

**Cumberland County Board of Education
Special Meeting
Selection of Superintendent
February 2, 2016**

The Cumberland County Board of Education met in regular session on Tuesday, February 2, 2016, in the Central Services Board Room, where the meeting was called to order by Chairman Hassler at the approximate hour of 6:00 p.m. He welcomed everyone to the meeting.

PRESENT: Hassler, Stone, Blalock
Parris, Freitag, Janeway
Hutson, Patterson, Bowman
Tollett (SMHS Rep)

ABSENT: (None)

COUNSEL: Mr. Earl Patton

1. Call to Order - Mr. Don Hassler: (See above)

2. Moment of Silence/Pledge of Allegiance - Mr. Don Hassler: After a moment of silence, Bowman led the audience in the Pledge of Allegiance.

Declaration of Conflict – Mr. Earl Patton: After reading into the record: “TCA 49-2-202 defines relative as a spouse, parent, parent-in-law, child, son-in-law, daughter-in-law, grandparent, grandchild, brother, sister, uncle, aunt, nephew, niece, or any person who resides in the same household as you”, Mr. Patton asked each board member that has such a relative employed by the Cumberland County School System to raise their right hands and certify that the votes that they make tonight will be in the best interest of the Cumberland County school system, regardless of the effect that that vote may have upon the employment of their relative or relatives. (Freitag, Parris, Hutson, Hassler so certified.)

(Approval of Agenda) (See Exhibit #1) Bowman made and Janeway seconded a motion to approve the agenda as presented, as per Exhibit #1.

VOICE VOTE: Bowman (mover-yes)
Janeway (seconder-yes)
All ayes

MOTION: Carried unanimously

3. *To decide whether or not to additionally interview outside candidates: (See Exhibit #2) Stone made and Parris seconded a motion to table this item until after Item #5 (To elect a local candidate for superintendent of schools, if applicable).

VOICE VOTE: Stone (mover-yes)
Parris (seconder-yes)
8-ayes, Blalock –no

MOTION: Carried (8-yes, 1-no)

4. *To decide the method of voting for local superintendent candidates: (See Exhibit #3) Patterson suggested that if the board finds they cannot select a candidate out of the six local candidates after four rounds of voting, that those six candidates be removed for further consideration and continue the search with candidates from the twenty-two (22) applicants outside of Cumberland County. She further suggested that as a matter of policy in the future, that the board should consider requiring those applicants that are invited to interview to submit a signed release for a reference and background check. She suggested, as to the voting procedure, that the procedure of repetitive non-elimination voting could result in an impasse where no one candidate can receive a majority of the vote. To resolve this possibility, she thinks the board should adopt the process where candidates are gradually eliminated, based on the number of ballots received. In the first round of voting, the field could be reduced to the top four; after the second round of voting, to the top three candidates; after the third round of voting, to the top two candidates. She stated that if that procedure is

followed, a selection should be able to be made after four rounds of voting, unless some members do not vote. Stone does not think the local candidates should be removed from the list for further consideration. He also stated that his suggestion would be to eliminate down to five candidates, then to two candidates, and then to one candidate, if possible.

Freitag thinks the elimination should go down to three, then to two, and then to one, and if no agreement can be reached at that point, it would be because someone didn't vote or an abstention. If no one is selected at this point, then add the six local candidates back to the list and interview others out of the twenty-two (22) candidates.

At this point, Chairman Hassler stated that Dr. Scott Maddox asked to have his name removed from the list and not be considered as a candidate for the position; therefore, the number of candidates is five instead of six. Dr. Maddox thanked the board for the interview and wished it good luck in its selection.

Stone stated that he has a concern of going from five to three because that sets up a possible 3-3-3 gridlock. If the list is cut down to two, that would prevent such a gridlock. Patterson agreed that an elimination should be made down to two and if neither were selected, then select two of the external candidates which would make two from within and two from without. Blalock stated that he thinks it would be too late to go outside once the list is narrowed down to two candidates. Chairman Hassler stated that if there are two candidates, you would normally think there could be a 5-4 vote unless some people did not vote. If that were the case where some board members did not vote, then outside candidates could be chosen.

Bowman expressed his opinion that the local candidates should be considered before anyone else since they have spent their time in this system and they deserve a chance to be the superintendent of schools. He further stated that young teachers that spend years in this system should know that they have a chance of being the superintendent in the future.

Chairman Hassler stated that if it becomes necessary to interview candidates from without the system, the local candidates should still be on the list but they would not have to do another interview.

