

July 25, 2011

To: Jeff Findley

From: Winston M. Rollins

In the July 23rd edition of the “The Post Searchlight,” the editor stated that - “in an apparent coordinated effort with Cosby and Gordon, board members Winston Rollins and Clarissa Kendrick questioned the process in which employment applications are evaluated and how personnel decisions are made.” This is an assumption on the editor’s part and is in error and I take exception to this statement. I have spoken with the superintendent regarding the process of bringing addendums to the work session and the board is expected to approve them within an hour which actually leaves no time for questions or concerns, this is an ongoing problem that has been discussed in the board retreat earlier in the year, as well as other board meetings, prior to July 21st, but no changes have been made. I have requested that all personnel recommendations be submitted to the board in the regular board package, which is seven days in advance, which has not been done, this is my reason for voting “no” on the recommendations on July 21. I had no problem with the recommended applicants, just the process.

I represent the citizens in district three and I have received numerous calls from both white and black citizens complaining about the hiring and promotion process and as their elected representative, it is my fiduciary duty to seek answers regarding their questions as well as ensure that the best applicant is hired for all positions, in some cases it may be necessary to ask for specific applications or other pertinent information regarding an applicant; I do not feel that we should review all applications but we are responsible for the final decision and I do not feel comfortable “rubber stamping” every recommendation when there appears to be cause for further investigation; after all, we should be seeking the most qualified applicant regardless of race, creed or color.

Regarding the “no” vote on the one year extension of Dr. Rayfield’s contract, my reason for voting “no” extends back to discussions in our board retreat where he was asked to complete certain tasks and he has failed to do so. He has a three year contract and I do not feel that his job performance this past year merits an extension.