

The Laconia School Board held a Special Meeting on Wednesday, April 15, 2015, at the Harvard Street, SAU Board Room. Present: Chris Guilmett, Mal Murray, Stacie Sirois, Barbara Luther, Mike Persson, Scott Vachon, Joe Cormier, Business Administrator Ed Emond, Assistant Superintendent Kirk Beitler and Superintendent Terri Forsten.

**CALL TO ORDER**

Board Chair Joe Cormier called the meeting to order at 6:00 PM. The agenda was posted on April 3, 2015, at the SAU office and on the district's website, along with being sent to each of our schools, "The Citizen", Laconia Library, and City Hall, in accordance with RSA 91-A.

**APPROVAL OF THE AGENDA**

Motion made by Scott Vachon to approve the agenda as presented, seconded by Chris Guilmett. The vote was unanimous.

**DISCUSSION WITH NESDEC – Superintendent Search Process**

Art Bettencourt offered a power point presentation outlining the leadership and executive search process. Joe Cormier asked about length of time for a reasonable search. Art said that 120 days would be reasonable, if this was an earlier time of the year it would be better. Mal Murray asked about how to address in-house candidates and Art recommended that internal candidates should be vetted prior to doing a search. Joe asked about candidates who may be internal and then would need executive coaching to develop skills. Art suggested doing an interim position for an internal candidate with coaching. Mike asked about using NESDEC to support the development of a profile/characteristics for our new Superintendent. Art affirmed that they could do this well.

**DISCUSSION WITH NHSBA – Superintendent Search Process**

Ted Comstock, Bill Lander and Barrett Christina presented a packet of information that outlined their services. Ted introduced Bill as the primary lead for professional searches. Mal asked about how they would deal with in-house candidates. Ted recommended an expedited search, with the internal candidate in the pool. He referenced a lesser candidate pool being available. Mike asked about pricing for the services and Ted assured him that pricing was in the packet. Ted reviewed the two options – "full search" or "partial search" and offered a \$1000 discount from "full service" fee.

Scott asked about transition and mentoring services that may be available. Ted said that NHSBA would offer training for Board and new Superintendent. Mal asked when the best time to search for a Superintendent was and Ted suggested September – October as a best case time frame. Scott asked about whether they have worked with any districts that do not have a Superintendent in place. They said yes but services of a Superintendent must be present. Interim and/or retired Superintendent may be appropriate. Mike asked about their experiences with Interim positions. He also asked about the impact of collective bargaining needs during the year. Ted replied that most interim candidates are retired, experienced Superintendents.

Ed asked about the time of year as a search and Ted described this as a challenging time of year as most candidates who are strong have committed to contracts.

**NON-PUBLIC SESSION**

Motion made by Scott Vachon, seconded by Chris Guilmett, to go into Non-Public Session under RSA 91-A: 3II letter c. Roll call vote was unanimous. The Board went into Non-Public Session at 7:26 PM.

Motion made to come out of Non Public Session by Stacie Sirois, seconded by Chris Guilmett. Roll call vote was unanimous. The Board came out of Non Public Session at 8:08 PM.

**DISCUSSION AND ACTION**

Motion to join NESDEC to take advantage of profile development made by Scott Vachon, seconded by Mike Persson.

**ADJOURNMENT**

Motion made by Scott Vachon, seconded by Chris Guilmett, to adjourn. The vote was unanimous. The meeting was adjourned at 8:11 pm.

Respectfully submitted,

Kirk Beitler  
Clerk