units rather than fix all costs for related services on the narrow portion of the tax base that just serves education;
- private placements - federal law should focus on whether a substantive deprivation of educational opportunities exists in the public setting before consideration of private placement;
- safe learning environment - federal law should allow local school district personnel the flexibility and discretion to make appropriate discipline determinations that are in the best interests of all students when it comes to disciplining children with disabilities;
- over identification - federal law should clarify the definition of those disabilities that can result in over identification. (2002)

IX:BA• NHSBA opposes changes in the IDEA allocation calculations resulting in funds being disbursed directly to the school/district in which the child is registered (in towns which do not have high schools) and not to the student's residence. **NHSBA** calls for the immediate return of prior method of calculations for IDEA federal and state funds, as well as maintaining this commitment in the future to keep any and all funds distributed to the student's town of residence. (January 2021)

Every Student Succeeds Act:

IX:C• NHSBA urges the New Hampshire Legislature and New Hampshire Department of Education, consistent with the language and intent of the Every Student Succeeds Act (ESSA), to maximize local governance and community leadership through enhanced local school board flexibility in addressing key areas such as standards, testing, and accountability; and further to pro-actively engage and collaborate with NHSBA in all legislative and administrative discussions and decisions concerning the implementation of ESSA. (*First adopted in 2003 – Revised in 2009 – Revised in 2016*)

National School Boards Association:

IX:D• *Deleted/removed from the NHSBA Policies, Resolutions and Statements of Belief Manual at the October 2023 Delegate Assembly. (2023)*

X – Public Pension System

X:A• *Deleted in 2019. Replaced with Perennial Resolution X:B (2019).*

X:B• NHSBA supports the continuing existence of the New Hampshire Retirement System (NHRS). The NHRS should be strong, secure, solvent and fiscally stable. To achieve this goal, NHSBA supports legislation that will return state contributions to NHRS. (2019)

Merrimack School District Policy Progress Chart

6/11/2025

Policies In Process		1st Reading	2nd Review	3rd Review (if needed)	Adoption	Comments
JLD – School Counselor and Counseling Program Policy		06/16/25				
JLDBA – Behavior Mgmt and Intervention Policy		06/16/25				Revision
ACN - Accommodation of Lactation Needs Policy		06/16/25				Legal has for Review
IMAH - Daily Physical Activity Policy		06/16/25				Revision

SCHOOL GUIDANCE COUNSELOR AND COUNSELING PROGRAM

The School Board is committed to ensuring a high quality school guidance program that is comprehensive, developmentally appropriate, fosters academic achievement and personal growth, and is provided to all District students in an equitable manner.

The program will include the following:

- Distribution of information and support to students and families about academic programming, community supports, and other relevant information
- ~~Coordination-Conformance~~ with national standards, including “The ASCA National Model: A Foundation for School Counseling Program,” published by the American School Counselor Association (“ASCA”) in 2012.
- Prevention, intervention, and crisis response services
- Promotion of personal, interpersonal, health, academic, and career development for all students through classroom programs and other services
- ~~Periodic assessment of this guidance and counseling program will be the responsibility of guidance counselors and the building administrators.~~ A summary report of student performance in achievement, attendance, and behavior shall be provided to the board at least once a year, addressing the effectiveness of the school counseling program.
- All provisions of NH Administrative Rules, Section Ed 306, Minimum Standards for Public School Approval.

It is the policy of this Board that, at all grade levels, school counselors collaborate with parents, students, staff, and community to remove barriers to learning and provide opportunities and supports to empower students to embrace their full potential and achieve their academic and personal aspirations. The guidance counselor is responsible for developing a program or plan that identified student success in academic performance, social awareness, and career planning.

The Superintendent shall develop and have on file a comprehensive K-12 school counseling program implementation plan consistent with this policy and kept current biennially.

Legal References:

NH Code Admin. Rules Ed 306.30

~~NH Code of Administrative Rules, Section Ed 306.13, Guidance Plan~~

~~—NH Code of Administrative Rules, Section Ed 306.15(b), Provision of Staff, Guidance~~

~~—NH Code of Administrative Rules, Section Ed 306.39(e) and 306.39(d), Guidance Program~~

1st Reading: April 6, 2009

2nd Review: May 4, 2009

Adoption: May 18, 2009

Revision

1st Reading: June 16, 2025

2nd Review:

Revised:

BEHAVIOR MANAGEMENT AND INTERVENTION

It is the policy of the Board to promote good behavior in a safe and orderly environment where all students can be fully engaged in the learning process. To ensure that our students and staff are protected against disruptive behavior, the board directs the superintendent to set forth procedures for behavior management and interventions that are designed to maintain a positive environment conducive to learning.

