

Friday, January 31, 2025: Special Meeting - Open Session

Trustees in Attendance: Diana Brazeale, John Garrity, Janis Hagen, Mary Hernandez de Carl, and Echo Schneider.

Trustee(s) Absent: None.

Also Present: Nicholas Holladay, Mary Miller, Tory Pegram, Dana Roberts, and an additional 9 members of the community.

Christian County Library's Board of Trustees met in a special open session on Friday, January 31, 2025, in the Large Meeting Room of the Nixa Community Branch.

President Echo Schneider presided.

Start Time: 4:01 p.m.

Pledge of Allegiance

Agenda Items

Executive Director Search Process

- Job Description Feedback Discussion

John Garrity moved to reorder the agenda so that the "Job Description and Feedback Discussion" was first. Diana Brazeale seconded. All Trustees present were in favor. The motion passed. Roll Call: Trustee Brazeale: Aye; Trustee Garrity: Aye; Trustee Hagen: Aye; and Trustee Hernandez de Carl: Aye.

Janis Hagen moved to accept the Executive Director job description incorporating the attorney's suggestions and all other final revisions as discussed. Mary Hernandez de Carl seconded. All Trustees present were in favor. The motion passed. Roll Call: Trustee Brazeale: Aye; Trustee Garrity: Aye; Trustee Hagen: Aye; and Trustee Hernandez de Carl: Aye.

- Timeline

John Garrity moved to proceed with posting the job description, salary range, and a summary list of provided benefits on CCL's website and widely on other job recruiting and professional sites, especially those with little or no additional cost. It would be posted by Thursday, February 6th for at least 6 weeks (making first consideration Friday, March 21st) with the following application components required:

- CCL Application (with all required fields as discussed)
- Resume
- Cover Letter
- 3 References

Diana Brazeale seconded. All Trustees were in favor. The motion passed. Roll Call: Trustee Brazeale: Aye; Trustee Garrity: Aye; Trustee Hagen: Aye; and Trustee Hernandez de Carl: Aye.

- Interview Process

Library staff agreed to create a shared folder for all application materials so that Trustees can review submissions. Additional discussion of next steps will continue at future meetings.

- Salary Review

Janis Hagen moved to keep the salary range for a prospective Executive Director at \$38 to \$42 as previously approved in the 2025 Payscale. No one seconded. The motion failed.

John Garrity moved to increase the current starting pay range by \$1 to \$38 to \$43 an hour and requested staff provide recommendations at an upcoming meeting for how the 2025 budget could be revised to accommodate an offer at the \$43 per hour maximum if made. Diana Brazeale seconded. 3 Trustees were in favor and 1 opposed. The motion passed. Roll Call: Trustee Brazeale: Aye; Trustee Garrity: Aye; Trustee Hagen: Nay; and Trustee Hernandez de Carl: Aye.

Adjournment

The meeting was adjourned by the Chair at 5:30 p.m.