

## SAU 56 School Board

### Board Meeting

September 18<sup>th</sup> 2017

CTC Mulligans Grill

6:30 pm

1. **CALL TO ORDER - ROLL CALL - PLEDGE OF ALLEGIANCE:** Hanlon called the meeting to order at 6:30pm upon call of the roll the following members were present: Austin, Bolduc, Rivers, Yoder, Pepin, Cavanaugh, Nelson, Kunz, Hanlon and Hiller. Absent: Anderson, Smith, Brennan, and Leach
2. **CONSENT CALENDAR**
  - 2.1 **Removal of items from the consent calendar:** None
  - 2.2 **Approval of consent calendar:** A motion made by Hiller seconded by Yoder to accept the consent calendar as presented. VOTE: motion passed, unanimously.
    - May 8 2017- SAU 56 Board Meeting Minutes
3. **General Correspondence**
4. **BUSINESS AND FINANCIAL**
  - 4.1 **Budget:** D'Agostino stated that the FY 17 budget is included in the packet as well as FY 18 as of September 14<sup>th</sup>. Hiller stated that there is an amount on revenue that shows on both sides for \$2,467.89. D'Agostino stated that it is shown in the actual column and then shows in the unanticipated column because we didn't budget for it. Nelson stated that it shows that we were \$16,500 over budget. She asked if there was a reason we still have an estimated balance on revenue. Does this mean we didn't receive as much revenue as we anticipated. D'Agostino stated correct. She stated that we haven't transferred the \$125,000 from the fund balance yet. Nelson asked what the difference is between June of 2016 and June of 2017. D'Agostino stated that the fund balance as of June 2016 was \$398,378.38; the actual revenue for FY 2017 was \$1,102,707.84 and the actual expenditures for FY 2017 was \$1,184,664.22. The total fund balance as of June 2017 is \$226,422.00, which is unaudited until October. Rivers stated that we allocated \$125,000 to use and that money has disappeared it looks like to me. Austin stated that the line \$125,000 from fund balance is part of the \$172,000. He stated that if you ignore the \$125,000 from the fund balance we still have approximately \$32,000 of revenue we didn't receive. He stated that if you add the \$16,476.22 that we overspent and the \$32,940.64 of revenue we are not getting it is the difference. Nelson asked if she could summarize the salary savings in personnel. D'Agostino stated that there was a change in the Superintendent and the benefits related to that is the savings. She stated that is the only change that occurred.
5. **Employees**
6. **Old Business**
  - 6.1 **Superintendent Search Process:** A motion made by Bolduc seconded by Hiller to exit into nonpublic session in accordance with chapter 91-A: 3 II (b) Personnel. Upon roll call vote the motion failed 5-5. Hanlon stated that back in the spring, we decided not to hire a Superintendent and hired an interim superintendent and we would open the search back up in the fall. He stated that as part of that we were approached by the current superintendent and the executive board was contacted by Barrett Christina on the timeline. He stated that during that discussion we decided we would do a modified search instead of a giant committee. He stated that the executive board met last week with Barrett to discuss the modified search. He stated that instead of a search committee of 14 people we would forgo that and go with the executive board and Barrett to look through the candidates and anyone who was qualified have a quick interview and then bring any qualified finalists back to the SAU board and to the community like in the past. He stated that part of the process instead of the current interim superintendent going through the finalist process again if she decided that she wanted to apply she would become an automatic finalist. He stated that made sense to us. He stated that at this point we discussed posting the ad next Monday the 25<sup>th</sup> and close it by October 27<sup>th</sup>. He stated that we are looking to do initial interviews between the closing and November 9<sup>th</sup> and then bring the finalists to the board and do site visits and community forums and then decided with an ending date of December 8<sup>th</sup>. Austin stated that it is designed to be a full-blown search with it being advertised on School Spring and administrator websites so it will be a broad based national search. He stated that if the current superintendent wants to remain in a permanent role then she would automatically move to the finalist. Hanlon stated that we would follow the process we already paid for. He stated that when we don't follow

