

Concord Board of Education
Special Board Meeting
November 21, 2019

Board members present: Jennifer Patterson, *President*, Thomas Croteau, Pam Wicks, Jim Richards, Liza Poinier, Nancy Kane, Barb Higgins, Danielle Smith

Board member absent: Chuck Crush

Administration: Dr. Frank Bass, *Interim Superintendent*, Donna Palley, *Assistant Superintendent*, Larry Prince, *Human Resources Director*

The meeting was called to order by Board President Jennifer Patterson at 7:00 p.m. She noted that the Board had been meeting in non-public session and had come out of non-public session. The agenda for the meeting was to consider hiring an interim Principal for Concord High School. Interim Superintendent Frank Bass presented the distinguishing characteristics and qualifications of Michael Reardon, Ph.D.

University of New Hampshire, Ph.D. in 1994; University of New Hampshire, M.A. in 1985; Boston University, B.A. in 1972

Headmaster, Pembroke Academy, from 1999-2014

Director of Curriculum and Instruction, Pembroke Academy, from 1996-1999

English Department Chair, Timberlane Regional High School, from 1989-1996

Adjunct Professor of English, University of New Hampshire, from 1988-1992

Graduate Teaching Assistant, University of New Hampshire, from 1983-1987

English Department Chair, Farmington High School, from 1979-1982

English Teacher, Farmington High School, from 1976-1982

English Teacher, Walpole High School, from Jan 1976-Jun 1976

Dr. Reardon would be paid \$75,033, on a schedule of 85 full-time days and 67 part-time days. He would replace Tom Sica (prorated step III = \$81,358) – resignation. Budgeted at \$81,358.

Tom Croteau said he was very pleased to learn Dr. Reardon had been chosen as the CHS Interim Principal. Pam Wicks noted that she knew Dr. Reardon.

Interim Superintendent Bass said that Dr. Reardon would start at CHS on December 2 and would attend that evening's Board meeting. He would work full-time until some time in April and then would work 30 hours per week until June 30. He said he was confident that the Board, staff and students would be very pleased with this candidate. He noted that Dr. Reardon's certification had lapsed after his retirement in 2014; that he

has begun the process of re-certification; and that he has until June 30 to secure certification. Dr. Bass explained how Dr. Reardon's name had come up in the search.

Barb Higgins said she was grateful that the Board was able to follow a fairly normal hiring process for this interim position.

Public comment

Concord resident Gina Cannon asked whether there were any other candidates. Dr. Bass replied that there were not.

Ms. Patterson noted that a search committee would be convened for a formal search process for the permanent Principal.

Concord resident David Parker noted that he had worked with Dr. Reardon in the past. He stated that not considering a number of candidates might "ruffle feathers."

In response to a question from Liza Poinier about how many qualified Principals were available at that time of year, Dr. Bass replied that there were zero. The candidate pool would have consisted of recently retired administrators who might be interested; most people have commitments and would not be available.

Mr. Parker suggested it would be advisable to articulate these reasons to the public.

Ms. Cannon asked the Board to reiterate how impossible it would be to do a full search, where no candidates were available or were under contract, in a short timeframe, for an interim position.

Mr. Croteau added that the candidate was also required to be highly qualified.

Jim Richards noted that the Board had done its research since Dr. Reardon was proposed two weeks ago. He said that, while there were no other available candidates, the Board had performed its due diligence prior to considering this nomination.

Dr. Bass stated that any other candidate who, while available, was not qualified, he or she would not have been hired.

Concord resident and parent of a CHS student Melissa Paul thanked the Board for being active and trying to find an alternative candidate rather than an in-house appointment. She thanked Board for its due diligence and noted it was not easy to do at this time of the year, especially for an interim Principal position. She said she appreciated the Board's efforts to make things better, and that they had remained steadfast in a tumultuous time.

Mr. Richards noted that the interim Superintendent would be working closely with the interim Principal during his immediate transition, and through June.

Dr. Bass noted his collegiality with Dr. Reardon, stating that he will continue to spend time at CHS to address existing issues. He said he was impressed with the wide variety of programs and opportunities at CHS for all students.

Ms. Higgins made a motion to approve the candidate.

The Board voted 8-0 to approve Michael Reardon, Ph.D., as Interim Principal of Concord High School for a contract to include full-time 85 days, and 67 part-time days (motioned by Ms. Higgins, seconded by Ms. Wicks).

A motion was made to adjourn.

The Board voted 8-0 to adjourn (motioned by Mr. Croteau, seconded by Ms. Kane).

The meeting was adjourned at 7:25 p.m.

Respectfully submitted,

Jim Richards, *Secretary*
Linden Jackett, *Recorder*