Stone made and Bowman seconded a motion that the board have up to three rounds of voting - the first round will include all five candidates that are on the ballot; the second round of voting will include only the two highest vote-getting candidates from the first round; if there is a tie or if there is not five votes for any one candidate after round two, then a third round of voting will take place. If no candidate is selected at that point, then a motion for another procedure will have to be made.

ROLL CALL VOTE: Stone (mover-yes)
Bowman (seconder-yes)
Freitag (yes), Janeway (yes)
Parris (no), Hutson (yes)
Blalock (no), Patterson (yes)
Chairman Hassler (yes)

MOTION: Carried (7-yes, 2-no)

5. *To elect a local candidate for superintendent of schools, if applicable

FIRST VOTE FOR SUPERINTENDENT OF SCHOOLS: (See Exhibit #3)

- 1. Patterson for Janet Graham**
- 2. Vivian Hutson for Michelle England**
- 3. Jim Blalock for Janet Graham**
- 4. Richard Janeway for Dan Schlafer**
- 5. Don Hassler for Dan Schlafer**
- 6. Jeff Freitag for Janet Graham**
- 7. David Bowman for Michelle England**
- 8. Josh Stone for Janet Graham**
- 9. Shirley Parris for Darrell Threet**

VOTES: Ms. Janet Graham - 4 votes
Ms. Michelle England - 2 votes
Mr. Dan Schlafer - 2 votes
Mr. Darrell Threet - 1 vote
(Mr. Threet is removed from list)

SECOND VOTE FOR SUPERINTENDENT OF SCHOOLS: (See Exhibit #4)

1. Richard Janeway for Dan Schlafer
2. Jeff Freitag for Janet Graham
3. Josh Stone for Janet Graham
4. Don Hassler for Dan Schlafer
5. David Bowman for Michelle England
6. Artie Patterson for Janet Graham
7. Jim Blalock for Janet Graham
8. Vivian Hutson for Michelle England
9. Shirley Parris for Michelle England

VOTES: Ms. Janet Graham - 4 votes
Ms. Michelle England - 3 votes
(Mr. Schlafer is removed from list)

THIRD VOTE FOR SUPERINTENDENT OF SCHOOLS: (See Exhibit #5)

1. Jeff Freitag for Janet Graham
2. Artie Patterson for Janet Graham
3. Jim Blalock for Janet Graham
4. Vivian Hutson for Michelle England
5. Josh Stone for Janet Graham
6. Richard Janeway (no vote)
7. David Bowman for Michelle England
8. Don Hassler for Janet Graham
9. Shirley Parris (no vote)

VOTES: Ms. Janet Graham - 5 votes
Ms. Michelle England - 2 votes
Ms. Parris (no vote)
Mr. Janeway (no vote)

Ms. Janet Graham is selected as the new superintendent of the Cumberland County School System.

At this point, Bowman made and Stone seconded a motion to take another vote in order to garner full support for Ms. Graham, if possible. Bowman stated that the board has reached a majority and by the Code of Ethics, once the board reaches a majority, all board members are supposed to stand behind that decision.

ROLL CALL VOTE: Bowman (mover-yes)
Stone (seconder-yes)
Freitag (yes), Janeway (yes)
Parris (yes), Hutson (no)
Blalock (yes), Patterson (yes)
Chairman Hassler (yes)
MOTION: Carried (8-yes, 1-no)

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A work session to develop Ms. Graham's contract was set for Wednesday, February 10th, 2016, at which time the executive committee (Chairman Hassler, Mr. Andrews and Mr. Patton) will have a rough draft of a contract for board members to discuss. Ms. Graham will also be given an opportunity to have in-put. After the contract is final, it will be brought back before the board for approval.

Bowman made and Stone seconded a motion to have the work session to discuss the length of the contract, salary and other items that should be included in the contract, on February 10th, 2016, at 5:00 pm.

VOICE VOTE: Bowman (mover-yes)
Stone (seconder-yes)
All ayes

MOTION: Carried unanimously

6. Adjourn: Bowman made and Stone seconded a motion to adjourn.

VOICE VOTE: All Ayes

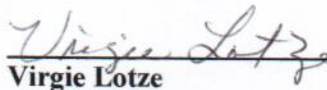
MOTION: Carried unanimously

(The meeting was adjourned at the approximate hour of 6:50 pm)

Mr. Donald Andrews
Superintendent of Schools

Mr. Don Hassler
Chairman of the Board

I, Virgie Lotze, do hereby certify that I reported and transcribed the foregoing minutes and that I delivered said minutes to the office of the superintendent of schools on February 10, 2016.


Virgie Lotze
Notary Public at Large for the State
of Tennessee

(My commission expires 6-4-19)