process problems happen. Nelson stated that she made the point that we can define the process and then follow that process. Hanlon stated that we haven't approved anything yet we are bringing it to the board for consensus. Hiller stated that Barrett will make sure we follow process, he is a lawyer. Austin stated that Barrett facilitates the process for NHSBA and will provide advice as a representative of NHSBA not as an attorney. If we need legal advice we will have to hire an attorney. Hiller stated that he will make sure we follow the process. Rivers stated that this process was blessed by Barrett as doable. Hanlon stated correct. Nelson stated that he will bless our process whatever we come up with. Kunz stated that he was under the impression that the current superintendent didn't need to go through the interview process again as she was already good enough to hire. He stated that we went through the process and the pool was horrendous. He stated that he wished we had our current superintendent available for that process it would have ended a lot different and we wouldn't need to go through this process again. Hanlon stated that we didn't really follow the process like in the past to hire the interim superintendent, we didn't put her in front of the community, do background checks, or site visits. We didn't follow that process and it is very important to me because in the past we had a candidate who tanked two parts of those processes so it is very important. Kunz stated that what we have done is utilized the NHSBA mechanism as a clearinghouse. He stated that when Connie was brought in as interim and we interviewed her we chose not to do site visits. Hanlon stated that we didn't have anyone to put her up against. Kunz stated we were given two names but we decided to bypass that and not do site visits. Now we are saying you are here now and were going to push you off to a finalist category and do site visits, that is counterproductive. Hanlon stated that from a Somersworth perspective this is the number two most important position in the community besides the city manager and it is the highest paid and most influential. He stated that we didn't follow the complete search process; we hired an interim using an interim process. Kunz stated that he would disagree. He stated that we as a board chose not to make visits and if we were as concerned about what other people think we would have. Hiller stated that she remembers when we decided she was being hired as an interim and we would have a full search in the fall. She stated that if she is interested she can run against any other candidate. She stated that we made it clear that we would follow the process for hiring a new superintendent including her if she wants it. Hanlon stated that she even acknowledged that. Austin stated that for the record it is not that we didn't follow process. When we decided we were going to go with an interim there is no process for that. We did our due diligence but we didn't put her in front of the community or do site visits because it isn't part of the process for an interim, it is not that we didn't follow process. Hanlon stated that it is a multiyear contract for a superintendent so we have to do our due diligence. Nelson stated that she suggested a modification to put in a first step and have a discussion with Dr. Brown to see if she is interested and then do our due diligence and put her in front of the community and if all went well offer it to her. She stated that would save us time and energy. She stated that if we are all in agreement then we are done and we have done our due diligence and the process. That is my suggestion. Hanlon stated that his disagreement is that were following process but we are not giving them a choice, there is nobody to go against so we are not following what we have traditionally followed. Nelson stated that don't confuse process with only having one person. When you have someone who makes an impression on you, you know it. Bolduc stated that you have a modified process to fit the situation. We need to take consensus but I am in agreement with Judy. It could save a lot of time and if the other party is agreeable, you modify it to fit your situation. At this time, we have a situation where we could take care of it with a modified process. Hanlon stated that he wants to make sure we do everything we did in the past so nobody can say we skirted the process. Hiller stated that didn't we decide to start the search after the election. Austin stated that we would be back in the same boat that we were in last year with a shortened window. He stated that if we follow the timeline it gets it done before elections. Bolduc stated that the modified process would give you continuity. When you have something and know it's a good deal you take it. You buy it before someone else buys it. Hanlon stated that this is part of the normal process for an interim superintendent just like Dr. Lister. Kunz stated that he didn't put in for it. He stated that he agrees with Ken, this is a different circumstance and our process needs to cater to that and not make it into a three-ring circus. He stated that last time the pool was not good. He stated that he thinks we have to modify. When you have someone already in the position, we are already seeing how they are. Hanlon stated that she acknowledged it as part of the process. Joanne Pepin asked if there is any reason why we can't ask her if she is interested. Hanlon stated that he would still say that we want us to go through the process. He stated that you are never

going to get into trouble for saying that we did all we could do. He stated that he thinks that we should be transparent so everyone is on board. Bolduc stated that he disagrees with you. He stated that there are four people right here who are thinking the same way. He stated that we went through the process and selected nobody. He stated that he would suggest to the chairman that we take a consensus on how we want to do this. He stated that there are two different ways of thinking so you have to find out how people feel. Kunz stated that he is concerned with living in Somersworth and the fear of backlash and he is not sure where that is coming from. He stated that they elect us to do a job and this is the most important thing we do and if they don't want us to do this process the way we feel is best why are any of us here. Hanlon stated that as a member of my community if I wasn't here it would rub me the wrong way and I would want to know why you didn't do what you always have done and I would be really upset. Austin stated that there is no reason if we end up with a single candidate that we can't ask for that individual to go to the community and get input from the community. He stated that it is important to get to know that person. If we have a candidate as interim superintendent, why shouldn't we do that now and move the process forward. He stated that he understands what you are saying matt but we have to be mindful of the different situation when you don't have a vacancy and you have an interim. A motion made by Hiller seconded by Joanne Pepin to exit into nonpublic session in accordance with chapter 91-A:3 II (b) Personnel. VOTE: motion passed, unanimously. A motion made by Nelson seconded by Austin to exit out of nonpublic session. A motion made by Nelson seconded by Austin to do the superintendent search process as follows. If Dr. Brown is interested in the job we would like to go through a modified process which would be to complete the background check, community forums and get input from current staff and administration that she is currently working with. At the end of that process we will either offer Dr. Brown the job or open up a full search. VOTE: motion passed, Hanlon Opposed.

## **7. New Business**

**7.1 Primex Contract Renewal:** D'Agostino stated that we can disregard this as when we switched over from PLT both Rollinsford and SAU received a three year discount based on their claims. Somersworth will have it on their next agenda to vote on as now Somersworth qualifies for the discount.

## **8. FUTURE MEETING DATES/SUGGESTED AGENDA ITEMS:**

- **November 13 2017- SAU 56 Board Budget Workshop**
- **November 20 2017- SAU 56 Board Meeting**

Kunz stated that he was going to bring this up at Rollinsford board meeting regarding inputting information on students online as a way of updating the forms we fill out every year. Dr. Brown stated that she talked to Kate and going forward there will be something that they will be able to do. Austin stated that we have a board meeting and a budget workshop a week apart and Matt will not be here on the 20<sup>th</sup> so he would suggest we have the board meeting and workshop all in the same night. A motion made by Austin seconded by Rivers to combine the two meetings. VOTE: motion passed, unanimously.

## **9. CLOSING COMMENTS**

**9.1 Visitors:** None

**9.2 Board Members:** None

**10. Non-Public Session:** None

**11. ADJOURNMENT:** A motion made by Austin seconded by Kunz to adjourn. Meeting adjourned at 8:07pm.