

**BARTLETT PUBLIC LIBRARY DISTRICT
SPECIAL LIBRARY BOARD OF TRUSTEES MEETING MINUTES
Monday March 6, 2023
7:00 p.m.
Location: Library Meeting Room
800 South Bartlett Road, Bartlett, IL 60103
630-837-2855**

The Special Board Meeting was called to order at 7:00 p.m. by President Hopkins.

The following Trustees were present: Barry, Sias, Olsen, Bucaro, Deyne, Hopkins. Trustee Boyer was absent.

Also present:

Director Karolyn Wessel

Town hall:

None

ADJOURNMENT:

Trustee Bucaro made a motion to adjourn into Executive Session. The motion was seconded by Trustee Deyne. The motion was approved. Meeting adjourned into Executive Session at 7:02 p.m.

The Board went into Executive Session at 7:03 p.m. (as permitted by 5 ILCSA Section 2© 1—The appointment, employment, compensation, discipline, performance or dismissal of specific employees of the public body or legal counsel for the public body.

The following Trustees were present: Barry, Sias, Olsen, Bucaro, Deyne, Hopkins. Trustee Boyer was absent.

Director Evaluation:

The Bartlett Public Library District Board reviewed the evaluation of Director Wessel and measurable goals were established.

Trustee Barry a motion to go back into regular session at 9:28 p.m. Trustee Deyne seconded the motion and the motion was approved. Present were Trustees: Barry, Sias, Olsen, Bucaro, Deyne, Hopkins, Barry. Trustee Boyer was absent.

Also present was Library Director Karolyn Wessel.

Trustee Deyne made a motion to discuss goals and any monies that they forward to the Director. Trustee Bucaro seconded the motion.

President Hopkins stated that they will review the goals first. The Board went through the goals and she feels that the discussion was so long because the Board was really trying to see how they could help the Director. It was a very good conversation.

There are a couple of changes to the goals.

In regards to Grants we have the measurable outcome of applying for one grant per year. The Board has decided that the measurable goal should be as follows:

In June and December of 2023, the Board would like a report on what grants have been researched and/or looked into, if we qualify for the grants if not why not and if we did submit any grant applications.

The Board is also directing that a Deputy Director be hired within the 1st quarter of the fiscal year, that has HR and Business experience so that the Director can focus on the goals that have been set by the Board.

Director Wessel confirmed that the Finances would still be included as part of her duties. President Hopkins confirmed that yes, the budget would fall under the Director. Director Wessel also stated that she sees the Deputy Director taking over HR, IT, Tech Services and more of the Internal Services of the Library so that she can focus on the Outreach, Marketing, and Public Services aspects of the position. Director Wessel would really like to build on the homebound delivery services, nursing homes, and hire staff to complete these duties and to also look into getting the book bike in place.

President Hopkins stated that the Board discussed that Director Wessel's strengths are the budget, and outreach and that the Deputy Director could focus more on the day to day operations. IT, HR, etc. Director Wessel inquired whether or not the new Deputy Director could take over as the liaison to the Foundation? Just to get

some new blood in there? Director Wessel also stated that she does not know if we are going to be able to get a candidate that has all this experience. Director Wessel feels that hiring a Deputy Director is a good solid way to go. Director Wessel asked to confirm if there were enough funds to cover the new position. President Hopkins responded that the Board discussed this and they are comfortable with the cost.

President Hopkins also talked about a pilot project that a contest can be created for all staff to come up with low cost high value projects we can try out to see how it works that can be funded. It will be judged by their peers and recognition will be given so we can engage our staff more and continue to build on the Strategic Planning Goals. 2 of these pilot projects should be completed by the 3rd quarter. The measurable outcome would be a full report to the Board on how the projects were implemented, and the outcomes.

As part of Director Wessels personal goals the Board would like her to attend the ALA Conference which is being held in Chicago and would like her to see if she can engage another department manager to attend the conference as well.

Director Wessel reported that she will be listening to a DEI webinar and is actively searching for a speaker to get us started for our training in that area.

Director Wessel and President Hopkins had discussed about the Director's salary being increased to the capped amount. President Hopkins had used last year's numbers so the reflected amount in this year's numbers is actually less than last year. Director Wessel had also requested 10 personal days for flexibility to be used through the end of the fiscal year. This would not be continued after the end of this year.

Trustee Sias made a motion to increase the Director's salary to the cap of \$128,297 with an additional of 10 personal days. Director Wessel stated that the day would only be used if needed and would not continue beyond the end of this fiscal year. Trustee Deyne agreed with Director Wessel.

President Hopkins asked if there was any discussion.

Trustee Olsen stated that he has to go on record to say that any additional personal time is outside of policies that we have established and it would open us up to potential discrimination. I don't know the basis for the request for additional time but I believe that we have probably have employees that could argue successfully

that they have similar circumstances that should warrant a similar exception and he is worried that we open ourselves to discrimination if we provide for additional benefit time off outside of our policies.

Trustee Deyne stated that she too would like to go on record as stating that because of the unusual circumstances of this past year she does not feel that we are putting ourselves up against any type of discrimination. She sees the Director above staff “A Director” not just staff who has gone above and beyond what her particular circumstances were at that time. So, she goes on the record stating that she does not have a problem with the 10 additional days and it’s just until the end of this calendar, budget year.

Trustee Barry also stated that he wanted to go on the record as stating that he does not see a problem with the current motion that is on the floor. That is part of her compensation package and we as a Board determine the compensation package. Now in order to bring a lawsuit for discrimination, you have to be a member of a protected class. I don’t believe that being an employee, is a member of a protected class so he does not think that there is a threat to a successful lawsuit on that basis. We have a compensation package that we hope the Director will accept and stay with us. We value her. She has had ten/eleven successful years and I believe that when she came in she took the position from a male who was making much more then she is making today.

Trustee Sias went on record stating that this scenario of compensation is ideal. He thinks it brings value to the Director. He thinks it brings value to the Board. Trustee Sias is not sure what to call it “this distraction” is not a surprise on who it is coming from. Trustee Sias does not think there are any basis for legal issues in his opinion. He thinks it is a perfectly good review, a good idea and he is glad we found a solution that suits all parties.

After discussion the Board voted on the following:

Trustee Sias made a motion to increase the Director’s salary to the cap of \$128,297 with an additional of 10 personal days.

The motion was approved. Ayes, Barry, Sias, Bucaro, Deyne, Hopkins. Nays: Olsen, Absent: Boyer.

President Hopkins thanked Director Wessel.

ADJOURNMENT:

There being no further business, a motion to adjourn the special board meeting was made by Trustee Deyne. It was seconded by Trustee Bucaro. The motion was approved. The meeting adjourned at 9:44 p.m.