Student conduct that disrupts class work, involves disorder, or invades the rights of others will not be tolerated and may be cause for suspension or other disciplinary action.

The administration of disciplinary action will focus both on consequences and on changing or managing inappropriate behavior.

It is important that there be careful evaluation of the individual situation so that the school's response to the student is appropriate.

If the student has an Individualized Education Program (IEP), the process will follow federal and state laws governing special education.

All available resources should be utilized, including preventive and responsive interventions to support students' needs. These interventions should include psychological, curricular, and behavioral services, which should take place within classrooms, schools, and alternative settings. Exclusion from the classroom should be the disciplinary action of last resort.

The superintendent will also ensure that classroom behavior management skills are addressed through professional development, and that there is an adequate system of recordkeeping regarding disciplinary infractions and interventions.

The use of corporal punishment is prohibited in District schools.

This policy will be reviewed on an ongoing basis in accordance with the Board's policy review process.

Legal Reference:

NH Code of Administrative Rules, Section Ed. ~~306.04(16)~~ 306.04(b)(15), Behavior Management and Intervention for Students

1st Reading: February 19, 2008

2nd Review: March 3, 2008

Adoption: March 17, 2008

Revision

1st Reading: June 16, 2025

2nd Review:

Revision:

ACCOMMODATION OF LACTATION NEEDS**A. Statement of Purpose.**

The District provides a supportive environment as to time and place for [students and] employees (collectively “people with lactation or lactation related needs”) to express milk and address other lactation related needs. Subject to the terms and exceptions set forth in this policy, the District will accommodate the needs of people with lactation or lactation related needs by providing reasonable times and suitable spaces for people with lactation or lactation related needs to express milk during school and work hours for one year after pregnancy. Lactation for purposes of this policy will include expression of milk by manual or mechanical means, medical conditions related to lactation, and other lactation related needs.

No person with lactation needs will be discriminated against for milk expression or related activities as provided in this policy, and reasonable efforts will be made to assist people with lactation needs in meeting their lactation needs while at work or school.

B. Accommodation Notice and Plans.

A person with lactation needs should contact the building Principal, school nurse or employee’s supervisor at least two weeks before the need for lactation accommodations arises. The District will endeavor to meet the break and space needs of each person with lactation needs. However, when ordinary accommodations (as discussed below) create undue hardship for the operations of the school/workplace, the District will work with the person with lactation needs to determine whether other reasonable accommodations may be made. Such other accommodations could include items like a change in work/class assignments, or schedules, additional break periods, permitted absences for medical appointments, or access to extra food and water throughout the day. When reasonable accommodations are unattainable, the school nurse, building Principal or other administrator working with the person with lactation needs should consult with the District’s Title IX Coordinator.

A lactation accommodation plan should be revisited upon request of the person with lactation needs, or at least every three months, with adjustments made to the accommodations for lactation breaks as lactation needs change.

C. Reasonable Time to Express Milk during the School Day.

Absent other accommodations as established under Section B, above, a person with lactation needs will have a minimum of three opportunities (“lactation period”) during a work or school day, at agreed upon intervals (which should include flexibility as appropriate and practicable) for the purpose of lactation or to address other needs relating to lactation. An employee or student can choose to use usual break and meal periods.

ACCOMMODATION OF LACTATION NEEDS (continued)

A person with lactation needs who is an hourly employee [CHOOSE ONE OF TWO OPTIONS] [OPTION 1] will not be paid during lactation periods unless either (a) the lactation period falls during a regular paid break (e.g., a paid lunch), or the person is not completely relieved of duties during the lactation break. [OR OPTION 2] will be paid during lactation periods. People with lactation needs shall not be required to “make up” time relating to the use of unpaid lactation periods.

