

MINUTES

MURFREESBORO CITY BOARD OF EDUCATION

Special Called Meeting

Tuesday, November 17, 2009

4:00 p.m.—Central Administration Building

ATTENDANCE

Board: Chair Mary Wade, Susan Andrews, Ray Butrum, Butch Campbell, Nancy Duggin, David Hopper, and Nancy Phillips. Absent: Council Liaison Ron Washington.

Staff: Gary Anderson, Crystal Farris, Cheryl Harris, Michelle Hummel, Danielle Kaminsky, Priscilla Van Tries, and Lee Wilkerson.

Others: City Staff Attorney Kelley Baker, *Daily News Journal* Reporter Chasity Gunn, principals, and others.

ORDER OF BUSINESS

I. CALL TO ORDER BY BOARD CHAIR

Chair Mary Wade called the Murfreesboro City School Board meeting to order at approximately 4:00 p.m.

II. APPROVAL OF AGENDA

On motion by Mrs. Duggin and second by Mr. Campbell, the agenda was approved as presented.

III. DIRECTOR OF SCHOOLS SEARCH

A. Interview Workshop – Dr. Art Jones

Dr. Jones reviewed the interview process pointing out that section 3 contains information that will be referenced at Saturday's meeting. The interview schedule is: Thursday, November 19 at 7 p.m.—Dr. Linda Gilbert; Friday, November 20, Mrs. Beth Wright at 4 p.m. and Dr. Lela Bridges at 6:45 p.m. The Board would select two finalists on Saturday, November 21, and discuss the schedule of events for the candidate visits and interviews. He noted that the candidates will be interviewed by Board members, but candidates will also be observing the Board. The interview process will require intent listening to the depth and thoughtfulness of their responses and observance of their composure, strength

Board Meeting Minutes

Page 2

November 17, 2009 (4:00 p.m.)

of character and conviction. Look for steady career progress without interruption. He reviewed the permissible and impermissible areas one can ask for information about (Appendix B, page 20) in the Board's notebook. Pitfalls to avoid in the interview process included:

- advancing opinions on candidates outside the collective, corporate authority of the Board
- allowing emotions and/or personalities to direct and influence interaction among members
- being predisposed regarding a specific candidate
- discussing candidates in the presence of other candidates
- focusing on areas of disagreement rather than areas of agreement
- focusing on positions taken rather than shared or complementary interests
- focusing on the person with whom one has a differing perspective rather than on the idea or information advanced
- inflexibility
- not “seeking first to understand, then to be understood”...Failing to listen with empathy.

In response to Mrs. Phillips' question, Dr. Jones stated he would find out if it is permissible to ask if a candidate had ever been sued. He has talked with references, both those provided by the candidate and beyond, and has found nothing to prevent him from presenting the three candidates. Dr. Jones referenced the interview script (enclosed in official minutes notebook) and additional questions for consideration. Board members have been assigned two questions each but can be reassigned if desired. The person asking the question can delve deeper but must stay on subject with the question, and no other Board member can piggyback on that particular question. Mrs. Wade would manage the interview process. In response to Mr. Hopper, Dr. Jones stated asking supplementary questions of one candidate but not the others would not be equitable. Add questions before the first interview, send them to Mrs. Baker to share, and then be consistent with the others. But if a question is not answered sufficiently, don't hesitate to ask for more detail.

B. Presentation of Slate of Candidates to Board – Dr. Art Jones

Dr. Jones stated that 22 applications were received, and the three to be presented to the Board meet most if not all of the criteria established. Dr. Jones reviewed the credentials, a letter of resume, and their employment/career background. (Copies are included in the official minutes notebook.) He also pointed out each candidate's attributes, causing him to bring them to the Board for consideration.

Dr. Lela A. Bridges—

- Superintendent of Schools, School District 152, Harvey, IL
- Waukegan Public Schools District 60 Director
- High School Principal in the Waukegan Public Schools District
- Elementary School Principal in the Waukegan Public Schools District
- Dean of Students in the Waukegan Public Schools District
- Teacher in the Waukegan Public Schools District

Dr. Linda A. Gilbert—

- Associate Professor at MTSU
- Served as the School/Community Relations and Grantwriting Coordinator and prior to that as the Associate Director for Instruction and Professional Development for MCS
- Adjunct faculty member at Cumberland University
- General music/band/chorus teacher for MCS

Mrs. Beth Wright—

- Superintendent, Florence County School District Three, Lake City, South Carolina
- Elementary Schools Director, Williamson County Schools, Franklin, Tennessee
- Assistant Superintendent/Principal, Tennessee Rehabilitation Center, Smyrna, Tennessee
- Developmental Disabilities Coordinator, Southwest Mississippi Mental Health Complex, McComb, Mississippi
- Special Education Teacher, Metro-Nashville Public Schools, Nashville, Tennessee and Rutherford County Schools, Murfreesboro, Tennessee

Dr. Jones stated that the interview schedule had been confirmed with each candidate. The Board would return on Saturday morning to discuss and decide on two finalists. At Dr. Jones's request, the Board agreed to meet on Saturday at 8 a.m. instead of 9:00 a.m.

In response to Dr. Butrum's question, Mrs. Baker stated that the meetings have been publicized. The Board will need to announce at their 6:30 p.m. board meeting this evening that the meeting on Saturday will begin at 8:00 a.m. instead of 9:00 a.m. The media will also indicate that. Other meeting dates can be announced at 6:30 p.m. as well.

Board Meeting Minutes

Page 4

November 17, 2009 (4:00 p.m.)

IV. ADJOURNMENT

There being no other business, Chair Mary Wade adjourned the board meeting at approximately 5:30 p.m.

Dr. Carolyn Baldwin Tucker, Interim Director of Schools

MISSION STATEMENT

***To assure academic and personal success
for each child.***