

Personnel Meeting
Sandwich Public Library – 925 S. Main Street
Thursday, March 8th, 2018 @ 5:00 PM

Personnel meeting called to order at 5:00 PM by President Nancy Sanders.

Roll Call: Nancy Sanders, Jane Wolf, Denise li, Jennifer Boring, Ruth Fish & Denise Curran were present. Also present for a portion of the meeting was Head of Circulation, Lauree Zielezinski; Reference / Readers Services Librarian Barb Posinger; and Bailey McGee, Youth Services Specialist.

Becky Clemons arrived at 5:12 PM during Executive Session

Additions / Deletions / Amendments to Agenda: None

Unfinished Business: None

New Business: None

Executive Session: **Motion made by Nancy Sanders and seconded by Denise li, to go into executive session at 5:01 PM, pursuant to Section 2(c)(1) “The appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee of the public body or against legal counsel for the public body to determine its validity.” Aye: Trustees Sanders, Wolf, li, Boring, Fish & Curran Nay:0 Motion carried**

Reference / Readers Services Librarian Barb Posinger and Youth Services Specialist, Bailey McGee left the meeting at 5:16 PM

Head of Circulation Lauree Zielezinski arrived at the meeting at 5:16 PM

Barb Posinger and Bailey McGee re-entered the Executive Session at 6:03 PM, and left the meeting at 6:16 PM

Lauree Zielezinski re-entered the Executive Session at 6:16 PM.

Motion to return from Executive Session: **Motion made by Ruth Fish and seconded by Denise Curran to return to regular session at 7:45 PM. Motion carried unanimously by voice vote.**

Motion to Offer Employment: **Jennifer Boring moved to hire Amy Girmscheid at a starting salary of \$50,000 with negotiation rights up to \$53,000, to include \$3,000 annual insurance stipend to be paid over 26 pay periods commencing 3 months after employment, IMRF to start**

upon employment, 80 hours vacation and 80 hours sick leave will become available after six months employment. Should Amy Girmscheid decline the position, the position will be offered to Scott Grotto with same benefits. Motion was seconded by Ruth Fish. Aye: Trustees Sanders, Wolf, Boring, Clemons, Curran & Fish Nay: Trustee li Motion carried 6:1

Adjournment: Motion made by Denise Curran, and seconded by Ruth Fish, to adjourn the personnel meeting at 7:50 PM. Motion carried by voice vote

/s/ Denise li, Secretary

Executive Session

Library Board Meeting Room

March 8, 2018

5:01 PM

Present: Nancy Sanders, Jane Wolf, Denise li, Denise Curran, Ruth Fish, & Jennifer Boring. Also present was Reference / Readers Services Librarian Barb Posinger & Youth Services Specialist, Bailey McGee.

Re: Section 2(c)(1) – Personnel (Director Position)

Second interview was conducted for Scott Grotto. He was questioned at length by Barb Posinger & Bailey McGee from a staff's viewpoint. He is familiar with local government and budgeting. He manages the website at Hampshire Library where he has worked the past 7 years. Mr. Grotto has never been a director, and has minimal experience with Quickbooks. Nancy Sanders checked his references which were positive.

Reference / Readers Services Librarian Barb Posinger and Youth Services Specialist, Bailey McGee left the meeting at 5:16 PM

Head of Circulation Lauree Zielezinski arrived at the meeting at 5:16 PM and left Executive Session at 5:46 PM

Barb Posinger and Bailey McGee re-entered the Executive Session at 6:03 PM, and Lauree Zielezinski exited.

Second interview was conducted for Amy Girmscheid. Again, Barb Posinger and Bailey McGee posed questions on behalf of staff. Ms. Girmscheid has no financial background nor experience as a director. From her experience with libraries, she is able to network throughout the state should the need arise pertaining to financial matters (as an example). Her forte is a successful genealogical program at the Elburn Library where she is currently employed.

Barb Posiner and Bailey McGee left the meeting at 6:16 PM

Lauree Zielezinski re-entered the Executive Session at 6:16 PM

Board felt that candidate Emily Schwab required more experience and there was concern that she would micro-manage. Input from staff members was shared with the Board, and Emily Schwab was eliminated from the selection pool. Neither Scott Grotto nor Amy Girmscheid have financial experience with budgeting or levies, and neither has been a director. Both candidates embraced taking necessary training classes and attending Directors University to learn the

position, and expressed similar management styles. Board favored Amy's 20 years' experience over Scott's, and her maturity.

Motion made by Ruth Fish to return to open personnel meeting at 7:50 PM and seconded by Denise Curran. Voice vote approval

/s/ Denise li, Secretary