

**MINUTES**  
**SPECIAL MEETING**  
**DISTRICT BOARD OF TRUSTEES**  
**GULF COAST COMMUNITY COLLEGE**

**February 1, 2007**

3 p.m.  
Holiday Inn Sunspree

**Members Present** William C. Cramer, Jr. (presiding), Denise D. Butler, Karen L. Durden, Dan A. Estes, Dr. Stephen C. Myers, Renee C. Shoaf, William C. Sumner, Derrick G. Bennett

- 1. Opening Remarks** Chair Cramer called the meeting to order at 3:15 p.m. He expressed appreciation to Kim Krutchek of Media Services and Curtis Carter of WKGC Radio for their outstanding technical support.
- 2. Review Of Questions** In response to Chair Cramer's request, Attorney Bennett provided guidance regarding the appropriateness of interview questions. He indicated that some topics should be avoided, including questions about religion, race and national origin, and marital or family status. He pointed out that questions connected to disabilities were problematic and referred to issues related to the Americans with Disabilities Act. Attorney Bennett noted the law made no distinction between direct and indirect questions and cautioned trustees about conversation topics that could lead to dangerous areas. Trustees then reviewed the draft questions, and several offered to ask questions of particular interest to them.
- 3. Salary Issues** Trustees discussed salary issues, and Ms. Luckie was asked to provide trustees with information on salaries paid to presidents in Florida community colleges. In response to Chair Cramer's comments about the process that would be used to negotiate with the top-ranked candidate, Ms. Durden suggested that a committee be appointed to negotiate and bring a recommendation back to the full board. Trustees agreed that their primary purpose is to employ the best qualified candidate for the GCCC presidency.
- 4. Interview** Chair Cramer welcomed Dr. A. James Kerley, and the trustees began asking interview questions at 4 p.m. After responding to questions from the trustees, Dr. Kerley asked the trustees to identify their priority concerns for a new president.
- 4. Adjournment** Chair Cramer expressed appreciation to Dr. Kerley, the trustees, and various college staff members who had attended the special meeting. He adjourned the meeting at 5:55 p.m.