D. Suitable Private Areas for Lactation.

People with lactation needs will be provided with a private place, other than a bathroom, in each school district building in which a person with lactation needs spends the working or school day. The lactation area:

1. May be temporary or permanent;
2. Shall be shielded from view and free from intrusion by other persons, including without limitation other staff or students;
3. Shall be within a reasonable walk of the workstation or classroom of the person with lactation needs unless otherwise agreed by the person with lactation needs;
4. Have at a minimum:
 - a. An electrical outlet;
 - b. Appropriate seating;
 - c. A surface sufficient to place a breast pump;
 - d. A sink with running water or be in reasonable proximity to one;
 - e. A refrigerator for milk storage or be in reasonable proximity to one;
 - f. Shall be cleaned regularly by District staff assigned to that duty;

E. Responsibilities of the Person with Lactation Needs.

A person with lactation needs will:

1. Provide at least two weeks' advance notice of the need for lactation accommodations, preferably prior to their return to school. This will allow school administrators the opportunity to establish a location and work out scheduling issues. Note that, notwithstanding the requested two weeks' notice, an unnecessary delay in making a reasonable accommodation for a person with lactation needs could constitute a violation of the Pregnant Workers Fairness Act (PWFA) and Title IX Sexual Harassment.
2. Maintain the lactation area by wiping down surfaces with antibacterial wipes so the area is clean for the next user.
3. Provide their own supplies as is necessary.

ACCOMMODATION OF LACTATION NEEDS (continued)

F. Prohibited Conduct.

Any intentional act which violates a lactating person's privacy, aims to frustrate a lactating person's intentions to use the lactation space, or constitutes harassment on account of a lactating person's needs or lactating status is prohibited, and shall be treated as violation of the applicable code of conduct with possible disciplinary consequences, and may constitute sex discrimination and shall be reported to the Title IX Coordinator in accordance with policy ACAC.

G. Dissemination of Policy.

This policy shall be printed or summarized in applicable employee and student handbooks. For employees, if the handbook is not provided at the time of hire, then the District will provide a copy of this policy at the time of hire.

Legal References:

RSA 275:78-83, Policies Relating to Nursing Mothers
RSA 354-A:1, (Human Rights) Title and Purposes of Chapter
RSA 354-A:27, Opportunity for Public Education without Discrimination a Civil Right
RSA 354-A:6, Opportunity for Employment without Discrimination a Civil Right
89 FR 291182, Pregnant Workers Fairness Act (PWFA)
20 U.S.C 1681, et seq, Title IX of the Education Amendments of 1972
42 U.S.C. 2000gg, Pregnant Worker Fairness Act (PWFA)
42 U.S.C. 218d, Pump for Nursing Mothers Act (PUMP Act)

1st Reading: June 16, 2025

2nd Review:

Adoption:

DAILY PHYSICAL ACTIVITY

The Board recognizes that developmentally appropriate daily physical activity, exercise and physical education are ways to minimize health risks created by chronic inactivity, childhood obesity, and other related health problems. The Board recommends that students and staff participate in developmentally appropriate physical activity and exercise for at least 30 to 60 minutes each day as a way to minimize these health risks. The Board recommends the following practices:

1. Encourage parents/guardians to support their children's participation in enjoyable physical activities, and recognize that parents/guardians act as role models for active lifestyles;
2. Support special programs such as student and staff walking programs, family fitness events, and events that emphasize lifelong physical activity;
3. Integrate health and physical activity across the school curriculum;
4. Encourage student-initiated activities that promote inclusive physical activity on a school-wide basis;
5. Commit adequate resources that include program funding, personnel, safe equipment, and facilities;
6. Provide professional development opportunities for all school staff that will assist them to effectively promote enjoyable and lifelong physical activity among youth, and that will assist school staff to recognize their influence as role models for active lifestyles;
7. Establish relationships with community recreation and youth sports programs and agencies to coordinate and complement physical activity programs;
8. Encourage physical activity recess periods; and
9. Institute a tracking and evaluation method to ensure that all students are engaging in developmentally appropriate daily physical activity.

Legal References:

~~RSA 189:11-a, Food and Nutrition Programs~~

~~NH Code of Administrative Rules, Section Ed. 306.04 (4) 306.31~~

~~NH Code of Administrative Rules, Section Ed. 306.04 (a) (17) 306.32~~

NH Code of Administrative Rules, Section Ed. 310, Appropriate Daily Physical Activity

1st Reading: November 3, 2008

2nd Review: November 17, 2008

3rd Review: December 1, 2008

Adoption: December 22, 2008

Revision

1st Reading: June 16, 2025

2nd Review:

Revision:

