

MINUTES



Personnel Committee Meeting

9/4/2025

4:30 p.m.

Attendees: Cindy Lavoie, Martina McDowell, Shelly Bell, Erin Gillespie, Amber Tynan, Kevin Vaughn, Beth Cicchetti, Quincee Messersmith – CLEO

Not Present: Princess Ousley

Board Staff: Matt Salera, Charlotte Brown

Guest: N/A

Recording: Matt Salera

Welcome – Martina McDowell

Meeting called to order @ 4:30pm.

- **Minutes Approval – August 11, 2025**

Motion made by Amber. Seconded by Quincee. All in favor.

CEO Search and Recruitment Process – Discussion Items

- Debrief of Follow-up Questions via One-Way Interviews Platform – Martina stated that she reviewed both of candidates follow up questions and stated that they are both great candidates. Quincee, Kevin, and Shelly agreed.
- In-Person Interviews – Charlotte stated that Marcus is scheduled for Monday 9/8 and Keantha is scheduled for Tuesday 9/9, and a few board members will also be present for the interviews. Discussion ensued about the upcoming committee meeting on 9/15 and if the committee could make an offer to whom the committee decides on or whether it would need to go to the full board for a vote. The bylaws were reviewed, and the bylaws did not stipulate that the board must vote on the committee's recommendation. Martina stated that the BOD's were invited to interview the candidates and those who elected not to attend were not fully informed on who is the best candidate. Amber, Quincee & Kevin then agreed that the committee's recommendation would be brought to the BOD for approval. It was decided by the committee that the agenda topic for the upcoming BOD meeting on 9/24 would be listed as follows:
 - Action Item - Personnel Committee CEO Recommendation.

Charlotte asked the committee when they make an offer to the selected CEO if they wanted to make the new CEO an at-will position or make an offer with an employment agreement. Martina suggested making it an at-will position. Amber suggested making the position at-will during the transition period and Erin agreed.

Matt brought to the committee's attention the issue of potential dual employment of the CEO candidates since one candidate is currently employed with a consulting firm and the other candidate is a school board member and that they may want to stay employed with their current roles and serve as the CEO

for CSCR. Kevin and Martina agreed to bring this issue to our attorney's attention, Ginger, so that the employment agreement would address any concerns related to dual employment and conflict of interest.

Meeting adjourned @ 5:41pm.