

Tuesday, February 25, 2025: Open Session

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

Trustee(s) Absent: None.

Christian County Library's Board of Trustees met for a regular monthly session on Tuesday, February 25, 2025 in the Large Meeting Room of the Nixa Community Branch.

President Echo Schneider presided.

Start Time: 6:00 p.m.

Consent Agenda

Janis Hagen requested to pull out consent agenda item *1.F. Minutes of the Monday, February 3, 2025 Special Meeting - Closed Session* in order to propose changing the phrase "regarding the removal of" to "to remove."

Diana Brazeale moved to approve all items in the consent agenda including the revision proposed by Janis. The motion was 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.

Old Business

Resource Sharing Software Update

Mary Hernandez de Carl moved to request that the Interim Director email Trustees with a clear timeline for when MOBIUS is expected to go back online. The motion was 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.

Bylaws Revision - Second Reading

- Article VIII: Scope of Authority

John Garrity moved to adopt the revised *Article VIII: Scope of Authority* of the Trustee Bylaws as presented. The motion was 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.

Legal Representation of Library District in Ongoing Litigation

Diana Brazeale moved to issue a wider RFQ (Request for Quote) to be posted on the library website and circulated widely seeking counsel for the library district in its ongoing litigation. The motion was 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.

New Business

Welcome to New Trustee

No board action was taken.

2025 Payscale - Revision of Executive Director Starting Pay Range and Minimum Experience & Education Requirements

John Garrity moved to adopt the 2025 Payscale as amended to reflect the new starting pay range and minimum experience and education for the Executive Director position. The motion was 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.

Removal of the Library District from the Lawsuit

John Garrity moved to table this agenda item until counsel is retained. The motion was 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.

Fees from John Spurlock in Defense of the Lawsuit from Janis Hagen

John Garrity moved to authorize the Christian County Library District to pay John Spurlock for legal defense of Diana Brazeale, John Garrity, and Echo Schneider as invoices are received. The motion was 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.

Removal of Memberships in ALA and MLA as Appropriate

John Garrity moved to withdraw Christian County Library District from membership in or association with the American Library Association and the Missouri Library Association, both of which are private trade organizations. The motion was 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.

Budget Realignment

John Garrity moved to remove this item from the agenda as the budget subcommittee to be formed later on the agenda will address the issue. The motion was 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.

Bond Repayment

No board action was taken.

Formation of Policy and Bylaw Subcommittee

John Garrity moved to form a Subcommittee to review and revise the policies and bylaws of the Christian County Library District. The Subcommittee will consist of two board members (a Chair and a Secretary) to be nominated and voted upon in this meeting, and the Executive Director or a delegate, and will consult with the district lawyer as needed. The Subcommittee will be tasked with reviewing the current policies and bylaws, identifying areas that require updates or revisions, and bringing proposed changes back to the full board for approval. The Subcommittee will meet weekly or as needed to fulfill its responsibilities in meetings open to the public, and shall exist for 60 days or until the work is completed. The motion was 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.

John Garrity then moved to nominate himself to serve as the Chair and Diana Brazeale to serve as the Secretary of the Subcommittee and to allow the Executive Director seven days to notify the board of their staff member selection. The motion was seconded. 3 Trustees were in favor and 1 opposed. The motion passed. Roll Call: Trustee Brazeale: Aye; Trustee Garrity: Aye; Trustee Hagen: Abstain (noting she voted "nay" on Subcommittee formation); and Trustee Hernandez de Carl: Aye.

Formation of a Budget Subcommittee

John Garrity moved to establish a Budget Subcommittee with the following objectives, composition, and authority:

- The Budget Subcommittee shall be responsible for reviewing, analyzing, and making recommendations regarding the Library's budget. The Subcommittee shall provide a detailed analysis to help inform the decisions regarding the allocation of financial resources.
- The Subcommittee shall consist of 4 members: a Chairperson, a Secretary, the CCL Executive Director, and the CCL Director of Finance and Business Operations. Members shall be appointed by the Board of Trustees by nomination and vote.

- The Subcommittee shall have the authority to propose budget allocations and will report its findings and recommendations back to the full board. The Subcommittee is not authorized to approve the final budget, but its role will be to provide informed input and recommendations.
- The Subcommittee will meet weekly or as needed to fulfill its responsibilities in meetings open to the public and shall exist for 60 days or until the work is completed.

The motion was 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.

John Garrity then moved to nominate himself to serve as the Chair and Mary Hernandez de Carl to serve as the Secretary of the Subcommittee. The motion was seconded. 3 Trustees were in favor and 1 opposed. The motion passed. Roll Call: Trustee Brazeale: Aye; Trustee Garrity: Aye; Trustee Hagen: Abstain (noting she voted “nay” on Subcommittee formation); and Trustee Hernandez de Carl: Aye.

Adjournment

The meeting was adjourned by the Chair at 8:17 p.m.