

PROCEDURES IN SUPERINTENDENT SEARCH PROCESS

1. TSBA will refer up to four candidates to the Board for consideration. The Board may accept or reject any of the candidates recommended by TSBA. New names may not be submitted by board members.
2. All members of the Board will interview candidates in an open meeting. Only school board members will be allowed to ask questions during the interview.
3. The Board will use the same questions to interview each semifinalist. Each board member will ask predetermined questions to each candidate. (The board member will determine the questions to be asked).
4. The Board will follow the same interview process and schedule for each candidate regardless of whether the candidate is local or from out of town.
5. At the end of the process, each board member will list up to 2 choices on a written and signed ballot. Only those person's interviewed will be included on the ballot. A board member may not vote for the same person twice on any ballot.
6. The candidate(s) up to two, receiving the most votes may be invited to return for a second interview. This person, or persons, will not be identified as the Board's first or second choice, but will become the Board's candidate(s) of focus. The Board will follow the same procedure with the remaining candidate if necessary. At any time during this stage, a motion to enter into contract negotiations would be in order, but if more than one candidate is brought back for a second interview, no motion shall be made until both candidates second interview is completed.
7. An effort will be made to select a candidate who can receive a unanimous vote so the Superintendent will have a position of strong support from the Board.